



ANNUAL REPORT

2019 – 2020

Excellence *in* Education





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We are CREC | Excellence in Education



OUR MISSION

Equity, excellence, and success for all through high-quality educational services.



OUR VISION

To become our member districts' primary resource to facilitate collaborative efforts that create equitable and sustainable educational opportunities, assist in maximizing district and regional resources, and advance successful educational practices for all learners at all ages.



OUR CORE VALUES



EXPECT EXCELLENCE



ACT WITH COURAGE



DEMAND EQUITY



EMBRACE COLLABORATION



DIVERSITY, EQUITY, & INCLUSION STATEMENT

CREC is an intentionally diverse social justice organization whose members work to acknowledge, respect, and empathize with people of all different identifiers, such as race, socioeconomic status, gender identity and expression, education, age, ability, ethnicity, culture, sexual orientation, language, nationality, and religion. We commit to affirm and honor the lived experiences of others, to willingly challenge inherited beliefs and ideologies, and consequently learn, grow, and serve.

Goals

- CREC will lead the region's efforts to increase the number of students who demonstrate preparedness for college or careers.
- CREC will be an expert and a partner in the development and implementation of innovative, research-driven programs and services to support children, families, adults, and communities.
- CREC will be an efficient, accountable, and transparent organization.
- CREC will be an organization that values and develops its employees.
- CREC will be the convener of regional conversations to share, analyze, and disseminate data for the purpose of assisting with educational planning at the local and regional level.
- CREC will work collaboratively to develop sustainable and equitable school choice programs in the region.
- CREC will work to eliminate bias and implement equitable practices, policies, and structures that lead to successful outcomes.

EXECUTIVE DIRECTOR'S LETTER

Dear Friends,

It is hard to write a letter for the CREC Annual Report and focus on only a quarter of the year on which you are reflecting. I am proud to claim that 2019-2020 was a very successful year for CREC. It was also a year like no other in the history of this storied organization.

In so many ways, 2019-2020 began on March 13. It was that Friday that CREC programs and schools, along with most other school districts in the state, were planning a two-week shutdown because of growing concerns about the coronavirus spread in our communities. Essentially, it was intended to be a two-week “snow day” with a return to normal operations at its conclusion.

Immediately following that decision, it became evident CREC families would have needs that CREC and the region would have to meet. Students relied on schools for meals and health services; and working parents needed childcare options to maintain their employment. CREC worked with regional partners, the City of Hartford, and so many more to assure children who lived in one city or town and attended school in another would receive meals in their home community. As it became evident that the two-week shutdown would be extended, a pivot to online services had to happen quickly. CREC staff responded as usual—rising to meet the challenge. Laptops were distributed to children and professional learning on platforms for online instruction began. The pace at which CREC redesigned our programs for remote delivery, a mode many never thought possible for some services, happened at a blistering pace.

I said earlier that I am proud to claim 2019-2020 a successful year. That pride is for one simple reason—

CREC staff. Our staff has a can-do, what-ever-it-takes mentality that kept our programs and services not only operating but thriving under the most challenging circumstance.



Throughout the shutdown, CREC Family Engagement staff made sure hundreds of families had food every week. The CREC Foundation raised funds to distribute gift cards so that families in need could buy food and other essentials. The State of Connecticut's Office of Early Childhood asked CREC to manage funds and monitor program activities to assure childcare centers could operate and care for the children of the brave frontline workers battling the pandemic. There are so many examples of staff going not only above and beyond—but “abover and beyonder.” This is a testament to our collective belief in the social justice mission that drives this organization.

CREC continues to be a leader in educational services in the region and the state. Our work with the other RESCs in the state was pivotal during the pandemic. Developing online learning resources, collecting data for the state, coordinating reopening planning, and working to assure the continuation of services for students with disabilities are a few examples of this work.

CREC graduated its first class of Teacher Residents. Eleven first-year teachers in elementary classrooms this year are a first step in creating the diverse teaching force required to inspire all children to achieve at the highest levels. The CREC Teacher Residency Program is ready to grow. Our second cohort includes residents who will be working in districts throughout the region. CREC is also making an investment of time and personnel, with our partner RESCs, to grow the program in other areas in the state.

The 2019-2020 school year is impossible to capture in a few paragraphs or even in an entire annual report. I believe that, as you review this report, you will understand the passion and commitment of CREC to provide high quality, equitable education in the region and to the children and families we serve.

Sincerely,

A handwritten signature in dark ink, reading "Greg J. Florio".

Greg J. Florio, Ed.D.

CREC 2019-2020 AT A GLANCE



Number of students served:

8,657

in Magnet Schools

2,307

in Open Choice
in 27 towns

2,614

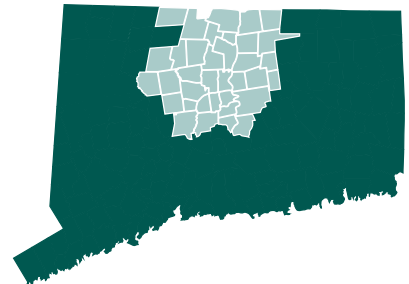
in CREC Student
Services Programs

3,232

Technology devices given to
CREC students for virtual learning



35 Member Districts



Avon	New Britain
Berlin	New Hartford
Bloomfield	Newington
Bolton	Plainville
Bristol	Portland
Canton	Region 10 (Burlington & Harwinton)
Cromwell	Rocky Hill
East Granby	Simsbury
East Hartford	Somers
East Windsor	Southington
Ellington	South Windsor
Enfield	Suffield
Farmington	Vernon
Glastonbury	West Hartford
Granby	Wethersfield
Hartford	Windsor
Hartland	Windsor Locks
Manchester	



2,220

Employees



342

Professional
development
workshops with

10,425

participants

250

Adult learners



Miles traveled by CREC
Transportation Solutions

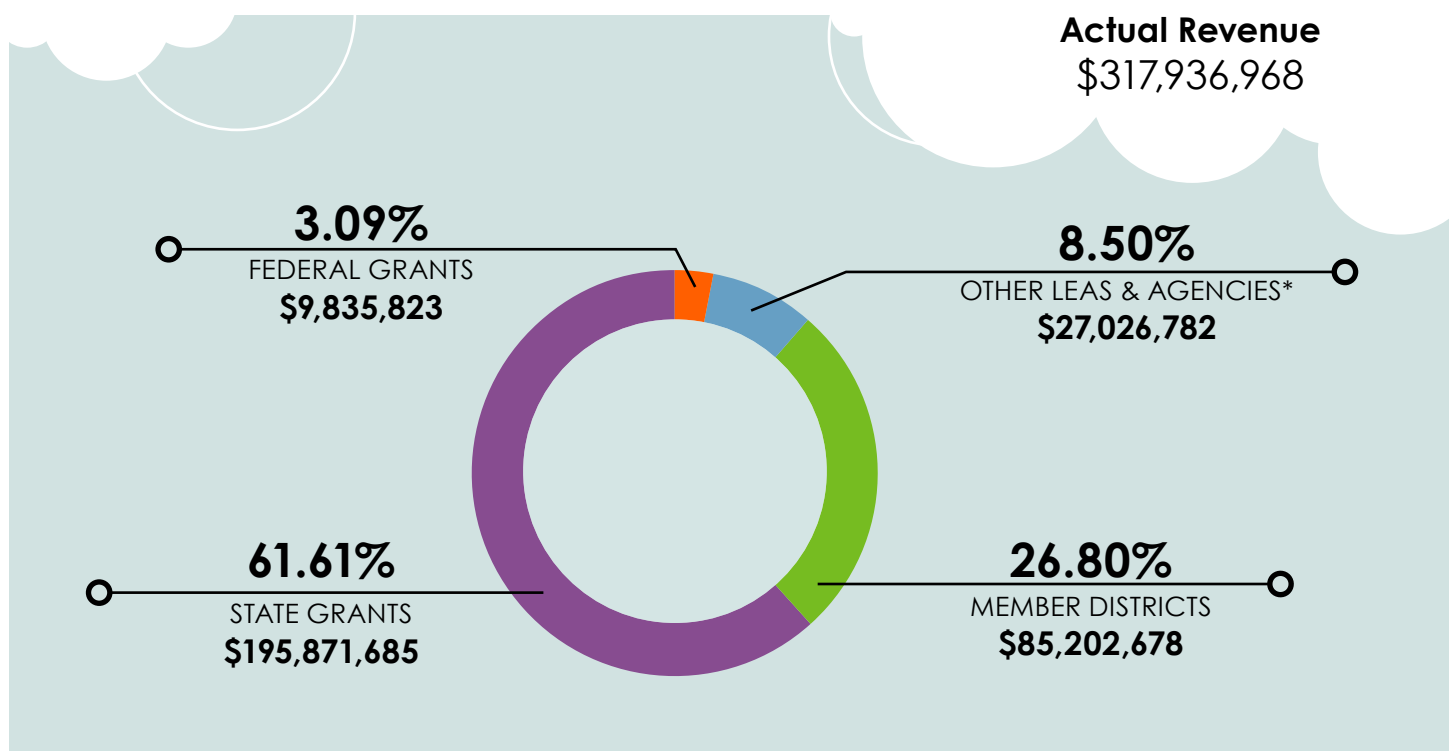
8,220,351.96

How CREC Sets Priorities

CREC works closely with many partners to ensure that our agency's priorities and our programs and services respond to the growing and ever-changing needs of our varied clientele. CREC works diligently to listen to and probe our partners and clients for understanding and perspective. During 2019-2020, CREC continued to rely on feedback from:

- Advisory committees that help set program-specific priorities with direct service programs
- CREC's Board of Directors and the CREC Council, representing Board of Education members from urban, suburban, and rural districts, meet monthly to discuss problems affecting education in our region and encourage CREC to pursue an active role in providing high-quality, cost-effective solutions
- Ongoing meetings held with the Hartford Area Superintendents' Association, curriculum directors, special education directors, personnel directors, Connecticut Association of School Business Officials, Connecticut Association of Boards of Education, and meetings with the State's Commissioner of Education
- Needs assessments and planning documents from state agencies as they reflect the needs of the capital region
- The strategic planning committees of organizations, primarily the Connecticut State Department of Education and the Capitol Region Partnership and its member agencies
- Regular meetings with other regional service agencies to assess needs and discuss the ways those needs can be met through cooperative efforts
- All internal divisions and programs through an ongoing, comprehensive, and collaborative strategic planning process that evaluates the changes and growth in demand for services
- Stakeholder surveys and program evaluations that gather information about the targeted needs of our clients, the accessibility of our programs, and the quality of our services

Information from these and other sources is analyzed and evaluated by CREC's leadership. CREC's cross-divisional internal staff leadership team studies emerging needs and examines the interdepartmental strengths which could be matched to meet those needs. The results are shared with the team of CREC program managers. Strategies are then devised for how to implement the identified services. Feedback, flexibility, and responsiveness are key components to our success.



**Includes sales outside CREC districts, sales to individuals, contracts to state agencies, and other sales*

Source: Capitol Region Education Council Business Services Department

Note: Total Revenues are Governmental Funds - no 700, no 800, no transfers - Exhibit IV of CAFR

EXPECT EXCELLENCE

1. CREC ACADEMY OF AEROSPACE AND ENGINEERING ELEMENTARY

had construction finished for the new building in March 2020

2. CREC METROPOLITAN LEARNING CENTER

won the 2019 Connecticut Girls Soccer Coaches Association award for team leadership

3. CREC MONTESSORI MAGNET SCHOOL'S

sixth graders, pictured with Lt. Governor Susan Bysiewicz, took first place in the Hartford Regional Connecticut History Day Contest

4. CREC ANA GRACE ACADEMY OF THE ARTS ELEMENTARY

grades 3-5 Winter Showcase

5. CREC ACADEMY OF SCIENCE AND INNOVATION'S

Robotics Team in New Zealand for international competition

6. CREC RESOURCE GROUP'S

Advanced Alternate Route to Certification cohort met virtually

7. CREC GREATER HARTFORD ACADEMY OF THE ARTS

students compete in the August Wilson Monologue Competition in New Haven

8. GRADUATIONS FOR 5TH, 8TH, AND 12TH GRADES

were held virtually and lawn signs created to congratulate students

9. CREC IMPACT ACADEMY

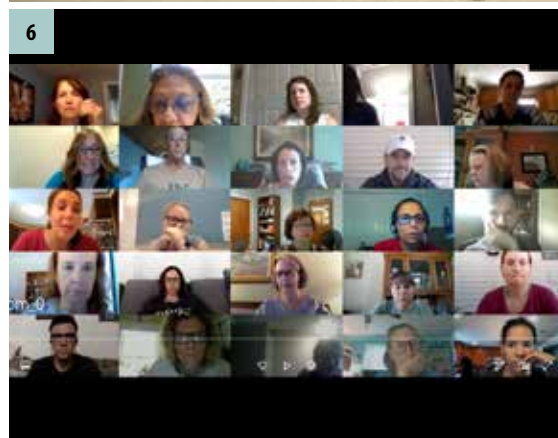
students fulfilled their personal goals and graduated for completing necessary requirements during the 2019-2020 school year

**"NO MATTER HOW MUCH THINGS CHANGE,
NO MATTER THE UNCERTAIN TIMES, OR
WHEREVER THIS NEW NORMAL TAKES US,
WE ARE STILL CREC AND WE WILL ALWAYS
BE BEST TOGETHER."**

AURA ALVARADO
DIRECTOR OF COMMUNICATIONS & COMMUNITY RELATIONS

In the year 2019-2020, CREC's first Core Value—Expect Excellence—was at the forefront of delivering services to students, adults, and all community members in the CREC region, whether in-person or online. CREC has high expectations for its employees and the services they offer, and its mission dictates that those served by CREC hold the organization to the same high standards.

What CREC was able to achieve in a year wrought with unexpected occurrences was nothing short of extraordinary, and these examples show the tremendous work ethic CREC displays to meet the needs of the community and set the standard of excellence for regional education in Connecticut. 🌟



89,693
sq ft.

1



2



4



5



7



8



9



ACT WITH COURAGE

CREC believes that the work done in all our facilities every day is courageous. Mix in a pandemic, and the courage shines through even more. On March 13, 2020, CREC and most of Connecticut shut the doors and moved into the uncharted territory of strictly online meetings and lessons, held and taught from makeshift offices in closets, basements, and bedrooms.

Without knowing how long the quarantine would last, CREC never missed a beat in delivering services virtually, but the real courage was shown in the processes that still needed to be conducted in person. Much of the CREC community relies on CREC for food, health services, and technology, and the organization adapted on the fly to make sure those needs were met in the safest way possible. CREC did its part to make sure all families served by us had access to the internet, the food their children would have received in school, and any services they received from school-based health clinics. 🍌

1. CREC RIVER STREET SCHOOL
hosted their 2020 Drive-Thru Graduation

2. CREC ACADEMY OF SCIENCE AND INNOVATION'S

Lucas Nichols 3D-printed Personal Protective Equipment to donate to healthcare workers

3. MANY CREC EMPLOYEES
bravely used their talents to help on the frontlines of the pandemic response. Pictured is CREC Academy of Aerospace and Engineering's Heather Vasseur-Lallo, a math and science teacher who is also an EMT, deployed to New York City by FEMA.

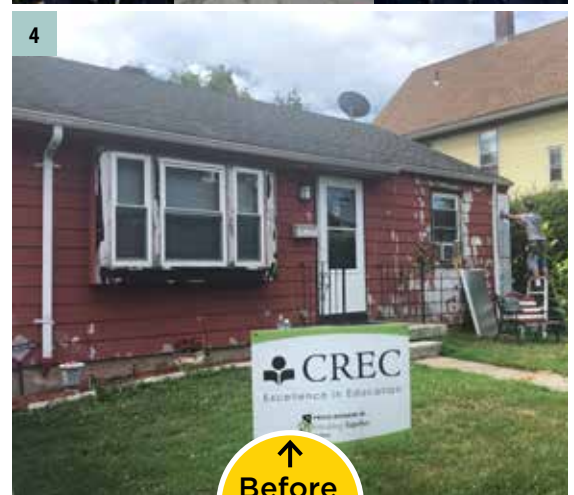
4. CREC SPONSORED
a house for Rebuilding Together Hartford

5. CHANGEMAKERS
raced to fill the Glastonbury-East Hartford Magnet School (GEHMS) food pantry

6. FIFTH-GRADER
Lucie Martinelli from GEHMS was a CT Kid Governor finalist

7. CREC CIVIC LEADERSHIP HIGH SCHOOL
held their Public Service Day in the spring

8. CREC RESOURCE GROUP
presented one of their Virtual Institutes for the RESC Alliance





“WE CAN SUCCEED IN BEING THAT BEACON OF HOPE FOR OUR STUDENTS AND THEIR FAMILIES. AS EDUCATORS... WE ARE ESSENTIAL IN THE EDUCATION OF OUR STUDENTS. WE ARE ESSENTIAL IN PROVIDING OUR FAMILIES WITH COMFORT AND HOPE. AND WE ARE ESSENTIAL TO EACH OTHER SO THAT WE CAN BE SUCCESSFUL.”

**OSCAR PEREZ
CREC ACADEMY OF AEROSPACE & ENGINEERING
2019-2020 TEACHER OF THE YEAR**



DEMAND EQUITY

Accept everyone. Behave selflessly. Fight for equity. These are the underlying principles CREC shared with employees when defining Demand Equity as one of four Core Values for the organization in 2016. 2019-2020 will be a year all look back on as the fight for social, racial, environmental, and political justice progresses for decades to come. In spring 2020, CREC made two colossal strides in its own work to lead the charge as a social justice organization. In March, CREC's department of Diversity, Equity, and Inclusion was born with the hiring of director Elsie Gonzalez. And in May, CREC publicly unveiled its agency-wide statement of Diversity, Equity, and Inclusion:

CREC is an intentionally diverse social justice organization whose members work to acknowledge, respect, and empathize with people of all different identifiers, such as race, socioeconomic status, gender identity and expression, education, age, ability, ethnicity, culture, sexual orientation, language, nationality, and religion. We commit to affirm and honor the lived experiences of others, to willingly challenge inherited beliefs and ideologies, and consequently learn, grow, and serve. 🌱



**DIVERSITY, EQUITY, AND INCLUSION'S DIRECTOR
ELSIE GONZALEZ**

1. THE HARTFORD REGION OPEN CHOICE PROGRAM

collected computer donations for families to use for distance learning

2. CREC ACADEMY OF AEROSPACE AND ENGINEERING'S

Hispanic Heritage Night 2019 with Commissioner Miguel A. Cardona

3. CREC OFFICE OF FAMILY AND STUDENT SUPPORT

hosted COVID-19 food donations for families in need

4. CREC IMPACT ACADEMY

students volunteered to feed the homeless

5. CREC GREATER HARTFORD ACADEMY OF THE ARTS MIDDLE SCHOOL

used the new CREC Mobile Unit to visit the home of every student in March 2020

6. THE CHINESE LUNAR NEW YEAR

was celebrated at GEHMS

7. CREC TRANSPORTATION

celebrated Black History Month

8. STUDENT ACTIVISM

was in high gear at CREC Civic Leadership High School

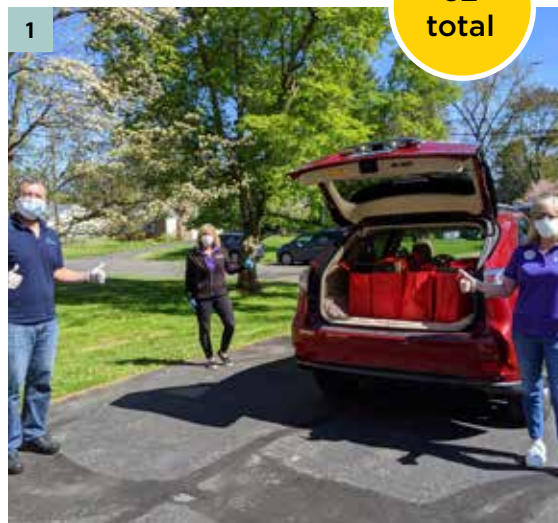
9. THE CONNECTICUT COMMISSIONER OF EDUCATION

visited CREC Montessori Magnet School for Computer Science Education Week

10. CONNECTICUT FAMILY SCHOOL PARTNERSHIPS,

a CREC Magnet Schools grant, met with state parents on issues

**32
total**





"AS MEMBERS OF A SOCIAL JUSTICE AGENCY, WE ARE COMPELLED TO WORK TOGETHER TO DEMAND EQUITY. DEMANDING EQUITY AS A CORE VALUE INVITES US TO THINK ABOUT WHO'S TRYING TO GET IN THE ROOM AND CAN'T."

ELSIE GONZALEZ
DIRECTOR OF DIVERSITY, EQUITY, AND INCLUSION



EMBRACE COLLABORATION

1. CREC REGGIO MAGNET SCHOOL OF THE ARTS

gathered to celebrate Community Day in October 2019

2. CREC DISCOVERY ACADEMY'S car parade

3. SUPERINTENDENT TIM SULLIVAN visited all 16 magnet schools and two programs on their first day in 2019

4. THE CREC OFFICE OF STUDENT AND FAMILY SUPPORT

attended a statewide Family Engagement Conference

5. AUTHOR BARRY WOLVERTON virtually visited CREC Academy of Science and Innovation's 6th grade after they read his novel *Never Sink*

6. CREC IMPACT ACADEMY received Hands-On Hartford's 2020 School Volunteer Award for helping prepare and serve lunch regularly to the Hartford community

7. READ ACROSS AMERICA DAY in the Hartford Region Open Choice Program

8. VIRTUAL MESSAGE to CREC Metropolitan Learning Center's 8th graders

9. SPIRIT DAY at CREC Ana Grace Academy of the Arts Elementary School

CREC's collaboration within its many departments, schools, and programs is a testament to the organization's flexibility, communication skills, and appreciation for diverse opinions.

Collaborating within CREC allows each initiative CREC sets forth to accomplish to thrive. Embrace Collaboration is the backbone of our Core Values that encourages CREC to be excellent, equitable, and courageous.

CREC collaborates with many other community partners, state entities, and non-profits as well, to enhance the opportunities for children and families around the region and worldwide. 🌍





“THE SHUTDOWN OF SCHOOLS AND THE REORGANIZATION OF HOW OUR AGENCY WORKED CREATED A NEW OPPORTUNITY TO WORK TOGETHER. WE REDEFINED WHAT COLLABORATION MEANT—WORKING THROUGH ZOOM AND LEARNING HOW TO TEACH FROM HOME.”

SASHA DOUGLAS
ASSISTANT SUPERINTENDENT OF CREC SCHOOLS



CREC FOUNDATION

Over the last six years, one of the programs the CREC Foundation is proudest of is CREC Cares, our employee benevolence fund. CREC Cares is a unique employee directed giving program that is intended to support the emergency and immediate needs of CREC community members, including staff, teachers, students, and families who have experienced a catastrophic incident that has caused serious economic hardship.

Last year in response to the pandemic, the CREC Foundation instituted a specific designation with CREC Cares called the “Help a Family in Need” fund. By designating Help a Family in Need, employees could ensure their CREC cares donation would directly support families impacted by the coronavirus or economic and social restrictions relating to COVID-19. Starting in March 2020, immediately as the state began to shut down,

**APPLYING FAMILIES RECEIVED
GIFT CARDS TO PURCHASE
MUCH NEEDED ESSENTIAL
ITEMS INCLUDING FOOD
AND HOUSEHOLD GOODS.**





**Thank
you!**

CREC employees spent countless hours in crowded retail stores, as the public clamored to stock up for the pandemic and the uncertainty it brought, making sure we had the gift cards in hand to distribute.

The impact of COVID-19 was felt all over the Hartford region, at times with more positive cases in Hartford County than in entire nations around the world. "Help a Family in Need" was just one way for the CREC Foundation to make sure we were doing our part.

2019-2020 was a big year for community support to the CREC Foundation as well. For example, the family of Josephine "Jo" (Riordan) Carbray contributed to the foundation in memory of their mother. Mrs. Carbray retired from Hartford Public Schools and cared dearly for the students and families. Her family knew that the funds donated in their mother's memory would be used to dutifully support her commitment to the region's students.

Another example is the Mayor Mike for Kids Foundation, Inc., which selected CREC as one of their benefactors last year. This organization has been paying tribute to the late mayor of Hartford, Mike Peters, by continuing his commitment to youth programs in Hartford, particularly for disadvantaged residents of urban neighborhoods where municipal money programs have been steadily drying up.

The CREC Foundation is eternally grateful for all our donors and looks forward to continuing these efforts with all our community partners. 🙏



CREC FOUNDATION

INDIVIDUAL DONORS

Chris Adams
Olga Agosto
Sheena Aimey
Anne Alleva
John J. Allison
Gabriela Amadeo
Deborah Anderson
Lili Aramli
Rob Archer
Meredyth Aregood
Moriha Aronowitz
Melinda J. Asensio
Kathleen Askintowicz
Amanda Avery
Diane Bailey
Francisco Baires
Balraj Balasubrahmaniyan
Kathleen Bannon
Gerald Barrett
Erik Bartone
Dominic Basile
Susan Bassett
Christopher Bate
Karen Bazzano
Gerald Bellavia
Mallary Berube
Beverly Beverly
Raegan Bishop
Suzanne Black
Gregg Blackstone
Stephen Bordeau
Debra Borrero
Callie Bostic-Gardner
Jennifer Bour
Abby Bowker
Elaina Brachman-Snyder
Joey Braiewa
Kimberly Brewer
Wanda Broaden
Thomas Brodnitzki
Darnell Brown
Kim Brown-Greene
Jennifer Buchheit
Robin Bukowski
Kathryn Burgess
Melissa Burmeister
Karen Cahalane
Jane Callery
Sonia Campbell
Mary J. Candeias

Frank Cardona
Dignora Castillo
Nicole Castro
Christina Cates
Pierrette Centeno
Nicholas Chanese
Julie Christianson
Alison Cianciolo
Rachael Cisz
Jerry Clapis
Elizabeth Clemmons
Marcy Clewes
Alisa Collins
Craig Cooke
Matthew Coon
Amy Cordone
Eric Crawford
Sandra Cruz-Serrano
Theresa Cunningham
Ruth Currie-Huggard
Heather Cymbala
Romina D'Angelo
Natalie Davis
Paul Delmadge
Jeffrey Delombard
Sarah Delorm
Joseph DePasqua
Maureen DePierro
Nicole DeRaleau
Karnika Dhagat
Joy DiMaria
Eva Doll
Frank Domanic
Kate Dougherty-McGhee
Bruce Douglas
Sasha Douglas
Christopher Drezek
Deborah Driscoll
Christopher Dubois
Ellen Dunn
Rebecca Duval
Kathleen Dyer
Alison Edmonstone
Aaron Ellerbe
Sarah Ellsworth
William Ennever
Edward L. Estelle
Jeannette Estrada
Renita Ezell
Monique Faison

Joyce Farrell
Amy Fernandez
Lisa Fiano
Carlos Figueroa
MaryEllen Fisher
Meghan Fitzpatrick
Susan Flanagan
Greg J. & Rose I. Florio
Michelle Folsom
Venton B. Forbes
Robert Forker
Leah Frascarelli
Annette Fulk
Jennifer Gaither
Virginia Galante
Tracie Gardiner
Ann Gargula
Laurie Garwood
Melissa Gaudino
Tara Gay
Katherine Gervais
Christine Giannoni
Kyle Gibbons
Colin Glanovsky
Robert B. Goldfarb
Sarah Golino
Sandra Gomes
Pura Gomez
Mary Gonsalves
Migdalia Gonzalez
Angela Graichen
Lisa Green
Cole Grosner
Megan Hanly
Sara Hanna
Jaclynn Hart
Cara Hart
Stacey Hartley
Loretta Harvey
Venera Hasson
Linda Helmke
Dorothea Hennessey
Elke Hernandez
Nilda Hernandez
Lynda Hickey
Josiah Hills
Lawrence C. Hinton
Nikole Hoffman
Raynette Holmes
David Hoopes

Thomas Hulk
Kevin Hussain
Mary Huth
Jeffrey Ivory
Julia Jackson
Donald Jarvie
Jaime Jinks
Adam Johnson
David Jones
Kristina Jordan
Elizabeth Kafilk
Scott Kapralos
Amy Karwan
Michaela Katzman
Wilson Keithline
Michelle Kendall
Caitlin Kenealy
Abby Kerin
Carole L. Kerkin
Giovannina Koch
Suzanne Krach
Anthony Kydd
Jeffrey Lafleur
Jeffrey Larson
Casondra Lash
Elsie Laureano
Tanya LaVallee
Marcia Lawlor
Paula Lebel
Catherine Lee
Denise Lee
Sara Legister
Angela Lemon
Catherine Leogrande
Jessica Leon
Jeff Leone
Shay Lewis
Niti Lindow
Anthony T. Lindsey
Maria Lino
Louise Linsky
Janis Lischeid
Dana Little
Susan Long
Jessica Loos
Daisy Lora
Gary Lotreck
Peter Loukopoulou
Marlene Lovanio
Antonella Maccarone

Ruth Macijauskas	Roselyn Pace	Caine Schlenker	Erin Walsh
Lindsey Magarian	Sixmaritt Pagan-Pena	Becky Schoenfeld	Timothy Walsh
Latoya Malcolm	Denise Patterson	Janet Scialdone	Neil Weathers
Juana Maldonado	Giustino Penna	Rachel Sclare	Athena White
Jean Maldonado	Alicia Perez	Jessyka Scoppetta	Kelly Whitham
Carol Mamlok	Eddie Alberto Perez	Sarah Seals	Ollie Rubiah Williams
McKenzie Marsh	Danielle Perry	Richard Serrano Sr.	Terry Wilson
Melissa Martinez	Gregory Person	Janet Shepard	Julia Winer
Laura Martinez	Bill Petrashewicz	Tricia Silva	Gayle Wintjen
Tracey Matted	James E. Phelan	James Silva	John H. Wissler
David Mattesen	Edna-Jo Piccirillo	Elizabeth Smith	Jill Wnuk
Karen Maxwell	Kennan Poulakos	Tyra Smith	Darlene Wolliston
Thomas Mazzoli	John Pratt	Kelsey Sobestanovich	Harold Wolliston
Ashley Mazzoli	Jocelyn Preston	Angela Sorensen	Elizabeth Wood
Shawn McMahon	Sue Prihar	Daniel Sorensen	Jennifer Wood
Jeff McQuillan	Anne Proulx	Jill Soucy	Kelly Woodard
Adria Mecca	Ellen Puzzo	Neal Spencer	Elizabeth Woods
Carl Melendez	Adinelia Ramos	Elizabeth Stearns	Anjane Wright
Tricia Meltser	Diana Ramos	Stacy Stefanowich	David Wu
Gloria Mengual	Kathleen Randall	Sevorah Stein	Jennifer Yanke
Sarfo Mensah Jr.	Banning Rauls	AnneMarie Stern	Todd Zagurski
Tracy Mercier	Elizabeth Reed-Swale	William Stevenson	Chad Zepka
Stephen Merone	LeAnn Rees	Nakisha Strickland	Cynthia Zingler
Christina M. Minella	Jennifer Regan-Lefebvre	Lynn Sullivan	Jeffrey Zirbel
Ada M. Miranda	Deidre Reidy	Robyn Sullivan	
Shaun Mitchell	Susan Renehan	Billy Sullivan	
Suzanne Mittica	Deborah Richards	Timothy Sullivan	
Mary L. Molloy	Victoria Richnavsky	Timothy Sullivan, Jr.	
Karen Mooney	Alexander Rios	Maureen Taylor	
Marjorie Morrissey	Brigit Rioual	Peter L. & Lydia A. Tedone	
Katherine Myers	Tennille Rivera	Regina Terrell	
Catherine Nanda	Ammie Rivera	Ratosha Terry	
Antonio Napoleone	Alaric V. Robinson	Rudolph Thomas	
Nicole Natale	Chelsea Rodriguez	Diane R. & Thomas M. Thompson	
Katherine Nazario	Elena Rodriguez	Sarabeth Thorne	
Karen Neilson	Carmen Roman	Mason Thrall	
Amy Nesbitt	Maria Rosa	Mike Tobias	
Celia Noe	Emily Rosen	Rebecca Tonkinson	
Kristen Nolan	Catherine Rotella	Nikole Torres	
Margaret Nowicki	Kate Rotella	Jennifer Traks	
Michael Nowicki	Peter Royer	Richard A. Usifer	
Kelly Nowik	Tina Ruggerio	Kenneth Valente	
Carlos Ocasio	Deana Rullan	Sabrina Valenti	
Kelly O'Connell	Christine Ruman	Deborah Van Wyngaarden	
Lauren O'Leary	Rosemarie Saccomandi	Gemma Varney	
Margarita Ortiz	Yllka Sakaj	Lois-Anne Vaughan	
Carmarie Otero-Diaz	Kimberly Samperi	Heather Venitosh	
Keely Ouellette	Peggy Sampson	Tanamala Vijayabhaskar	
Kristin Pabich	Jessica Sanborn	Sarah Vocca	
Michelle Pac	Alyssa Santos	Sandra Walker	

REGIONAL COLLABORATION AND PARTNERSHIPS

State Agencies

CT Assistive Technology Project
CT Board of Education and Services for the Blind
CT Bureau of Rehabilitation Services
CT Coalition for the Education of Deaf and Hard of Hearing Children
CT Commission on the Arts
CT Commission on Children
CT Commission on Deaf and Hearing Impaired
CT Cooperative Extension
CT Departments of:
 Administrative Services; Children and Families; Corrections;
 Developmental Services; Economic and Community Development;
 Education; Environmental Protection; Health; Labor; Public Health
 and Addiction Services; Social Services; Support Services Division
CT Development Authority
CT Health and Educational Facilities Authority
CT Husky Health Care
CT Office of Early Childhood
CT Technical Education and Career System

Higher Education

Asnuntuck Community College
Bureau of Voc-Tech Schools
CT Adult Education Programs
Central Connecticut State University
Capital Community College
Charter Oak College
Goodwin College
Eastern Connecticut State University
The Lincoln College of New England's Dental Hygiene Program
Manchester Community College
Office of Higher Education
Quinnipiac University
Sacred Heart University
Trinity College
Tunxis Community College
University of Connecticut
University of Hartford
University of New Haven
University of Saint Joseph
Wesleyan University
Yale University

Professional Associations

Accreditation Facilitation Project
Adult Numeracy Network
After School Network Alliance
American Association of School Administrators
American Society of Training and Development
Association of Education Service Agencies (AESA)
Association of Teachers of Math in Connecticut
Commission on Adult Basic Education
CT Academy of Educational Leaders
CT Administrators of Programs for English Language Learners
CT Association of Adult and Continuing Education
CT Association of Boards of Education
CT Association for Children With Learning Disabilities
CT Association for the Education of Young Children
CT Association of Nonprofits
CT Association of Public School Superintendents
CT Association of School Business Officials
CT Association of School Personnel Administrators
CT Association of Secondary Schools
CT Business and Industry Association
CT Child Care Training Academy
CT Council of Administrators of Special Education
CT Council on Developmental Disabilities
CT Council of Leaders of Mathematics
CT Parent Advocacy
CT Principals' Academy
CT Quality Council
CT School Building and Grounds Association
CT School Public Relations Association
CT School Transportation Association
CT Teachers of English to Speakers of Other Languages
Gay, Lesbian, and Straight Education Network (GLSEN)
Guild of IB Schools Northeast (GIBS)
Hartford Area Superintendents Association
International Association of Psychosocial Rehabilitation Services
Microsoft
National Commission on Adult Basic Education
National Coalition for Literacy
National and CT Associations for the Education of Young Children
New England Parent Information Education
Northeast Educational Research Association
Raising Readers Beginning with Books
School Nutrition Association of CT
University Center for Excellence in Developmental Disabilities

Legislative

Advisory Committee on Intergovernmental Relations (ACIR)
Connecticut General Assembly

Local and Regional Agencies

Capital Area Substance Abuse Council
Capital Region Workforce Development Board
Capitol Region Council of Governments
Career Resources
Catholic Family Services
Celebration Foods
CHR (Community Health Resources)
Connecticut Association of Schools
Connecticut Association of Supervision and Curriculum Development
Connecticut Historical Society
Connecticut Puerto Rican Forum
Connecticut Women's Education and Legal Fund
Co-Opportunity, Inc.
EEsmarts/Eversource
Greater Hartford Arts Council
Greater Hartford Legal Aid
Greater Hartford Transit District
Greater Hartford YMCA
New Britain YMCA
Hartford Area Child Care Collaborative
Hartford Consortium for Higher Education
Hartford Foundation for Public Giving
Leadership Greater Hartford
Manchester Historical Society
MetroHartford Regional Economic Alliance Metropolitan District Commission
Midstate Medical Center
National Center for Family Literacy
New England Assistive Technology
New England Regional Literacy Resource Center
Northeast and Islands
Pitney Bowes Foundation
Regional Laboratory for Educational Improvement of the Riverfront Recapture
Southend Institutions Neighborhood Alliance (SINA)
State Education Resource Center
The Workforce, Inc.
United Illuminating
United Way of the Capital Area
University of Connecticut Health Center
VOCAL
We Care Computers, LLC

Hartford Agencies and Organizations

Child Health and Development Institute of Connecticut (CHDI)
Compass Youth Collaborative
Connecticut Center For School Change
City of Hartford
Coalition to Strengthen Sheldon/Charter Oak Neighborhood
Community Health Services
Community Renewal Team
CT Center for Nonviolence
Hartford District Parole Office
Hartford Hospital
Hartford Multicultural Center
Hartford Public Library
Hartford Stage
Institute of Living
Mark Twain House and Museum
Old State House
The Bushnell
Trinity Health of New England

Federal Agencies

Environmental Protection Agency
National Aeronautics & Space Administration
U.S. Department of Education
U.S. Department of Housing & Urban Development

Regional Educational Service Centers

CREC is one of six Regional Educational Service Centers (RESCs) in Connecticut. Membership in one RESC enables a district to access the programs and services from other RESCs if those services are not available within their region. CREC works with the following RESCs as an Alliance to provide services to virtually every public school district in Connecticut.



2019-2020 CREC FUNDING AGENCIES

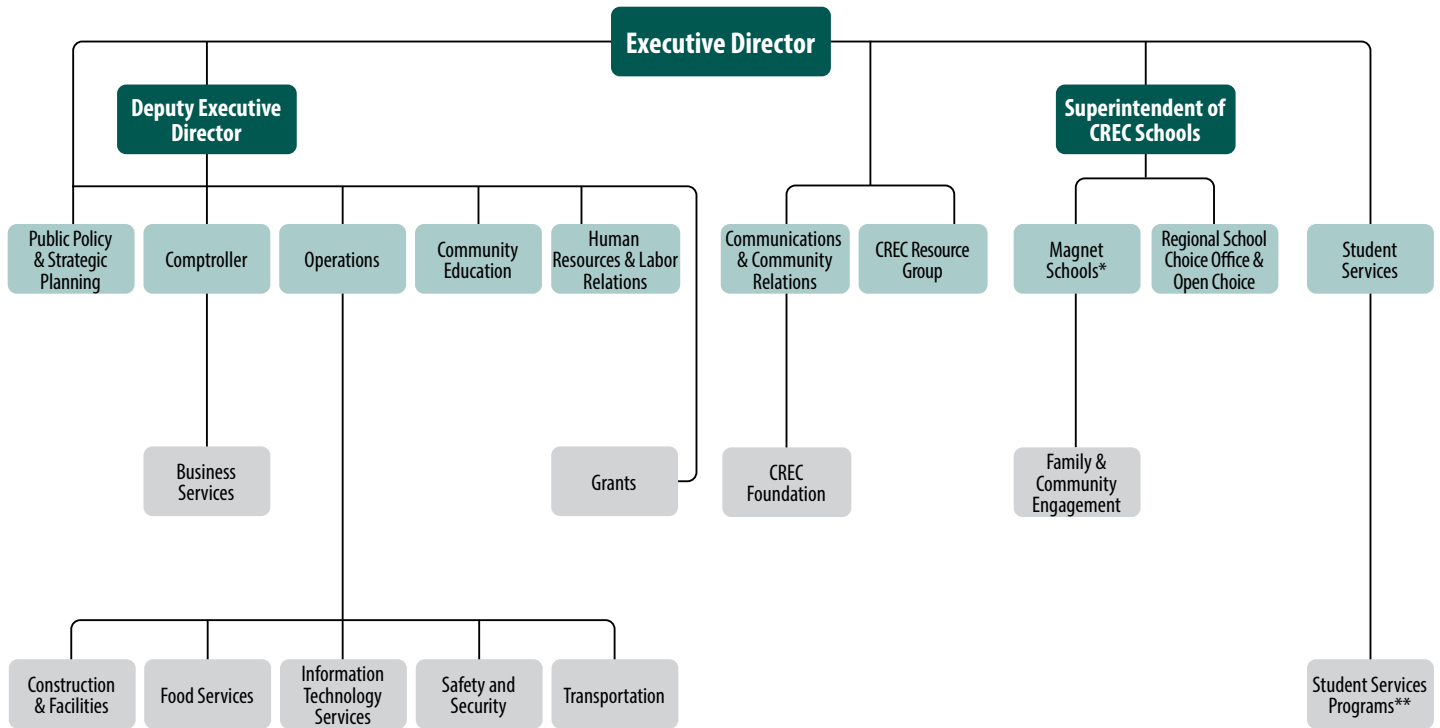
Adriana International Inc. DBA Athletic Trainer Solutions
Aetna
Aetna Foundation, Inc.
Air Temp Mechanical Services
Amazon Smiles
American Eagle Financial Credit Union
American Heart Association, Inc.
American Legal Services, LLC
Ammunition Storage Components, LLC
Amos B. Hostetter Jr. & Barbara W. Hostetter
Barr Foundation
Bright Funds
Bull Metal Products, Inc.
BYK USA, Inc.
C&C Janitorial Supplies, Inc.
Church of the Good Shepherd
CMRK, Inc.
CT Academy of Science & Engineering
Delta T Group
Electrical Energy Systems Corp
Fidelity Charitable
Force Automation, Inc.
Friar Architecture, Inc.
Gerber Technology
Global Lighting Perspectives, LLC
Greater Hartford Arts Council
Hartford Foundation for Public Giving
Hartford Lodge No. 19 BPO Elks
Hear Here Hartford
Hearing Loss Association of America
Inside Edge
Janney Montgomery Scott, LLC
Jefferson Radiology, P.C.
Jocelyns Run a Marathon of Support, Inc.
Kaman Corporation
Klimas Enterprises, Inc.
Mayor Mike's Foundation for Kids, Inc.
Mike Maloney & Pete Landry Memorial Golf Tourney
Montessori Magnet PTA
Network for Good
New Schools Venture Fund
New York Life, YourCause, LLC

Owens Reality Service, Inc.
Peter Paul Electronics
Rainbow Graphics
Recycle CT Foundation, Inc
Rockville Community Alliance
Ryan T. Lee Memorial Foundation, Inc.
Shipman & Goodwin
SimTech, Inc.
Sirois Tool Co., Inc.
Spectrum Lighting, Inc.
Stanley Black & Decker, Inc.
Superb Steel, LLC
The Doug Flutie Jr. Foundation for Autism
The Sullivan Investment Group
Transamerica Retirement Solutions, LLC
Travelers
Travelers Cyber Grants, Inc.
Trident Machine Tools
United Technologies Charity Program
United Way of Central & Northeastern CT
USA Hauling & Recycling, Inc.
Vistra Energy
Walmart
Wells Fargo - Robert's Foundation
Whitbeck Road, LLC
Whole Kids Foundation - Grant
William Gaspar Graustein Memorial Fund
Wiremold
YourCause, LLC Trustee for New York Life
Z Rink Sports Foundation, Inc.

ORGANIZATION CHART 2019-20 FISCAL YEAR

Partnering
School Districts

CREC Council






*16 Magnet Schools and 2 Programs

CREC Academy of Aerospace and Engineering
 CREC Academy of Aerospace and Engineering Elementary School
 CREC Academy of Science and Innovation
 CREC Ana Grace Academy of the Arts Elementary School
 CREC Civic Leadership High School
 CREC Discovery Academy
 Glastonbury-East Hartford Magnet School
 CREC Greater Hartford Academy of the Arts High School (Full Day)
 CREC Greater Hartford Academy of the Arts High School (Half-Day Program)
 CREC Greater Hartford Academy of the Arts Middle School
 CREC Impact Academy
 CREC International Magnet School for Global Citizenship
 CREC Metropolitan Learning Center for Global and International Studies
 CREC Montessori Magnet School
 CREC Museum Academy
 CREC Reggio Magnet School of the Arts
 CREC Two Rivers Magnet Middle School
 CREC University of Hartford Magnet School

**Student Services Programs

CREC Birth to Three
 Farmington Valley Diagnostic Center
 CREC John J. Allison, Jr. Polaris Center
 CREC River Street Autism Program at Birken
 CREC River Street School
 CREC Soundbridge
 Southern Transition Real-World and
 Independent Vocational Education (STRIVE)

CREC Stakeholders

-  Executive Leadership Team (ELT)
-  Departments with members of the Leadership Team
-  Departments

BUDGET STATEMENT

FISCAL YEAR ENDING

JUNE 30, 2020

PROGRAM AMOUNT

General Fund Programs

Academy of Aerospace and Engineering	\$13,418,631
Academy of Aerospace and Engineering	
Elementary School	8,501,635
Academy of Science and Innovation	12,870,705
Ana Grace Academy of the Arts	8,807,250
Central Office Facility Cost Center	3,181,697
Civic Leadership High School	8,219,400
Communication Office	933,664
Discovery Academy	8,207,172
Executive Office	453,315
Farmington Valley Diagnostic Center	1,253,263
Glastonbury-East Hartford Magnet School	7,801,917
Grants Office	207,573
Greater Hartford Academy of the Arts	13,225,984
Greater Hartford Academy of the Arts	
Middle School	7,499,894
Human Resources Office	1,127,809
Integrated Program Models	3,107,161
International Magnet School for Global Citizenship	7,593,956
Learning Corridor Campus	4,223,517
Made in the Shade	49,821
Magnet School Cost Center	34,671,061
Metropolitan Learning Center Magnet School	13,253,208
Montessori Magnet School	6,743,877
Museum Academy	8,796,995
Office of Finance and Operations	4,730,363
Polaris Center	4,898,793
Reggio Magnet School of the Arts	8,208,556
River Street School	32,246,374
School Transportation Management Services	22,032,000
Soundbridge	5,557,356
STRIVE	461,004
Student Services	553,866
Transportation Services	5,600,171
Two Rivers Magnet Middle School	11,674,528
University of Hartford Magnet School	8,556,693
General Fund Subtotal	\$278,669,209

PROGRAM AMOUNT

Special Revenue Fund Programs

21st Century Learning Centers	
Before-and-After School	\$142,500
Academic and Social Support Grant	1,355,947
Capitol Region Choice Program	15,003,665
Connecticut Technical High School	
System Related Services	954,718
CT Office of Early Childhood Education	6,802,912
Department of Corrections—Professional Development	
& GED Testing	25,568
Developing Tomorrow's Professionals/Perkins/	
Financial Literacy	163,693
Discovery Center	76,975
Early Education	829,401
Early Intervention Birth to Three Services	1,903,598
Employment & Training Services	511,627
Entitlement Grants	1,491,977
Impact Academy	370,030
Magnet Schools Assistance Program	4,459,153
Project Prevent	802,275
SDE Early Childhood Program	368,780
Sheff Technical Services Agreement	2,064,994
Statewide Family Engagement Center	987,624
Supplemental Services	676,818
Youth Service Programs	861,500
Special Revenue Fund Subtotal	\$39,853,755

Capital Projects Fund Programs

Academy of Aerospace and Engineering	
Elementary School	\$19,590,355
Ana Grace Academy of the Arts	58,540,221
Capital Projects Fund Subtotal	\$78,130,576

Enterprise Fund Programs

Adult Training & Development Network	
of Connecticut	\$351,317
Construction Services	1,279,888
Learning Corridor Theater	99,400
Montessori Training Center Northeast	1,289,697
Regional Fingerprinting Services	253,085
Resource Group	8,373,729
Enterprise Fund Subtotal	\$11,647,116

SUMMARY BY FUND TYPE

General Fund	\$278,669,209
Special Revenue Fund	39,853,755
Capital Projects Fund	78,130,576
Enterprise Fund	11,647,116
GRAND TOTAL	\$408,300,656

GRAND TOTAL WITHOUT CONSTRUCTION \$330,170,080

PROJECTED BUDGET STATEMENT

FISCAL YEAR ENDING

JUNE 30, 2021

PROGRAM AMOUNT

General Fund Programs

Academy of Aerospace and Engineering	\$13,998,736
Academy of Aerospace and Engineering	
Elementary School	8,565,981
Academy of Science and Innovation	13,729,648
Ana Grace Academy of the Arts Magnet School	9,444,177
Central Office Facility Cost Center	1,722,025
Civic Leadership High School	8,476,550
Communication Office	955,854
Discovery Academy	8,437,222
Executive Office	468,615
Farmington Valley Diagnostic Center	1,258,338
Glastonbury-East Hartford Magnet School	7,983,546
Grants Office	204,131
Greater Hartford Academy of the Arts	14,131,097
Greater Hartford Academy of the Arts	
Middle School	7,459,804
Human Resources Office	1,392,798
Integrated Program Models	2,517,038
International Magnet School for Global Citizenship	8,214,599
Learning Corridor Campus	4,198,845
Made in the Shade	57,928
Magnet School Cost Center	37,344,240
Metropolitan Learning Center Magnet School	13,735,721
Montessori Magnet School	6,992,921
Museum Academy	7,969,386
Office of Finance and Operations	4,852,937
Polaris Center	5,006,690
Reggio Magnet School of the Arts	8,941,199
River Street School	32,704,164
School Transportation Management Services	22,472,640
Soundbridge	5,303,463
STRIVE	524,938
Student Services	563,387
Transportation Services	5,588,830
Two Rivers Magnet Middle School	12,117,977
University of Hartford Magnet School	8,862,035
General Fund Subtotal	\$286,197,460

PROGRAM AMOUNT

Special Revenue Fund Programs

Capitol Region Choice Program	\$15,696,457
Connecticut Technical High School	
System Related Services	1,080,813
CT Office of Early Childhood Education	3,082,588
Developing Tomorrow's Professionals/Perkins/	
Financial Literacy	171,868
Early Education	699,901
Early Intervention Birth to Three Services	1,938,695
Early/Head Start Program	11,412,888
Employment & Training Services	543,684
Impact Academy/Barr Foundation	410,309
Magnet Schools Assistance Program	4,872,239
Project Prevent	1,185,736
SDE Early Childhood Program	855,190
Sheff Technical Services Agreement	2,096,701
Statewide Family Engagement Center	1,245,215
Supplemental Services	509,525
Youth Service Programs	705,250
Special Revenue Fund Subtotal	\$46,507,059

Capital Projects Fund Programs

Academy of Aerospace and Engineering	
Elementary School	\$3,110,064
Ana Grace Academy of the Arts	70,617,044
Capital Projects Fund Subtotal	\$73,727,108

Enterprise Fund Programs

Construction Services	\$1,154,749
Learning Corridor Theater	99,400
Montessori Training Center Northeast	1,220,820
Regional Fingerprinting Services	235,864
Resource Group	9,095,474
Enterprise Fund Subtotal	\$11,806,307

SUMMARY BY FUND TYPE

General Fund	\$286,197,460
Special Revenue Fund	46,507,059
Capital Projects Fund	73,727,108
Enterprise Fund	11,806,307
GRAND TOTAL	\$418,237,934

GRAND TOTAL WITHOUT CONSTRUCTION \$344,510,826

2019-2020 GOVERNANCE

Council Officers



Christopher C. Wilson
Chair
Bristol Public Schools



Merrill Gay
Vice Chair
New Britain Public Schools



Tyron V. Harris
Secretary/Treasurer
East Hartford Public Schools

Council Representatives

Avon – Jackie Blea
Berlin – Traci Sisti
Bloomfield – Donald F. Harris, Jr. *
Bolton – Chris Davey
Bristol – Christopher C. Wilson
Canton – Joseph Scheideler *
Cromwell – Celina Kelleher
East Granby – To be appointed
East Hartford – Tyron V. Harris
East Windsor – Kate Carey-Trull
Ellington – Gary Blanchette *
Enfield – Joyce Hall *
Farmington – Ellen Siuta
Glastonbury – Julie Thompson *
Granby – Mark Fiorentino
Hartford – Kim Oliver
Hartland – To be appointed
Manchester – Chris Pattacini *
New Britain – Merrill Gay
New Hartford – To be appointed
Newington – Bruce Fletcher *
Plainville – Becky Tyrrell *
Portland – Meg Scata
Region 10 – John Vecchitto *
Rocky Hill – Laurie Boske
Simsbury – Lydia Tedone *
Somers – Anne Kirkpatrick *
Southington – To be appointed
South Windsor – Anitha Elango *
South Windsor (*Alternate*) – Erica Evans
Suffield – Maureen Sattan *
Vernon – To be appointed
West Hartford – Carol Anderson-Blanks
Wethersfield – Bobbie Granato-Hughes *
Windsor – David Furie *
Windsor Locks – Patricia King

** Board Members of the CREC Council*

SERVICES MATRIX

	Avon	Berlin	Bloomfield	Bolton	Bristol	Canton	Cromwell	East Granby	East Hartford	East Windsor	Ellington	Enfield	Farmington	Glastonbury	Granby	Hartford	Hartland	Manchester	New Britain	New Hartford	Newington	Plainville	Portland	Region 10	Rocky Hill	Simsbury	Somers	Southington	South Windsor	Suffield	Vernon	West Hartford	Wethersfield	Windsor	Windsor Locks	Other		
ADMINISTRATIVE SERVICES																																						
Fingerprinting Services	•			•				•	•	•					•	•															•		•		•			
TRANSITION TO EMPLOYMENT																																						
Adult & Continuing Education					•				•				•	•	•	•		•	•		•		•		•				•		•	•	•	•		•		
CREC RESOURCE GROUP																																						
Cooperative Purchasing	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		
CT PRIME														•	•			•								•			•	•			•	•	•			
Curriculum Councils	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		
Minority Teacher Recruitment									•			•			•	•		•	•		•								•		•	•		•		•		
Professional Development	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
Staff Brokering	•		•	•			•	•	•		•	•	•		•	•		•			•		•			•		•		•		•				•		
CHOICE PROGRAMS																																						
Hartford Region Open Choice Program	•	•		•		•	•	•		•	•	•	•	•	•	•					•	•	•		•	•	•	•	•	•	•	•	•	•		•	•	
Magnet Schools	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
STUDENT SERVICES																																						
CREC Birth to Three	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		•	•		•	•	•	•	•	•	•	•	•	•	•	•	•		
CREC John J. Allison Jr. Polaris Center	•	•	•	•		•						•		•	•	•		•	•		•	•				•		•	•	•	•		•	•	•		•	
CREC River Street School	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•		•	•		•		•	•	•	•	•	•	•	•	•	•	•	•	•		•	
Farmington Valley Diagnostic Center	•		•			•		•					•		•							•		•		•			•									
CREC Soundbridge	•	•			•	•	•	•	•		•	•	•	•		•		•	•		•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	•	
STRIVE Program																																				•		

