

Agency Mission

Eastern Suffolk BOCES, an educational cooperative of 51 Long Island school districts, provides educational leadership, direct instruction, management, and support through quality, cost-effective instructional programs and shared services. These programs and services maximize educational and career opportunities for Long Island's diverse community of lifelong learners, both children and adults, and enhance the operational effectiveness of its schools.

The Organization

Eastern Suffolk BOCES is one of the largest BOCES in the state. Serving 51 school districts across an area nearly 1,000 square miles, Eastern Suffolk BOCES enrolls approximately 4,400 school age pupils, over 6,000 adult education students, and offers the most innovative and diverse array of BOCES programs in New York State.

Agency Beliefs

We believe that...

- we are a diverse community of reflective, lifelong learners, both children and adults
- our community of children and adult learners is a valuable resource entitled to the highest quality instruction and equitable service
- respect, honesty, and trust are essential in all of our interactions
- integrity, continuous assessment, high standards, and innovation are the foundation of organizational success
- the integrity and high standards of our educational programs are reflected in our students and provide them with the skills they need to become responsible citizens and useful members of society
- successful organizations create effective operational systems and depend upon individuals who take responsibility for their actions, are accountable for the programs and services they deliver, and use all of their energies to fulfill the expectations of those who count on them
- effective communication of accurate information within the agency and to all of our stakeholders enhances involvement and reduces conflict
- production of quality outcomes depends on the collective effort of a well-trained, motivated, and healthy workforce who are encouraged to express their opinions
- everyone has the right to a safe, healthy, and caring environment which fosters respect and high expectations, maximizes potential, motivates interest and enthusiasm, and encourages the pursuit of happiness



Eastern Suffolk BOCES Board and Administration

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Vice President
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Member and Clerk
Fred Langstaff

Members

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Chief Operating Officer
Gary D. Bixhorn

Associate Superintendents

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Barbara M. Salatto – Management Services

Assistant Superintendent

Michael J. Locantore – Human Resources

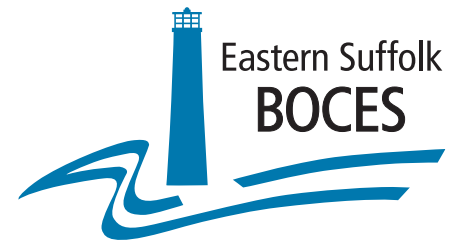
Directors

Marilyn H. Adsitt – Educational Support Services
Robert Becker – Special Education
Andrea Grooms – Communications, Research and Recruitment
Maureen Kaelin – Business Services
Grant Nelsen – Technology Integration
Joan Skelly – Career, Technical and Adult Education
Jeanne K. Weber – Regional Information Center
Candace White-Ciraco, Ed.D. – Planning and Program Improvement

www.esboces.org

Eastern Suffolk BOCES does not discriminate against any employee, student, applicant for employment or candidate for enrollment on the basis of gender, race, color, religion or creed, age, national origin, marital status, disability or any other classification protected by law. For further information or concerns regarding this statement, please contact the Eastern Suffolk BOCES Department of Human Resources at (631) 687-3029.

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ESBOCES Core of the Strategic Plan 2009-10



Educational Services That Transform Lives

The ESBOCES Strategic Plan: Yesterday, Today and Tomorrow

Since 1998, the development and implementation of the Eastern Suffolk BOCES strategic plan has been a top priority of the organization. Despite the complexity of the process, the strategic plan is easy to understand. The current plan is based on our vision for the 2009-2016 period. The plan, which provides a road map for the agency's future, is comprised of four major components:

- **MISSION STATEMENT**
- **AGENCY BELIEFS**
- **AGENCY GOALS**
- **STRATEGIC ACTION PLANS**



It is important to recognize that the plan is developed within parameters established by the ESBOCES Board. Staff, parents, community members, representatives of our component school districts, local business owners, and government officials are all represented in the planning process.

Eastern Suffolk BOCES Middle States Accreditation is based upon an evaluation of the plan by an independent assessment team. We retain accreditation by achieving the goals set forth in the plan and setting new long-range plans every seven years, with updates annually. The current strategic plan is available on the ESBOCES Web site, www.esboces.org.

If you have any questions about our strategic plan, please feel free to call our Office of Planning and Program Improvement at (631) 687-3264.

Agency Goals 2009-2016

In order to continue providing cost-effective programs and services that address the needs of our component districts and support the success of all students in the supervisory district, Eastern Suffolk BOCES has established the following goals for the 2009-2016 period:

I. HIGH STANDARDS FOR STUDENT ACHIEVEMENT

Eastern Suffolk BOCES will ensure that every student who is educated in an Eastern Suffolk BOCES program meets or exceeds the learning standards or alternative provisions set by the New York State Board of Regents.

II. STAFF DEVELOPMENT

Eastern Suffolk BOCES will promote the continued professional growth of current and future teachers, administrators, and support staff by providing a coordinated program of affordable, needs-based staff development internally and externally.

III. SHARED SERVICES

Eastern Suffolk BOCES will offer a wide array of relevant shared services to school districts within the region, promote sharing amongst school districts, and facilitate partnerships between school districts, municipalities, and institutions of higher education.

IV. PROGRAM AND SERVICES AVAILABILITY

Eastern Suffolk BOCES will ensure availability of its programs and services and other resources throughout the region and efficiently bring learners to programs/services and programs/services to learners.

V. COST-EFFECTIVENESS, QUALITY MANAGEMENT, AND OPERATIONAL EFFICIENCY

Eastern Suffolk BOCES will operate with optimum efficiency consistent with the delivery of high-quality, cost-effective programs and services, will utilize best management practices, and will actively seek new funding sources to aid in accomplishing its goals.

VI. TECHNOLOGY

Eastern Suffolk BOCES will continuously use an integrated system of technology to improve communication and research, enhance operational and instructional effectiveness and efficiency, and foster increased student achievement for all members of the educational community.

VII. STRATEGIC PLANNING

Eastern Suffolk BOCES will continuously identify and prioritize its major goals and objectives and align appropriate resources on an annual basis by utilizing proactive, flexible strategic planning and budgetary processes which provide opportunity for stakeholder input and regular communication to all stakeholders about the status of these processes.

VIII. HEALTH, SAFETY, SECURITY, AND SPACE

Eastern Suffolk BOCES will ensure that sufficient, appropriate space is available for all its programs and services throughout the Eastern Suffolk BOCES region on a continuing basis and that all students and staff have a safe, secure, healthy and stable environment in which to learn and work.

IX. PUBLIC INFORMATION

Eastern Suffolk BOCES will ensure that all students, parents, school boards, administrators and staff of component districts and their communities are knowledgeable about the full range of Eastern Suffolk BOCES programs and services and are aware of their academic, financial and career benefits.

X. INTERNAL COMMUNICATIONS

Eastern Suffolk BOCES will ensure that all staff are fully informed in a timely manner and knowledgeable about programs, services and strategic planning progress/activities.

XI. HUMAN RESOURCES

Eastern Suffolk BOCES will recruit and retain a highly-qualified and diversified staff and serve as a regional resource, providing support in personnel administration to its component school districts.

XII. RESEARCH, PROGRAM IMPROVEMENT, AND REGIONAL ADVOCACY

Eastern Suffolk BOCES will ensure that its programs continue to meet the present and future needs of its students and districts through research, program improvement, and regional advocacy.

Strategic Action Plans 2009-2016

TITLE	ADDRESSES AGENCY GOAL(S)	STRATEGY STATEMENT/OBJECTIVE
I. Improving the Educational Outcomes of Eastern Suffolk BOCES Students	I. High Standards for Student Achievement II. Staff Development III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency VI. Technology	VII. Strategic Planning VIII. Health, Safety, Security, and Space IX. Public Information X. Internal Communications XI. Human Resources XII. Research, Program Improvement, and Regional Advocacy
II. Assuring Eastern Suffolk BOCES Facilities Services and Regional Leadership for School Facilities Management	I. High Standards for Student Achievement III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency	VI. Technology VII. Strategic Planning VIII. Health, Safety, Security, and Space X. Internal Communications
III. Educational Support Services to School Districts to Improve Student Outcomes	I. High Standards for Student Achievement II. Staff Development III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency	VI. Technology VII. Strategic Planning XII. Research, Program Improvement, and Regional Advocacy
IV. Human Resources Administration	II. Staff Development III. Shared Services V. Cost-Effectiveness, Quality Management, and Operational Efficiency VI. Technology	VII. Strategic Planning VIII. Health, Safety, Security, and Space X. Internal Communications XI. Human Resources
V. Communicating Eastern Suffolk BOCES Initiatives	VI. Technology VII. Strategic Planning IX. Public Information X. Internal Communications	XI. Human Resources XII. Research, Program Improvement, and Regional Advocacy
VI. Researching, Improving Programs/ Services, and Advocating for the Region	I. High Standards for Student Achievement II. Staff Development III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency VI. Technology	VII. Strategic Planning VIII. Health, Safety, Security, and Space IX. Public Information X. Internal Communications XII. Research, Program Improvement, and Regional Advocacy
VII. Ensuring Operations, Management, and Finance	II. Staff Development III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency VI. Technology VII. Strategic Planning	VIII. Health, Safety, Security, and Space IX. Public Information X. Internal Communications XI. Human Resources XII. Research, Program Improvement, and Regional Advocacy
VIII. Leading the Region in Technology Services	I. High Standards for Student Achievement II. Staff Development III. Shared Services IV. Program and Services Availability V. Cost-Effectiveness, Quality Management, and Operational Efficiency	VI. Technology VII. Strategic Planning XII. Research, Program Improvement, and Regional Advocacy

By July 2016, there will be a measurable improvement in the educational outcomes of Eastern Suffolk BOCES special and career education students as measured by state and industry assessments, honors and specialized diplomas, community service, cultural competence activities, attendance, suspension trends, and appropriate post graduate outcomes (college, work, training, community participation).

By July 2016, there will be a measurable improvement in facilities services to Eastern Suffolk BOCES students, staff, and regional school district operations and maintenance departments by: 1) ensuring the health, safety, and security of all Eastern Suffolk BOCES facility occupants; and 2) becoming a regional leader in the area of school facilities management.

By July 2016, Eastern Suffolk BOCES will support improved student learning by increasing the quality and quantity of educational support services/programs offered regionally to its component school districts and Eastern Suffolk BOCES programs, as measured by district participation rates, attendance at activities, CoSer survey results, and regional student assessment data.

By July 2016, Eastern Suffolk BOCES will have: 1) developed initiatives for recruiting and retaining a highly qualified and diversified workforce; 2) documented and supported professional development for administrative and teacher staff units; 3) developed succession plans for select administrative positions within the agency; and 4) become a regional resource in all areas of human resources administration.

By July 2016, Eastern Suffolk BOCES will have established public information strategies increasing awareness about Eastern Suffolk BOCES programs and services. There will be a measurable increase in the percent of internal and external constituents who agree they are informed about agency initiatives, have opportunities for input to agency decisions, and can represent the mission and vision of the agency from a position of knowledge, understanding, and participation in its future.

By July 2016, Eastern Suffolk BOCES will continue to improve its capacity for research, program/service improvement, and regional advocacy through: 1) strategic planning; 2) the Middle States Association Accreditation for Growth (AFG) process; 3) the availability of data for data-driven decision-making; 4) facilitative grants management; and 5) advocacy activities.

By July 2016, Eastern Suffolk BOCES will: 1) continue to review and update its Board Policies, Administrative Regulations, rules, procedures, practices, and forms ensuring alignment with federal and state requirements; agency vision, mission, beliefs, and goals; and best practices; 2) continue to evaluate and improve the agency's internal controls to ensure compliance with all regulatory authorities; and 3) provide expanded regional leadership and resources to school districts in the areas of school operations, business management, and educational finance.

By July 2016, Eastern Suffolk BOCES will become a regional leader in technology services, offering new and enhanced technologies to improve efficiencies and strengthen the quality of the programs and services offered to all members of our educational community.