

BOCES Bulletin

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“ Be happy for this moment.
 This moment is your life.”
 - Omar Khayyam



Retiree Recognition - pg. 4

Upcoming Events

- June 9** Multi-Occ./FOCUS End of Year Celebration
- June 14** Flag Day; Creekside Graduation
- June 15** EMCC Student Recognition & Certification Ceremony
- June 16** Board of Education Meeting
- June 19** Father's Day
- June 20** Project Search at Wegmans Recognition Celebration; First Day of Summer
- June 21** Bird/Morgan 8th Grade Graduation; Transition Graduation
- June 22** O'Connor Academy Graduation

Follow this [link to the BOCES Calendar of Events](#)

From the District Office

Introducing Lawrence Mancuso, Director of Human Resources

I am pleased to announce that Lawrence P. Mancuso was appointed as the Director of Human Resources at the May 5th Board of Education Meeting, with a starting date of June 1, 2016. Lawrence has background not only in human resources and labor relations, but he also spent time in the classroom as a special education teacher for 14 years. Please join me in welcoming Lawrence to Monroe 1 BOCES.

Lawrence is a graduate of SUNY Brockport College where he earned his Bachelor of Science degree in History. He went on to earn a Master of Arts in Special Education from Binghamton University and earned his Juris Doctorate, with a concentration in labor and education law, at the University at Buffalo Law School. He earned his certification in school district administration from SUNY Brockport College.



Lawrence served as a Shared Human Resources Administrator at Monroe 2-Orleans BOCES from 2012 until joining BOCES 1 in June 2016. His work involved the supervision of all personnel policies and procedures for two Monroe County school districts to ensure quality recruitment, hiring and retention of employees. Lawrence brings strong labor relations experience directing the administration and negotiations of numerous collective bargaining contracts with a focus on student achievement. He also has extensive experience with due process rights of public sector employees under the Public Employee Fair Employment Act (Taylor Law). His experience includes reviewing and drafting employment contracts, managing employee relations issues surrounding hiring, discipline, due process hearings; providing counsel regarding wage and hour issues, civil service compliance, the Family Medical Leave Act, the Fair Labor Standards Act, the New York State pension systems, health care benefits and retirement benefits, among others.

Lawrence brings a unique background of fifteen years of classroom teaching in special education, human resources administration, as well as legal knowledge and experience, to the Director of Human Resources position. He has also provided consultation in the development of human resources policies and procedures related to compliance with Federal and State labor laws.

- Dan White, District Superintendent

Board Briefs

Click here for the Board Briefs for **June 2, 2016**:

http://www.monroe.edu/files/filesystem/BOEBRIEFS_06_02_2016.pdf

Professional Development

WinCap WEB Professional Development Module Closing Temporarily

From June 23rd until September 6th, staff will not have access to the WinCap WEB Professional Development module. This is a cost savings effort. The Office of Curriculum & Instruction pays a monthly fee per user for access to this module.

The only professional learning opportunities that will be occurring over the summer are the following:

- Leveled Literacy for Administrators on August 8th
- A FULL TCI training for **NEW Staff** from August 22–25
- A FULL TCI training for Staff from August 29–September 1 for pay (BUP 30/hr. - BPA at hourly rate)

If you are interested in one of these options, please sign up **prior to June 23rd**.

Staff with professional certificates (Teachers/Administrators/TA Level 3) that require a Professional Certificate Activity form documenting additional professional development hours (175/75 per 5 year cycle) must submit the Activity Request form to their supervisor prior to June 23rd.

On September 6th, the WinCap WEB Professional Development module will be open and the Internal Catalog will be filled with learning opportunities for the 2016-2017 school year.

If you have questions, please contact our office at 383-2277 or 249-7039.

- Submitted by Annette Hauenstein, Coordinator of Curriculum, Instruction & Professional Development

Growth-Producing Feedback

“Good job!”
(Not growth-producing)

VS.

“Good job waiting for your turn!”
(Growth-producing)

“You didn’t read that correctly.”
(Not growth-producing)

VS.

“Make sure to pause at periods and commas.”
(Growth-producing)

The examples above depict a difference in how educators can use feedback to enhance student understanding and growth. Growth-Producing Feedback is described by Paula Rutherford in the book [Instruction for All Students](#). At Monroe #1 BOCES, we often need to use clear and short language with students; however, during instructional times, it’s important to be sure we are making the most of the feedback we give them. Students are more likely to understand feedback if it is specific and given immediately. In the examples above, the statements “Good job” and “You didn’t read that correctly,” do not give the student specific feedback on what they did right or wrong. Also, students must have the opportunity to respond to feedback, make adjustments in their work, and resubmit the work or assignments, in order to help them maintain what they learned.

For more detailed information regarding growth-producing (effective) feedback refer to the article link below from Grant Wiggins describing the [Seven Keys to Effective Feedback](#).

<http://www.ascd.org/publications/educational-leadership/sept12/vol70/num01/Seven-Keys-to-Effective-Feedback.aspx>

- Submitted by Marne Brady, ELA Instructional Specialist and Jodi Coniglio, Teacher Center Director

Therapeutic Crisis Intervention (TCI) training update

For your information, there are upcoming changes to our Therapeutic Crisis Intervention (TCI) training at Monroe #1 BOCES. We transitioned to TCIS (Therapeutic Crisis Intervention for Schools) a few years ago, and per their guidelines:

*"Training for staff to refresh TCIS skills is required semi-annually at a minimum. Quarterly refreshers of about 3-4 hours are recommended, but the minimum required to maintain the TCI system is **6 hours every 6 months.**"*

Beginning in the 2016-2017 school year, TCI refreshers will now consist of two parts; Part A and Part B. Each part will consist of six hours of training and must be completed within five months of each other. We had to schedule our refreshers, Part A and Part B, five months apart due to working within a ten month school calendar. Once you participate in a "new" TCI refresher, you will continue to have the same cycle each year for refreshing your certification.

As you enroll in a TCI Refresher in WinCap WEB, our Internal Professional Development Catalog, you will automatically be enrolled in Part A and Part B, thus easing the registration process. WinCap WEB will send automatic email reminders of the Part B training.

Going forward, we will also provide Saturday TCI Refresher training options. Staff attending Saturday TCI Refresher sessions will be paid according to their bargaining unit contract.

The TCI trainers are dedicated to making the "new" TCI refreshers engaging as well as relevant to the work we do each day with students. Also, the added time will **NOT** result in more testing, but will result in more learning!

Please feel free to contact me at 383-2298, if you have questions about the new TCI Refreshers.

- Submitted by Jim Colt, Director of Safety & Security

Monroe 1 BOCES Implements Leveled Literacy Intervention (LLI) *as a tiered support for students at Bird/Morgan, O'Connor Academy and Creekside*

Learning to read is no easy feat. Avid readers tend to forget the difficult process of learning how to read.

Many of our students at Monroe 1 BOCES face the complex task of learning to read, compounded by a learning disability. Our students need multiple tools to help decipher difficult words while reading. Teachers have to select texts that are easy enough to help the student act and sound like a reader and also read with understanding.

Some of our students are years behind grade level with their reading abilities, so we urgently need to teach reading every day with instruction that compels students to enjoy reading and writing. We are working across special education programs at Monroe 1 BOCES to implement Leveled Literacy Intervention (LLI) in an effort to meet this challenge.



LLI is a reading program based on over 60 years of research focusing on the integration of all aspects of the reading and writing processes. Students receive daily lessons in a 1:1 or small group setting with opportunities to re-read previous books for fluency, talk about books, write stories about the text, and learn how to look at parts of words based on meaningful chunks.

Many teachers from Bird/Morgan, O'Connor Academy and the Creekside Program have participated in professional development on how to teach LLI. This explicit instruction, when implemented with integrity, is helping our students to close the literacy gap!

- Submitted by Annette Hauenstein, Coordinator of Curriculum, Instruction & Professional Development

Programs and Services Updates

Celebrating TSTT's Class of 2016



**Today's
Students**
**Tomorrow's
Teachers**

Today's Students Tomorrow's Teachers (TSTT) held its annual Recognition Breakfast at St. John Fisher College on May 12. TSTT is an organization that seeks to recruit, mentor and train culturally diverse students from high school through college with the ultimate goal of placing them as effective educators and leaders throughout the community. The TSTT program is offered to districts through Monroe #1 BOCES. This year's participating districts include: Fairport, Geneva, Utica, West Irondequoit and Wheatland-Chili. On May 12th, these students were celebrated for their achievements and honored by those who have played an integral role in their academic successes.

Brandon Freedman, a senior from Fairport High School, delivered heartfelt words about his TSTT experience and how the program helped to solidify his passion for teaching. Nazareth College graduate, Shelley Hughes, spoke about all of the preparation that TSTT provided throughout her academic career including workshops, internships and mock interviews.

The honorees (both high school and college seniors) were presented with certificates of achievement, as well as a memento that will serve as a lasting reminder of all of their outstanding accomplishments to date.



Today's Students Tomorrow's Teachers congratulates all of our scholars. We are confident that they will take what they have learned, apply it...and use those tools to directly affect the lives of others.

- Submitted by Tiffany S. Gaither, Regional Program Coordinator, Greater Rochester Region, TSTT

News and Notes

Retiree Recognition

On Friday, June 3rd, the BOCES 1 Educational Foundation Golf Tournament at Greystone Golf Club hosted 108 golfers and a total of 120 dinner guests. The tournament raised approximately \$15,000 for Monroe 1 BOCES students! The post-tournament celebration was also the setting for the retirement recognition of **Barbara DeVito** (Human Resources). Sheila Wallenhorst spoke about Barbara's career which began in 1990 when she joined the Payroll office. Working with Sheila and Robin Hyatt, Barbara learned nearly every area of the department. Barbara's experience was invaluable when the Human Resources and Payroll departments merged a few years later. Barbara was also recognized for her 25 years of service to BOCES 1. And, to top it all off, Barbara also won the 50/50 raffle at the golf tournament (the ticket was picked by Scott Covell) and won \$510! Congratulations, Barbara, and best of luck in your retirement!

Also, please join us in congratulating the following 2015-2016 retirees:

Lisa Benner (Special Education Teacher)
Larry Bianchi (Associate Teacher)
Karen Boni (Business Office Manager)
Catherine Boynton (Senior Data Technician)
Pat Diulio (Teacher Aide)

Cheryl DiStefano (Special Education Teacher)
Cynthia Gonzo (Regional Certification Evaluator)
Linda Robison (Clerk II)
Cathy Speciale (Teacher Aide)
Barbara Whitehead (Teacher Aide)

Did You Know?

Consultant Teacher and Tutoring Services

- Consultant Teacher and Tutoring Services (CTTS) employs more than **75 teachers and tutors**.
- CTTS is groundbreaking – recently adding **Home School Monitoring Services** and soon to provide **OSHA certification instruction** to incarcerated youth.
- CTTS staff are located in **private, parochial, public schools, homes, and tutoring centers** throughout Monroe County and western New York.
- CTTS also **partners with BOCES 1 programs** to provide tutoring, specialized instruction and content area instruction, as needed.

- Submitted by Liz Walton, Program Coordinator

Good Apple Awards

In 1988, the administration at Monroe #1 BOCES developed the 'Good Apple' Award program to acknowledge staff who "make a difference" in our school community, and to recognize staff members who demonstrate the qualities of the BOCES vision: innovation, collaboration and leadership.



June 2016

Wendy Kavanagh (School Health Services) nominated **Cathy Ernisse** (School Health Services) for a Good Apple Award. Wendy stated, "I am nominating Cathy Ernisse, SHA for the Good Apple Award because she exemplifies Monroe #1 BOCES School Health Services-RCSD commitment to 'be responsive to the needs of the students, staff and families every day' and 'ensuring collaboration and communication.' Last September, Cathy initially met first-grader Zionna because the teacher would often send her to the Health Office. Eventually, Zionna was diagnosed with significant hearing loss and qualified for hearing aids and an in-school FM device. To our surprise, within the first week, Zionna threw her hearing aids away and stomped into the Health Office. Cathy learned that Zionna was frustrated because the teacher would turn off the FM device when addressing other groups of students. She thought the teacher 'turned the hearing off.' Cathy patiently explained the difference between the hearing aids and the FM device and how they also work together. After an entire month of Zionna wearing her hearing aids, she was recognized during the Terrific Kid Assembly at school as a 'role model in class,' following routines and rules. Thank you Cathy, you too deserve acknowledgment regarding Zionna's success!"

Kristin Olbrich (OT/PT) nominated **Allen Mozek** (Paraprofessional) for a Good Apple Award. Kristin stated, "Allen was partnered with a student who was frequently aggressive and had no means of communication. With collaboration from the SLP, OT, teacher, and behavior specialist, Allen has fostered a sense of independence and trust in this student's life. His student is able to communicate via picture symbols and gestures and trusts that Allen is going to follow-through with his wants/needs. Allen truly goes above and beyond every day!"

Louise Moore, RN (School Health Services) nominated **Janice Casiano**, SHA (School Health Services) for a Good Apple Award. Louise stated, "Janice is superfast and efficient! We performed sports re-qualifications together and she had the physicals entered into the computer before I had even greeted the student! She is assertive and independent, calling parents without prompting or being asked. She is delightful to work with."



Monroe #1 BOCES . . . a look at the past: 2007 – 2011

- The **Early Childhood Assessment Team (ECAT)**, located at the Harris Building on Baird Road, provided 740 comprehensive evaluations for young children, at the preschool level, during the 2005-2006 school year.
- Two-hundred-forty-five English Language Learners (ELL's) from eight school districts received **English for Speakers of Other Languages (ESOL)** services from twelve staff members during the 2005-2006 school year.
- The use of a new technology, known as **Digital Talking Books**, replaced the traditional access to audio books on cassette tapes. Books available on CD were read via the Victor Reader, which allowed a visually impaired student to easily navigate through a book by page/chapter, as well as search and bookmark.
- A new **BOCES 1 website**, redesigned and hosted by SchoolWorld, was launched on February 6, 2008, with new navigation, page design enhancements and updated program content.
- The Monroe Educational Foundation, Inc. held its first annual **"It's for the kids" Charity Golf Tournament** on June 6, 2008 at Greystone Golf Club. Proceeds were used to directly benefit students in BOCES programs.
- BOCES United Professionals (BUP) held the first annual **Harry Karpinski Leadership Scholarship Awards** on June 25, 2008 in honor of Harry Karpinski, a BOCES 1 special education teacher who passed away in 2007. Applicants had to be the son or daughter of a BOCES employee. Eight deserving students received scholarships.
- On September 19, 2008, Board of Education President, Margaret Markham announced the appointment of **Daniel T. White** as the next District Superintendent of Monroe #1 BOCES, with a starting date of January 1, 2009, pending successful completion of contract negotiations.
- Creekside School's new mascot, **T-Bone**, was introduced to students and staff on January 15, 2010.
- A hands-on video conference, "Transfer of Energy," developed by Monroe #1 BOCES using the latest in instructional technology, was introduced on February 22, 2010. **Video conferencing** offered a unique opportunity for students to work with a master teacher and another class on energy transformation experiments *without ever leaving the classroom*. The technology allowed school districts to dramatically reduce the number of field trips, and the requisite expense of bussing, yet provided effective learning opportunities in the classroom through video conferencing.
- A newly expanded kitchen and classroom was dedicated on January 22, 2010 at the Eastern Monroe Career Center. The **culinary arts facility expansion** included a 2,370 square foot food preparation kitchen, including 22 prep tables and five stove top/ranges, and a new 700 square foot student classroom.
- The **BOCES 1 Transportation Center** moved to 79 O'Connor Road in April 2011; the move combined the office, bus and staff parking and the bus repair garage in one central location. The Transportation Center space included a larger break room and a large meeting/training room.
- The **Monroe #1 BOCES Academic Bowl team** finished in 6th place in the nation out of 78 teams in the 15th Annual National Academic Bowl competition at Gallaudet University in Washington, D.C., March 8, 2011.
- The BOCES 1 Project SEARCH program, based at the Calkins Road and Hylan Drive Wegmans, and the **first retail-based program of Project SEARCH**, celebrated their first graduation, presenting six transition students with graduation certificates.

2011 Cost of Living Facts:

New House	\$202,100
Average Income	\$40,925 per year
New Car	\$30,000
Average Rent	\$941 per month
Gas (1 gal. regular)	\$3.89
Dozen Eggs	\$1.25
First Class Stamp	\$0.45
Annual Inflation Rate	3.6%

SANE (Sometimes Acronyms Need Explaining)

RECDC

Regional Early Childhood Direction Center

The Regional Early Childhood Direction Center (RECDC) is a New York State Education Department (NYSED) grant funded program sponsored by Monroe #1 BOCES. RECDC has been in existence since 1979 and began as a clearinghouse of information about children birth to 5 years. RECDC continues to support families by providing information and assists in linking them to needed programs and services. In addition, RECDC offers support to programs that provide services to young children by offering technical assistance, and training across an 11-county region.



RECDC serves the counties of Cayuga, Genesee, Livingston, Monroe, Ontario, Schuyler, Seneca, Steuben, Wayne, Wyoming and Yates. There are 14 Early Childhood Direction Centers (ECDC) across New York State to help serve all families in need of support.

Visit the RECDC website at <http://www.monroe.edu/recdc/>

If you have an acronym that you think needs explaining, please email John_Walker@boces.monroe.edu.

Notice of Non-Discrimination

The Monroe #1 BOCES does not discriminate on the basis of an individual's actual or perceived race, color, creed, religion, religious practice, national origin, ethnic group, sex, gender identity, sexual orientation (the term "sexual orientation" means heterosexuality, homosexuality, bisexuality, or asexuality), political affiliation, age, marital status, military status, veteran status, disability, domestic violence victim status, arrest or conviction record, genetic information or any other basis prohibited by New York state and/or federal non-discrimination laws in its programs and activities and provides equal access to the Boy Scouts and other designated youth groups. In addition, students are also afforded protection based on weight.

For more information, contact one of our Civil Rights Compliance Officers:

Nancy Carr, 585-249-7010, Nancy_carr@boces.monroe.edu

James Colt, 585-383-2298, James_colt@boces.monroe.edu

Dennis Glaser, 585-383-2232, Dennis_glaser@boces.monroe.edu