

# Annual Report

2018 – 2019











EXCELLENCE

*in*

EDUCATION

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## Mission

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

## Core Values



Expect Excellence  
Act with Courage  
Demand Equity  
Embrace Collaboration

## 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.

## 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,

As I complete my fourth year as Executive Director, I am humbled by what this agency accomplishes each year. The cherished relationships I have personally built throughout the region with so many of our partners pale in comparison to the multitude of relationships our CREC staff have with the children and families served by our programs. As an agency, we have the programs and resources to support growth and success from birth to adulthood. I am proud to say that CREC had a very successful 2018-19. I hope you enjoy reviewing that success in our Annual Report.

Despite our successes, we were not immune to the fiscal challenges that everyone in the region and across the state have been feeling in the past few years. The financial uncertainty facing so many vital programs made meeting the challenge of our mission difficult. However, with the support of CREC members, education leaders, and colleagues from around the region, along with CREC's leadership, we were able to achieve the first increase in state support for magnet school tuition since 2010-11. Although small, that increase is a testament to a core value we hold dear—Embrace Collaboration. Together, we helped, even at a moderate level, alleviate some of the fiscal pressures around magnet school funding, which ultimately means more resources for all children in the region.

This past year also included hard work by all six of Connecticut's RESC partners to strengthen our alliance. Not only creating a strong voice in the state championing educational issues, but understanding that together, the RESC Alliance can offer a broader range of services to help all Connecticut school districts. Along with traditional services such as professional development, regional cooperatives, and operating magnet schools and student service programs, we helped deliver and support special education services on behalf of the State Department of Education.

Finally, we continue to advocate for social justice in all of our work. We are so proud to call Connecticut's Kid Governor, Ella Briggs, one of our own. Ella was a fifth-grader at CREC Ana Grace Academy of the Arts last year. CREC has led the way in Minority Teacher Recruitment efforts and created a Teacher Residency Program that will place up to a dozen teachers in CREC Magnet School classrooms in 2020.

CREC has always been, and will continue to be, a place where innovation leads the way. While there are perpetual concerns and challenges when it comes to funding, CREC finds ways to let nothing impede our ability to achieve desired outcomes. CREC is an agency where equity, excellence, and high-quality educational services are not just words in our mission statement but the things we do best.

Sincerely,



Greg J. Florio, Ed.D.





Magnet  
school  
students  
**8,390**

Served  
**5,227**  
students with  
disabilities

**2,103** Employees

**450**  
professional  
development  
workshops with  
**12,415**  
participants

## CREC at a Glance



Students served  
in CREC Student  
Services programs  
**3,346**



CREC  
Transportation  
Solutions traveled  
**13.6**  
million miles

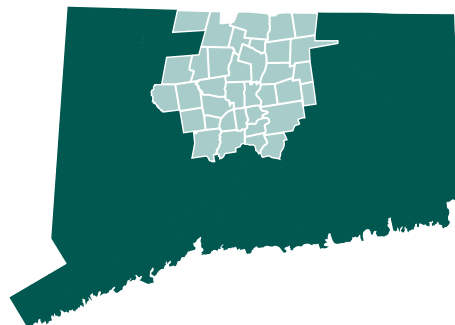


**2,340**  
students in  
Open Choice  
**28** among  
towns

**35** Member Districts

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 (Burlington & Harwinton), Rocky Hill, Simsbury, Somers, Southington, South Windsor, Suffield, Vernon, West Hartford, Wethersfield, Windsor, and Windsor Locks

**129** **Abc**  
adult learners





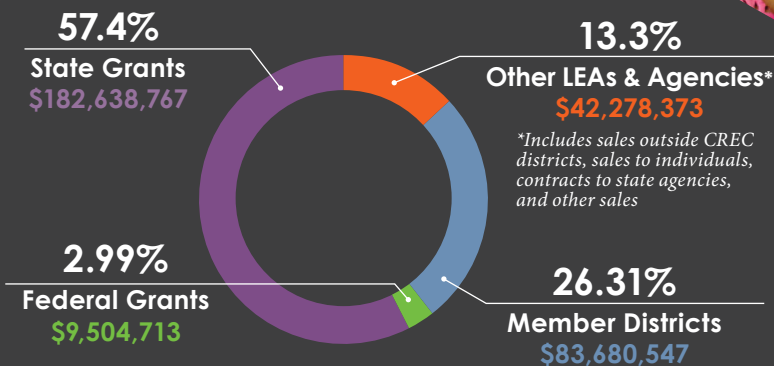
## How CREC Sets Priorities

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 2018-2019, 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.

**Actual Revenue**  
**\$318,102,400**





# Expect Excellence



▲ Students at CREC UHMS singing a song to celebrate their 2018 National Blue Ribbon School honor



▲ Innovation Robotics Team celebrates their championship

CREC's first Core Value expect excellence was on display all over our programs in 2018-19, but excellence was more than just an expectation at one school—it was a way of life. CREC Academy of Science and Innovation in New Britain's east wing, across from the doors to the gymnasium, is lined with glass display cases full of artwork and student achievements, but they will need to clear space, or build new ones entirely, to fit the trophies they amassed in the last school year for a variety of extracurricular activities:

- ▶ The Innovation Ravens Boys Basketball team became the first CREC athletic program to win a State Championship, defeating Old Lyme in the Division V final at Mohegan Sun in March. The Ravens went 17-2 on the season. Junior L.J. Hazelwood and Senior Lenny Okonya were named to the CIAC All-State team, and Okonya was one of only ten students awarded with Academic All-State honors.

- ▶ Innovation's brilliant team won the world championship for Robotics Innovation at the VEX Robotics championship in Louisville, Kentucky in April.
- ▶ Morgan Sartor, a senior thrower on the Innovation track team, finished 32<sup>nd</sup> in the country at the High School National Championships for the hammer throw in Greensboro, North Carolina in June. Sartor's throw of 139 feet nearly doubled her personal best from her junior year.



◀ Morgan Sartor finished 32<sup>nd</sup> in the country for the high school hammer throw



▲ CREC Community Education's Medical Office Assistant education program



▲ CREC MMS's History Day team with Representative John Lewis



▲ CREC Academy of Science and Innovation, CIAC Division V Boys Basketball State Champions



▲ Jeff Sidewater was named Director of the Year by the School Nutrition Association of Connecticut

Many other CREC employees, students, schools, and programs reached new heights of excellence last year as well:

- ▶ In September, CREC University of Hartford Magnet School earned recognition as a 2018 National Blue Ribbon School for closing the achievement gap by the U.S. Department of Education.
- ▶ CREC's Transition to Employment Services program, part of the division of Community Education, partnered with Manchester Community College to provide Medical Office Assistant education programs; and their partnership with Hartford Hospital provide internship opportunities to the Medical Office Assistant students, which helps them on their path to employment.
- ▶ CREC Greater Hartford Academy of the Arts alum Tre Frazier earned the role of George Washington in the traveling cast of the Tony Award-winning Broadway Musical *Hamilton*.
- ▶ CREC Construction Services completed a long renovation at Haddam Killingworth High School which included a roof replacement, new internal and external LED lighting, a new boiler, and a renovated auditorium.



- ▶ CREC Montessori Magnet School's team placed first in the Hartford Region's History Day contest and then finished second overall in the State. They were invited to the National History Day Contest at the University of Maryland and presented their entry to a panel of judges including U.S. Congressman John Lewis.
- ▶ In April, CREC's Director of Food Services, Jeff Sidewater, was named Director of the Year by the School Nutrition Association of Connecticut (SNACT). Sidewater was lauded by his peers for working with state and federal legislators to advocate for funding and regulatory changes for all school nutrition programs.
- ▶ CREC Schools students represented well again at the State Invention Convention, with 19 students receiving "Recognized Inventor" honors. Many students represented CREC in May at the National Invention Convention in Dearborn, Michigan. The students' trip to Michigan was partially funded by the CREC Foundation through an innovation grant.



# Act with Courage



▲ CREC Ana Grace Academy of the Arts Elementary School's Ella Briggs hearing she was elected CT Kid Governor for the first time



▲ CREC Impact Academy students "doing high school differently"

The most courageous act of any CREC community member in the 2018-19 school year may have been performed by CREC Ana Grace Academy of the Arts Elementary School fifth-grader Ella Briggs. Briggs ran a statewide campaign for CT Kid Governor and bested the competition, winning an election in November with over 6,400 votes in total. Briggs' campaign centered around LGBTQI+ rights in schools and her election served as proof that the students of CT stood behind her.

Connecticut's Kid Governor is a statewide civics program for fifth graders created by the Connecticut Public Affairs Network in 2015. The program offers each school in Connecticut the opportunity to enter one student candidate into a statewide election. All fifth graders in the State are eligible to vote. Briggs' campaign speech, a testament to her courage, began, "I am a proud part of the LGBTQI+ community and I want to make youth programs all around the state,

make school clubs, and help with kids who were kicked out of their homes. Together we can make Connecticut a little bit more colorful. With your vote, we can make a stand, make a change, and make a difference. Vote Ella, Love is Love." The announcement that Briggs had won came during a school-wide assembly at the school in Avon in late November. Kid Governor officials surprised students with a video announcement from News Channel 8.

The Hartford Gay Men's Chorus performed for the students—their first time ever performing in a school. CREC Administration, representatives from True Colors, State Senator Douglas McCrory (CREC's Director of Family Engagement), and State Representative Jeff Currey were in attendance. Senator McCrory and Representative Currey each presented citations to Briggs from the State, and Currey presented her with a pin proclaiming her part of Connecticut's LGBTQI+ Caucus.



- ▲ ALICE training ensures safety and security of staff and students



- ▲ Students in CREC Transition to Employment Services diligently working

Other examples of courage around CREC during 2018-2019 include:

- CREC Security embraced the ALICE program to train staff, administrators, and families to quickly and effectively assess threats in CREC facilities. ALICE stands for alert, lockdown, inform, counter, and evacuate, and empowers staff to make decisions on any, some, or all of those five actions to respond to potential threats, as opposed to outdated, linear protocols that do not adapt to different situations. These trainings can be emotionally evocative, and just participating takes courage on the part of CREC staff to learn these proactive measures that can ensure the safety and security of themselves and their students.
- Transition to Employment Services also fostered and maintained a partnership with the John J. Driscoll United Labor Agency of Hartford. A most giving partner, United Labor donated coats, hats, gloves, Thanksgiving dinner, Holiday toys, and other goods to families that take advantage of CREC Community Education services.



- ▲ Impact Academy engages students as co-creators of a welcoming and flexible learning community that prioritizes positive relationships, experiential learning, and community connections.



# Demand Equity



◀ The CREC Teacher Residency Program residents, master teachers, and CREC Magnet Schools Administrators



Equity is always at the forefront of CREC's work, but last year was particularly productive in this realm. The most impactful of all the equity-focused achievements for CREC was the State's approval of the CREC Teacher Residency Program as a revolutionary new means of minority teacher recruitment, certification, and retention. Twelve residents chosen from the applicant pool were assigned to master teachers in CREC schools and began their 14-month road to elementary certification starting in June 2019 with a six-week intensive summer course to prepare them for the year.

To encourage minority applicants, preference was given to graduates of Hartford Schools, CREC Schools, and the Hartford Region Open Choice Program. Residents are each paid \$32,000 per year, with benefits, to be mentored by their master teacher for one year. Residents are then guaranteed a full-time classroom teaching positions in the second school year upon completion of the certification requirements. CREC's idea through this program is to prioritize minority candidates' potential to work with diverse students and minimizes barriers to traditional certification program admission.

CREC's mission and vision stress the need for equity in the Hartford Region and globally. Some other examples of CREC's equity-focused work last year include:

- ▶ The CREC Schools adopted a district-wide statement of diversity and inclusion, now displayed prominently in all CREC facilities:

*Capitol Region Education Council (CREC) Magnet Schools 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.*

*In accordance with CREC's mission of equity, excellence, and success for all through high-quality educational services, our staff and students commit to participate in and support ongoing equity and inclusion programming through curricular and co-curricular offerings, professional learning, and local and national partnerships. Moreover, CREC Magnet Schools staff and students strive to understand and confront the symptoms and causes of systematic oppression—ranging from implicit biases to microaggressions to discriminatory policies, practices and traditions—that benefit privileged groups.*

*While at CREC Magnet Schools, staff and students commit to affirm and honor the lived experiences of others, to willingly challenge inherited beliefs and ideologies, and consequently learn, grow, and serve.*

- ▶ The CREC Schools partnered with the Center for School Change to provide staff with targeted, guided support in examining practices and policies as they related to equity.
- ▶ The Hartford Region Open Choice Program completed multiple home visits to Hartford students with Ellington and Farmington educators during the summer of 2018 to build relationships with new and returning students and their families. In fall, both districts presented in the Open Choice Dine & Discuss series about family engagement strategies. Creative approaches shared included home visits with CREC and school-based staff, student-run assemblies, student-led parent conferences, and calling parents early in the year to share positive reflections. Open Choice stakeholders find that these strategies lead to increased attendance and higher parental participation in conferences and events.
- ▶ At the three-day Open Choice Leadership Institute in October, educators from Ellington, Enfield, Farmington, Portland, Simsbury, South Windsor, and Tolland shared equity-focused successes and challenges, assessed their schools, and developed action plans. They also engaged in discussions with parents and alumni of the program. On a bus tour, they visited Hartford neighborhoods, learned about the city's many assets, and gained a better understanding of Open Choice students and families.
- ▶ CREC Food Services worked with the CSDE to develop and implement free and reduced-price meal direct certification for Medicaid case students. The implementation increased certified students from 31% to almost 45% and qualified over 1,300 additional students for free or reduced meals to drastically reduce the financial burden on families
- ▶ CREC Transportation Solutions strengthened their communication efforts to families by hosting information sessions to get families acclimated with the system and processes and connect with transportation staff. They also donated services to Mystic Aquarium for children and families receiving Connecticut Supplemental Nutrition Assistance Program (SNAP) benefits.



▲ CREC Food Services at a special springtime barbecue at CREC UHMS



▲ Open Choice Leadership Institute bus tour



▲ Volunteers from CREC Transportation at the Back to School Block Party



# Embrace Collaboration



▲ *Open Choice family engagement participants*

CREC's defined concentration on building relationships in 2018-19 was a direct reflection of the commitment to this particular Core Value. In the CREC Schools and other programs like Open Choice and Student Services, building relationships to engage parents and families in their students' education was a primary focus.

Last year, CREC placed a Family and Community Engagement Coordinator in each school and one in the Hartford Region Open Choice Program's office. These coordinators' sole purpose is to foster a welcoming atmosphere for families, community organizations, and other external partners so that they all feel connected to the school and the CREC mission. With students in CREC schools coming from over 35 different towns in Connecticut, it can be easy for families to lose the connection to their school if the actual building is not close to home. The coordinators made sure to familiarize themselves with all families and make themselves the central resource for disengaged students and families in need.

Family Engagement was a collaborative focus across all of CREC last year, with Community Education and the CREC Resource Group making efforts in the area as well. CREC Resource Group's



▲ *Minority Teacher Recruitment Fair, hosted by the CREC Resource Group*

Guiding Partnership with Schools website, [guidingpartnerships.com](http://guidingpartnerships.com), is an online hub of self-assessments, implementation plans, and training resources for Family Engagement practitioners working to deepen the level of involvement of families in the educational process.

In September, CREC Community Education was awarded a grant for \$4.9 million from the U.S. Department of Education to fund and design the establishment of a Statewide Family Engagement Center. The five-year grant is a collaboration between CREC, the African Caribbean American Parents of Children with Disabilities (AFCAMP), the Connecticut Parent Advocacy Center (CPAC), the Connecticut State Department of Education (CSDE), and the State Education Resource Center (SERC). The grant will enable partners to work with communities across the state, providing resources and promoting the engagement of parents, families, students, and other community stakeholders to improve students' academic, social, and emotional development.



▲ Children helped by CREC Student Services



▲ CREC Transportation led the creation of STAR



▲ A CREC Community Education workshop

Other highlights in the area of collaboration during 2018-2019 include:

- ▶ The Magnet Schools Central Office fostered relationships with staff, students, and parents through the formation of senates. Once a month, the Parent Senate, Staff Senate, and Student Senate met with the Superintendent and other Central Office staff to discuss issues and collectively create solutions.
- ▶ CREC Student Services collaborated with Community Health Resources (CHR) to provide mental health services in five schools and programs, to create a lower-cost alternative to school-based health centers. CHR also took over management of the mental health clinic on the CREC John J. Allison Jr. Polaris Center campus to provide comprehensive mental health services to students and the community.
- ▶ Student Services and the CREC Resource Group also worked closely with CSDE and the RESC Alliance on several special education and early childhood projects. One highlight with the RESC Alliance was a School Avoidance Project that resulted in a free website of resources for tiered interventions to be used by the RESCs and member districts.
- ▶ CREC Community Education continued its partnership with CSDE to offer comprehensive professional development opportunities for 665 Career and Technical Education educators.
- ▶ CREC became the largest implementer of Cognitive Behavioral Interventions for Trauma in Schools (CBITS) in Connecticut by working with the Child Health and Development Institute for training and technical assistance.
- ▶ The Fourth Annual CREC Back to School Block Party in August invited over 35 community organizations to help hand out 1,200 free backpacks to Hartford area students.
- ▶ CREC Transportation led the creation of the School Transportation Advocacy and Resource (STAR) association, a collaborative of school transportation coordinators in the Greater Hartford area. The purpose of the association is for transportation coordinators to support each other with school transportation-related topics.
- ▶ CREC Food Services worked with State and Federal Legislators to advocate for funding and regulatory changes for all School Nutrition Programs.
- ▶ CREC Resource Group hosted their Minority Teacher Recruitment Fair again in March, partnering with community organizations and area districts to bring equity to their hiring practices.
- ▶ The CREC Testing Center, managed by Community Education, in partnership with Pearson VUE and Educational Testing Services (ETS®), served 865 clients statewide for tests like Praxis and ParaPro Assessment.



The CREC Foundation had another successful year building relationships with new and continuing donors desiring to contribute to providing education and support to the children and families of the Hartford Region.

Last year, the CREC Foundation accepted applications and funded internal CREC projects through Innovation Grants made possible through the generosity of CREC Foundation donors. The money supported educational projects and initiatives that directly benefited students and enhanced their experience in CREC schools and programs.

Applications for these grants are judged on their creativity, originality, and how well they align with CREC's curricular goals to support and impact students learning.

One initiative funded by CREC Foundation Innovation Grants was a trip to the 2019 Henry Ford National Invention Convention in Dearborn, Michigan for a large group of CREC middle school students from several schools. These students were invited to display their groundbreaking ideas and showcase their ingenuity and resolve on a national stage, and it may not have been possible without the CREC Foundation.



▲ CREC middle school students at the 2019 Henry Ford National Invention Convention



▲ First Annual CREC Academic Contributions of Excellence (ACE) Awards



▲ Over 180 awards were given out to CREC students at the CREC ACE Awards in May



Another Innovation Grant-funded event was the First Annual Academic Contributions of Excellence (ACE) awards, held at Hartford's Theatre of the Performing Arts in May. At the celebration, CREC leadership, school staff, parents, guardians, and students came together to commend CREC students, representing every school, who received academic awards in the 2018-2019 school year at the local, regional, state, and national levels. Students displayed their work to attendees at a reception followed by an on-stage recognition for all participants.

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## The Delta-T Group sponsored *multiple* CREC events during 2018-2019

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For over five years, the Delta-T Group has been one of CREC's most loyal partners and donors contributing to FallStaff (CREC's annual employee convocation), the Back to School Block Party, the Bruce E. Douglas Scholarship for Overcoming Adversity, and CREC Athletics.

Delta-T has been helping CREC for a long time, as their relationship began years ago when the company provided staffing services to CREC for specialists, paraeducators, and bus monitors.

"We have been privileged to see professionals we have placed at CREC, honored as successful CREC employees," said Michelle Byrd, education team manager at Delta-T. "CREC provides a great service to the community in so many ways, and we value our continued partnership in the success of CREC and the students we all support."

The CREC Foundation looks forward to what 2019-2020 will bring, and hopes to expand our charitable efforts and build relationships with more community partners.



▲ CREC FallStaff 52 at the Bushnell Performing Arts Center, August 2018



▲ CREC 4th Annual Back to School Block Party where 1,200 backpacks filled with school supplies were distributed



▲ The Bruce E. Douglas Scholarship for Overcoming Adversity 2019 recipients



▲ Delta-T helped sponsor CREC Athletics



# CREC Foundation Donors

## Funding Agencies

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Stefania A. Russo	Julia Winer
Donato Salvucci	Gayle Wintjen
Janet Scialdone	Jill Wnuk
Maria J. Segarra	Darlene Wolliston
Richard Serrano Sr.	Elizabeth Wood
Deborah Shalkey	Chan D. Wu
G.J. Shettle	Jill Zaino
Lawerence Shipman	Maria Zapata
Tricia Silva	Robert Zapor
Sarah Slotter	Kara Zdrojeski
Gregory I. & Joanne B. Smith	Erin Zelazny
Ricardo Soto	
Stacy Stefanowich	
Peter Stein	
Rebecca Stevens	
Peter N. Stevens	
Dianne Stone	
Susan Stoppelman	
Nakisha Strickland	
Emily R. Noel & Timothy J. Sullivan	
Paul Sullivan	
Robyn Sullivan	
T. Thornton Sullivan	
Tim & Geri Sullivan	
Nicole & Kevin S. Supinski	
David Sutherland	
Deborah A. & Brent K. Talbott	
Karen T. Taylor	
Lydia Tedone	
Regina Terrell	
Mason Thrall	
Tamika Thurston	
Margarita Torres	
Alicia Torres	
Jennifer Traks	
Rebekah Van Anden	
Deborah Van Wyngaarden	

# 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 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 Coalition for the Education of Deaf and Hard of  
    Hearing Children  
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 Public Relations Association  
CT Teachers of English to Speakers of Other Languages  
Hartford Area Superintendents Association  
International Association of Psychosocial  
    Rehabilitation Services  
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  
University Center for Excellence in  
    Developmental Disabilities

## Legislative

Advisory Committee on Intergovernmental  
    Relations (ACIR)  
Connecticut General Assembly

# Regional Collaboration and Partnerships

## 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  
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

## Hartford Agencies and Organizations

Child Health and Development Institute of Connecticut (CHDI)  
City of Hartford  
Coalition to Strengthen Sheldon/Charter Oak Neighborhood  
Community Health Services  
Community Renewal Team  
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  
Saint Francis Hospital and Medical Center  
The Bushnell

## 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

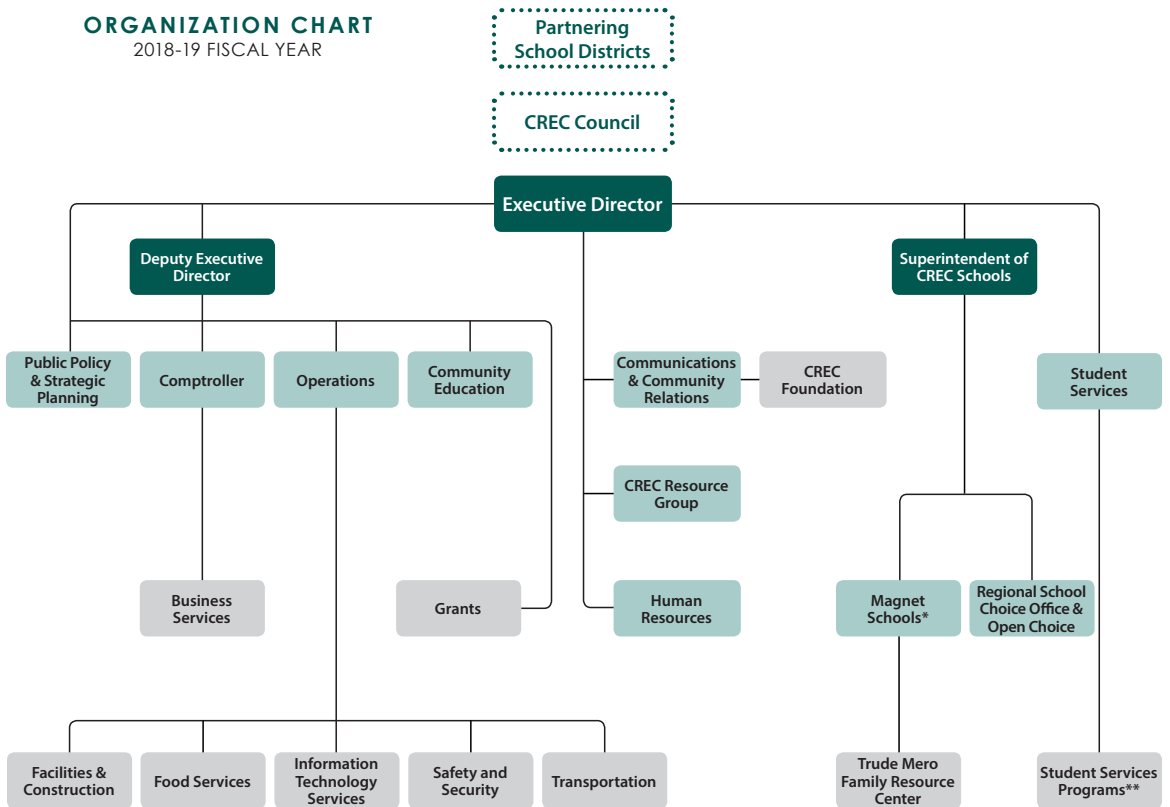
CREC is one of six Regional Educational Service Centers (RESCs) in Connecticut. Membership in one RESC enables a district to access the programs and services from other RESCs if those services are not available within their region. CREC works with the following RESCs as an Alliance to provide services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





## ORGANIZATION CHART

2018-19 FISCAL YEAR






### \*16 Magnet Schools

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  
 Civic Leadership High School  
 CREC Discovery Academy  
 Glastonbury-East Hartford Magnet School  
 CREC Greater Hartford Academy of the Arts High School  
 CREC Greater Hartford Academy of the Arts Middle School  
 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

Birth to Three Program at Soundbridge  
 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, 2019

PROGRAM	AMOUNT
<b>General Fund Programs</b>	
Academy of Aerospace and Engineering .....	\$12,981,712
Academy of Aerospace and Engineering	
Elementary School .....	7,777,343
Academy of Science and Innovation .....	12,851,761
Ana Grace Academy of the Arts	
Elementary School .....	8,290,838
Center for Creative Youth (CCY) .....	319,585
Central Office Facility Cost Center .....	1,687,730
Civic Leadership High School .....	8,268,607
Communications Office .....	977,329
Discovery Academy .....	7,282,984
Executive Office .....	450,018
Farmington Valley Diagnostic Center .....	1,139,112
Glastonbury-East Hartford Magnet School .....	6,920,758
Grants Office .....	206,933
Greater Hartford Academy of the Arts .....	13,367,674
Greater Hartford Academy of the Arts	
Middle School .....	6,973,193
Human Resources Office .....	1,131,621
Integrated Program Models .....	3,129,240
International Magnet School for	
Global Citizenship .....	6,862,837
Learning Corridor Campus .....	3,697,388
Lincoln Academy .....	488,095
Made in the Shade .....	52,045
Magnet School Cost Center .....	31,394,759
Metropolitan Learning Center for	
Global and International Studies .....	13,550,435
Montessori Magnet School .....	6,477,289
Museum Academy .....	7,748,783
Office of Finance and Operations .....	4,547,599
Polaris Center .....	5,441,737
Reading Recovery .....	30,000
Reggio Magnet School of the Arts .....	7,555,900
River Street School .....	30,795,486
School Transportation Management Services .....	21,600,000
Soundbridge .....	6,495,168
STRIVE .....	457,111
Student Services .....	501,246
Transportation Services .....	4,742,037
Two Rivers Magnet Middle School .....	10,873,025
University of Hartford Magnet School .....	9,258,234
<b>General Fund Subtotal</b>	<b>\$266,325,612</b>

PROGRAM	AMOUNT
<b>Special Revenue Fund Programs</b>	
21st Century Learning Centers	
Before-and-After School .....	\$299,293
Capitol Region Choice Program .....	14,397,117
Community Education .....	356,500
Connecticut Technical High School System	
Related Services .....	958,200
CT Office of Early Childhood Education .....	3,054,756
CT Technical High Schools Events	
Management Service .....	94,170
Dept. of Corrections—Professional Development	
& GED Testing .....	54,000
Developing Tomorrow's Professionals/Perkins/	
Financial Literacy .....	177,013
Discovery Center .....	100,000
Early Education .....	2,307,901
Early Intervention Birth to Three Services .....	1,972,190
Employment & Training Services .....	621,861
Entitlement Grants .....	1,142,455
Impact Academy .....	200,000
Interdistrict Anytown Leadership Institute .....	41,000
Magnet Schools Assistance Program .....	3,920,621
Parenting Support Services .....	131,822
Project PACT .....	33,657
SDE Early Childhood Program .....	242,512
Sheff Technical Services Agreement .....	2,033,287
Statewide Family Engagement Center .....	987,624
Supplemental Services .....	582,701
Youth Service Programs .....	1,252,245
<b>Special Revenue Fund Subtotal</b>	<b>\$34,960,925</b>

<b>Capital Projects Fund Programs</b>	
Academy of Aerospace and Engineering .....	\$925,237
Academy of Aerospace and Engineering	
Elementary School .....	38,008,577
Academy of Science and Innovation .....	2,850,217
Ana Grace Academy of the Arts .....	18,292,523
Civic Leadership High School .....	1,090,904
Discovery Academy .....	672,942
Museum Academy .....	1,476,802
<b>Capital Projects Fund Subtotal</b>	<b>\$63,317,202</b>

<b>Enterprise Fund Programs</b>	
Adult Training & Development Network	
of Connecticut .....	\$266,073
Brokered Services .....	3,854,400
Construction Services .....	1,786,930
Learning Corridor Theater .....	99,600
Montessori Training Center Northeast .....	1,241,194
Non-Instructional Services .....	422,000
Regional Fingerprinting Services .....	141,145
Resource Group .....	4,143,430
<b>Enterprise Fund Subtotal</b>	<b>\$11,954,772</b>

<b>SUMMARY BY FUND TYPE</b>	
General Fund .....	\$266,325,612
Special Revenue Fund .....	34,960,925
Capital Projects Fund .....	63,317,202
Enterprise Fund .....	11,954,772
<b>GRAND TOTAL</b>	<b>\$376,558,511</b>

# Projected Budget Statement: Fiscal Year Ending June 30, 2020

PROGRAM	AMOUNT
<b>General Fund Programs</b>	
Academy of Aerospace and Engineering .....	\$12,749,535
Academy of Aerospace and Engineering	
Elementary School .....	8,258,946
Academy of Science and Innovation .....	12,183,297
Ana Grace Academy of the Arts	
Elementary School .....	8,111,914
Central Office Facility Cost Center .....	1,981,697
Civic Leadership High School .....	7,994,674
Communications Office .....	933,664
Discovery Academy .....	7,795,767
Executive Office .....	453,315
Farmington Valley Diagnostic Center .....	1,133,263
Glastonbury-East Hartford Magnet School .....	7,619,892
Grants Office .....	207,573
Greater Hartford Academy of the Arts .....	12,956,542
Greater Hartford Academy of the Arts	
Middle School .....	7,335,424
Human Resources Office .....	1,127,809
Integrated Program Models .....	3,107,161
International Magnet School	
for Global Citizenship .....	7,403,956
Learning Corridor Campus .....	3,873,517
Made in the Shade .....	49,821
Magnet School Cost Center .....	34,671,061
Metropolitan Learning Center for	
Global and International Studies .....	13,016,956
Montessori Magnet School .....	6,590,460
Museum Academy .....	8,643,995
Office of Finance and Operations .....	4,730,363
Polaris Center .....	4,898,793
Reggio Magnet School of the Arts .....	7,930,344
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 .....	4,945,671
Two Rivers Magnet Middle School .....	11,325,642
University of Hartford Magnet School .....	8,370,507
<b>General Fund Subtotal .....</b>	<b>\$271,252,159</b>

PROGRAM	AMOUNT
<b>Special Revenue Fund Programs</b>	
Capitol Region Choice Program .....	\$15,003,665
Connecticut Technical High School System	
Related Services .....	954,718
CT Office of Early Childhood Education .....	3,052,912
Dept. of Corrections—Professional Development	
& GED Testing .....	25,568
Developing Tomorrow's Professionals/Perkins/	
Financial Literacy .....	163,693
Early Education .....	829,401
Early Intervention Birth to Three Services .....	1,903,598
Employment & Training Services .....	440,862
Impact Academy .....	370,030
Magnet Schools Assistance Program .....	4,459,153
SDE Early Childhood Program .....	208,780
Sheff Technical Services Agreement .....	2,064,994
Statewide Family Engagement Center .....	987,624
Supplemental Services .....	459,884
Youth Service Programs .....	861,500
<b>Special Revenue Fund Subtotal .....</b>	<b>\$31,786,382</b>

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

<b>Enterprise Fund Programs</b>	
Adult Training & Development Network	
of Connecticut .....	\$351,317
Construction Services .....	1,164,888
Learning Corridor Theater .....	99,400
Montessori Training Center Northeast .....	1,289,697
Regional Fingerprinting Services .....	133,085
Resource Group .....	8,373,729
<b>Enterprise Fund Subtotal .....</b>	<b>\$11,412,116</b>

<b>SUMMARY BY FUND TYPE</b>	
General Fund .....	\$271,252,159
Special Revenue Fund .....	31,786,382
Capital Projects Fund .....	78,130,576
Enterprise Fund .....	11,412,116
<b>GRAND TOTAL .....</b>	<b>\$392,581,233</b>



# Governance

## Council Officers



**David Joy**  
*Chair*  
South Windsor Public Schools



**Christopher C. Wilson**  
*Vice Chair*  
Bristol Public Schools



**Jeremy Grieveson**  
*Secretary/Treasurer*  
Glastonbury Public Schools

## Council Representatives

Avon – Jackie Blea  
Berlin – Brian Benigni  
Bloomfield – Donald F. Harris, Jr. \*  
Bolton – Chris Davey  
Bristol – Christopher C. Wilson \*  
Canton – Joseph Scheideler \*  
Cromwell – Celina Kelleher  
East Granby – Joseph Doering  
East Hartford – Tyron V. Harris  
East Windsor – Christine DeBarge  
Ellington – Gary Blanchette \*  
Enfield – Charlotte Riley  
Farmington – Chris Fagan  
Glastonbury – Jeremy Grieveson \*  
Granby – Mark Fiorentiono  
Hartford – Karen Taylor  
Hartland – To be appointed  
Manchester – Chris Pattacini \*  
New Britain – Merrill Gay  
New Hartford – To be appointed  
Newington – Sharon Braverman  
Plainville – Becky Tyrrell \*  
Portland – Timothy Lavoy \*  
Region 10 – John Vecchitto \*  
Rocky Hill – Laurie Boske  
Simsbury – Lydia Tedone \*  
Somers – Anne Kirkpatrick \*  
Southington – Timothy Connellan \*  
South Windsor – David Joy \*  
South Windsor (*Alternate*) – Erica Evans  
Suffield – Maureen Sattan  
Vernon – Linda Gessay  
West Hartford – Carol Anderson-Blanks  
Wethersfield – Ginger McCurdy  
Windsor – Ayana Taylor \*  
Windsor Locks – Patricia King

\* *Board Members of the CREC Council*





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Hartford, CT 06106  
860-247-CREC

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

 [fb.com/CRECExcellenceinEducation](https://fb.com/CRECExcellenceinEducation)

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