



DCMO BOCES Strategic Plan

Mission:

Deliver high-quality educational programs and services that are diverse, innovative and cost-effective.

Vision:

Propel regional growth as a premier provider of educational services.

Core beliefs:

- All individuals can learn and grow.
- Students are at the center of our decision-making.
- We act with honesty and integrity.
- A safe and engaging environment is essential to learning.
- We treat everyone with dignity and respect.
- Creative thinking moves our organization forward.
- We demonstrate a strong work ethic and are accountable for our actions.
- Effective, transparent communication is essential to success.
- We embrace collaboration and shared decision-making.



DCMO BOCES

2017-21 Trends & 2024 Targets

Performance measures	2017	2018	2019	2020	2021	2024 target
Career & Technical Education						
% program completion	77	80	75	96*	tbd	90
% earning technical endorsement	50	72	60	70*	tbd	80
% students earning \geq 1 career credential/certification or \geq 3 college credits	-	-	-	n/a^	tbd	TBD
% of graduates who have receiving job placement	-	-	-	tbd	tbd	TBD
# of regional students participating in Career Destinations						
% receiving \geq 1 external work-based learning placement	-	-	-	n/a^	tbd	TBD
% Chronic Absence (absent \geq 10% of enrolled attendance days)	46	49	31	n/a	tbd	23
Special Education						
% chronic absence	33	31	37	n/a	tbd	10
% drop out	9	13	16	16	tbd	3
% graduated (Regents or Local Diploma)	-	-	67	93*	tbd	80
% graduated w/endorsement	-	-	38	57*	tbd	50
% taking the NYSAA scoring \geq 3 on both ELA & Math	-	54	57	n/a	tbd	75
% passing HSE (TASC)	-	-	63	47	tbd	80
Alternative Education						
% graduated (Regents or Local Diploma)	-	-	-	100*	tbd	90
% graduated w/endorsement	-	-	-	55*	tbd	90
% chronic absence	84	76	54	n/a	tbd	20
Adult ed						
% students completing the program	-	-	-	75	tbd	90
% students obtaining \geq 1 certifications	-	-	-	33	tbd	75
% of enrolled receiving job placement	-	-	-	60	tbd	90

Performance measures	2017	2018	2019	2020	2021	2024 target
Instructional Support Services						
# regional students served by career exploration activities	-	-	-	15^		TBD
# regional students served by Arts in Education	-	25014	15791	10865^	tbd	TBD
% agreeing that "The technology available to me is up-to-date and adequate to perform my job responsibilities" (Q.20)~	61	60	65	67	61	70
% agreeing that "My requests for needed updates to, or support for technology receive appropriate attention" (Q.21)~	49	54	62	70	60	77
% Professional Development survey responders indicating "I have gained new knowledge and I have a clear path to apply my learning in practice soon."	-	-	-	n/a*	n/a	TBD
Management services						
Metrics defined by August with baseline data 2021-22	-	-	-	-	-	TBD
Metrics defined by August with baseline data 2021-22	-	-	-	-	-	TBD
Metrics defined by August with baseline data 2021-22	-	-	-	-	-	TBD
Communication & culture						
% agreeing that "DCMO is good at communicating how my job contributes to achieving BOCES goals." (Q.2)	20	29	28	30	30	45
% agreeing that "I feel informed about DCMO issues that affect my duties and/or performance." (Q.6)	22	28	33	29	28	40
% agreeing that "I am informed in a timely manner about potential changes to my job duties." (Q.8)	33	34	37	31	30	45
% agreeing that "Changes or updates to facilities are well communicated to employees." (Q.23)	45	51	53	56	39	60
% agreeing that "Decisions made by the DCMO Board of Ed are regularly communicated to employees." (Q.33)	18	30	38	37	25	50
% agreeing that "The DCMO BOCES has a good plan for the future of the organization." (Q.35)	28	43	45	41	29	65

* Due to the COVID-19 pandemic, the NYSED modified some graduation & program completion requirements

^ We have adjusted our systems to capture this data which will be reported for 2020-21 (2021)

^ These data may not be consistent with prior years due to the impact of COVID and ongoing changes to programs.

~ "% agreeing" data based on responses to the employee survey (specific question numbers are identified)

* We began using this question 7.1.2020 and year-to-date performance (2.3.2021) is 83%

Educate



Deliver quality experiences

- **As “One BOCES,” provide students with high-quality, consistent programming across all campuses.**
- Address the social and emotional wellness of all.
- Meet current and emerging needs through innovative and diverse programs and services.
- Strengthen our comprehensive attendance plan to reduce chronic absence.

Empower



Inspire all to lead

- **Develop and implement policies and practices that advance diversity, equity and inclusion.**
- **Recruit qualified and retain effective employees at all levels.**
- Collect, analyze and report data to inform decision-making.
- Monitor and update our safety and emergency response procedures.
- Invest in the continued professional growth of all staff, including the use of digital technologies and remote learning.

Collaborate



Nurture productive relationships

- **Re-energize our regional effort to ensure all third graders are reading on grade level.**
- Implement a consistent, transparent external communication plan.
- Market our premier programs and services through strong community connections.
- Build vital partnerships with school districts, business, industry, higher education, legislators, public agencies and other community organizations.