

## 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 3,300 school age pupils, over 5,400 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

**President**  
Lisa Israel

**Vice President**  
Sandra Townsend

**Member and Clerk**  
Fred Langstaff

### Members

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**Interim District Superintendent**  
Maureen Donohue-Whitley

**Chief Operating Officer**  
Julie Davis Lutz, Ph.D.

**Associate Superintendent**  
Ryan J. Ruf – Management Services

**Associate Superintendent**  
Peggie Staib, Ed.D. – Educational Services

**Assistant Superintendent**  
R. Terri McSweeney, Ed.D. – Human Resources

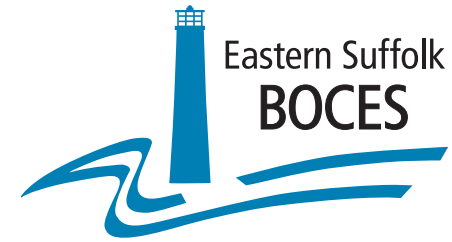
### Directors/Managers

Keith Anderson – Building Services  
Leah Arnold – Career, Technical and Adult Education  
Kate Davern – Education and Information Support Services  
Colleen Lippner – Business Services  
Susan Maddi – Administrative Services  
Grant Nelsen – Technology Integration  
Gina Reilly – Special Education  
Darlene Rocas – Regional Information Center  
Candace White-Ciraco, Ed.D. – Planning and Program Improvement

[www.esboces.org](http://www.esboces.org)

Eastern Suffolk BOCES does not discriminate against any employee, student, applicant for employment, or candidate for enrollment on the basis of sex, gender, race, color, religion or creed, age, weight, national origin, marital status, disability, sexual orientation, military or veteran status, domestic violence victim status, genetic predisposition or carrier status, or any other classification protected by Federal, State, or local law. Eastern Suffolk BOCES also provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding the implementation of applicable laws should be directed to either of the Eastern Suffolk BOCES Civil Rights Compliance Officers: the Assistant Superintendent for Human Resources, 201 Sunrise Highway, Patchogue, NY 11772, 631-687-3029, [ComplianceOfficers@esboces.org](mailto:ComplianceOfficers@esboces.org); or the Associate Superintendent for Educational Services, 201 Sunrise Highway, Patchogue, NY 11772, 631-687-3056, [ComplianceOfficers@esboces.org](mailto:ComplianceOfficers@esboces.org). Inquiries may also be addressed to the Office for Civil Rights at the US Department of Education, 32 Old Slip, 26th Floor, New York, NY 10005, 646-428-3800, [OCR.NewYork@ed.gov](mailto:OCR.NewYork@ed.gov).

OC 4439 12/15 CAS/WJS



## ESBOCES Core of the Strategic Plan 2015-16



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 website, [www.esboces.org](http://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
<b>I. Improving the Educational Outcomes of Eastern Suffolk BOCES Students</b>	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
<b>II. Assuring Eastern Suffolk BOCES Facilities Services and Regional Leadership for School Facilities Management</b>	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
<b>III. Education and Information Support Services to School Districts to Improve Student Outcomes</b>	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
<b>IV. Human Resources Administration</b>	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
<b>V. Communicating Eastern Suffolk BOCES Initiatives</b>	VI. Technology VII. Strategic Planning IX. Public Information X. Internal Communications	XI. Human Resources XII. Research, Program Improvement, and Regional Advocacy
<b>VI. Researching, Improving Programs/ Services, and Advocating for the Region</b>	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
<b>VII. Ensuring Operations, Management, and Finance</b>	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
<b>VIII. Leading the Region in Technology Services</b>	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