



ACT
with
COURAGE



EXCELLENCE

in EDUCATION

TABLE OF CONTENTS

4	Mission, Vision, Core Values, and Goals	16	CREC Foundation
4	Diversity, Equity, and Inclusion Statement	20	Regional Collaboration & Partnerships
5	Executive Director's Letter	22	Funding Agencies
<hr/>			
6	CREC at a Glance	23	Organization Chart
7	How CREC Sets Priorities	24	Budget Statement
7	Actual Revenue	25	Projected Budget Statement
8	Expect Excellence	26	Governance
10	Act with Courage	27	Services Matrix
12	Demand Equity		
14	Embrace Collaboration		



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,

The past year, along with the final few months of the year prior, are certainly the most unique and challenging period in the last century for public education. No one had experienced the social impact of a pandemic as expansive and society altering as COVID-19, let alone had a playbook for operating 50 educational programs that include the 13th largest school system in the State—CREC Magnet Schools—to specialized student service programs to adult programs. I am incredibly proud of how CREC spent the last year intensely focused on one of our Core Values, *Act with Courage*. We rose to the challenge and far exceeded reasonable expectations.

This report will share a sample of the achievements of our many program and service divisions in 2020-21. However, it is from that perspective that I prefer sharing an anecdote rather than simply listing our accomplishments.

In June the Leadership of CREC assembled for a two day retreat to reset, reconnect, and refocus. It was an opportunity to reflect on the past year, reestablish relationships with colleagues we only saw virtually for many months, and to begin to focus on our strategic purpose as an organization. To guide our organization looking forward, we began envisioning what we want CREC to look like in 2025. Focusing on our social justice mission and strengthening our diversity and equity work is one strand of that plan. The other strand, focuses on talent development because in order to achieve our future vision, we must invest in our staff by giving them the tool kit needed to be “their best self” as a member of our team.”

While a very productive opportunity for our leaders, the highlight of the event was an hour we got to spend with John J. Allison Jr. John was the founding Executive Director of CREC over 55 years ago. John shared the story of CREC in its early days. The difference between 1960's CREC and 2021 is in some ways stark, but at its core the same. It began

as a program founded with a federal grant of \$9,000 that today has a budget that exceeds \$300 million. He spoke of four staff that worked in a shared office with an oil company. We have now grown to over 2,200 employees in over 50 programs housed across the entire Capitol Region. However, it was the original purpose of CREC and Regional Educational Service Centers which struck the loudest chord. CREC's purpose then, as it is now, was to help the region reduce racial isolation by fostering opportunities for regional programs that provided integrated educational programs. Further, it did that by taking risks, using entrepreneurial spirit and thinking outside the box—sometimes far outside the box—to meet that goal.

The founder's vision, shared purpose, and courageous acts still drive CREC today and allow us to act with courage despite major adversity.

Thank you for taking the time to learn more about CREC and the past year for this remarkable organization.

Sincerely,

Greg J. Florio, Ed.D.



CREC 2020-2021 AT A GLANCE



Number of students served:

8,660

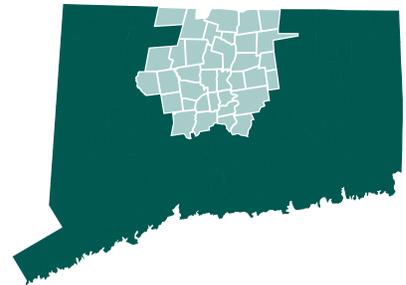
in Magnet Schools

2,266

in Open Choice
in 27 towns

2,614
in CREC Student
Services Programs

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
- Windsor Locks



2,320

Employees



136

Professional
development
workshops with

3,831

participants

265

Adult learners



Miles traveled by CREC
Transportation Solutions

8,220,352

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 2020-2021, CREC continued to rely on feedback from:

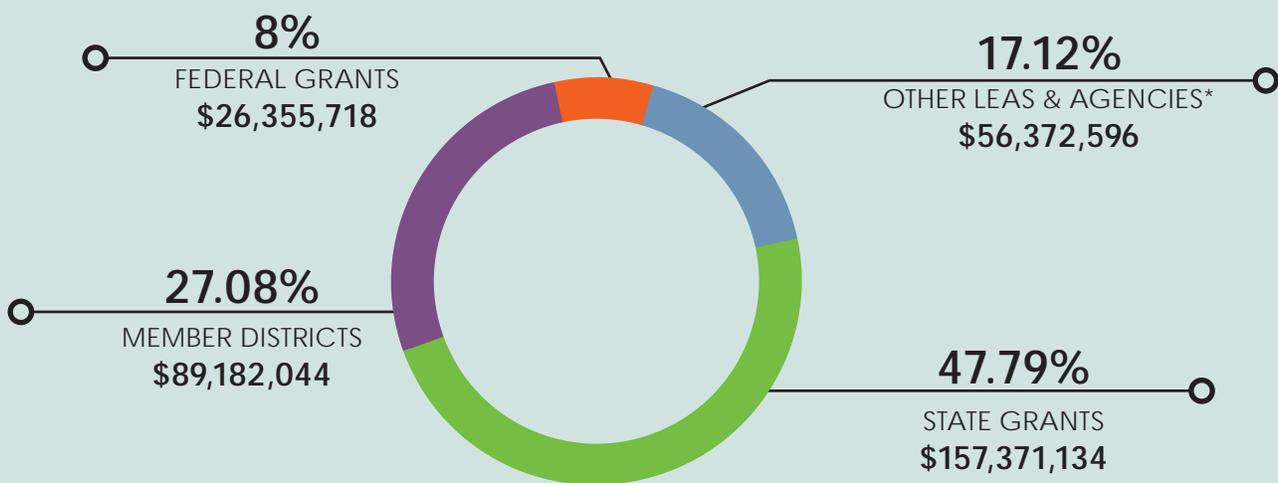
- Advisory committees that help set program-specific priorities with direct service programs
- CREC’s Board of Directors and the CREC Council, representing Board of Education members from urban, suburban, and rural districts, meet monthly to discuss problems affecting education in our region and encourage 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

\$329,281,492



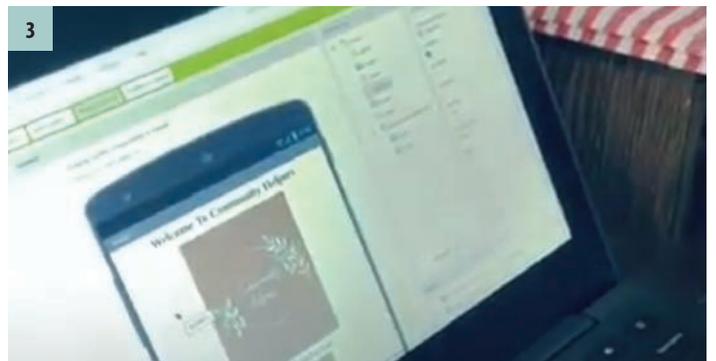
**Includes sales outside CREC districts, sales to individuals, contracts to state agencies, and other sales
 Source: Capitol Region Education Council Business Services Department
 Note: Total Revenues are Governmental Funds - no 700, no 800, no transfers - Exhibit IV of CAFR*

EXPECT EXCELLENCE



In a year that presented more uncertainty and challenges than the previous, CREC never wavered on our expectation of excellence as we continued to produce services to students, adults, and all community members in the CREC region, whether in-person or online. Through the pandemic, CREC continued to grow throughout, adding multiple grant-funded programs including leading a \$9+ million federal Head Start grant with multiple partners and locations around the region.

In a year riddled with unexpected challenges—most administrators had never considered quarantines and contact tracing as part of their job before 2020—the examples here show the resolve of CREC staff and students to perpetuate an established expectation of excellence, not matter the challenges presented. 🍷



“CREC PEOPLE CARRY THE SKILLS AND DISPOSITIONS NECESSARY TO TAKE CREC STUDENTS TO ANOTHER LEVEL OF SUCCESS.”

**LYDIA TEDONE, SIMSBURY BOARD OF EDUCATION
CREC COUNCIL CHAIR**



1. CREC MONTESSORI MAGNET SCHOOL'S 6th-grade team took first place in the group performance category at the State History Day Competition

2. CREC METROPOLITAN LEARNING CENTER seniors restore the tradition of painting the rock outside the school.

3. CREC MONTESSORI MAGNET SCHOOL'S 3rd grade student, Jade Arroyo-Flecha developed an app recognized in Lt. Governor Susan Bysiewicz's Statewide Computing Challenge

4. CREC GREATER HARTFORD ACADEMY OF THE ARTS MIDDLE SCHOOL 8th grade promotion ceremony at Dillon Stadium.

5. CREC ANA GRACE ACADEMY OF THE ARTS ELEMENTARY SCHOOL 2nd and 3rd-graders enjoy field day in June

6. CREC ACADEMY OF AEROSPACE AND ENGINEERING boys soccer won the 2020 Central Connecticut Soccer Officials Association Sportsmanship Award

7. CREC GREATER HARTFORD ACADEMY OF THE ARTS HALF DAY brought back their Academy Awards program and invited Superintendent Tim Sullivan

8. CREC METROPOLITAN LEARNING CENTER'S Jayden Walker scored his 1000th career point, and then a school record 52 in a single game, on consecutive nights.

9. CREC STUDENTS participated in the first vaccine clinic for 12-18-year-olds at Rentschler field with Governor Lamont

ACT WITH COURAGE

In 2020-2021, as the title of this Annual Report indicates, this Core Value speaks for itself. Each year, leading up to the end of the school year in June, CREC Executive Leadership considers nominations for our yearly Core Value Awards. Four winners are normally surprised in August with an award presented in the name of each Core Value. When the group convened in the spring to consider nominations, it was clear that no single winner could possibly be selected in the Act with Courage category. It was decided in that moment, for one year, over 2200 CREC employees deserved special recognition as this year's Act with Courage Core Value Award winner. In August 2021, every CRECie was presented with a token of CREC Leadership's appreciation—a reusable travel mug declaring them a 2021 Act with Courage Core Value Award Winner.

The examples of how CREC acted courageously this year are myriad, but the impact is limitless. 🍷



1



2



1. **CREC HEALTH SERVICES** hosts the first CREC Employee vaccination clinic at CREC Academy of Aerospace and Engineering in March.
2. **CREC SPONSORED** a Drive-Thru Harvest Celebration for all families at the end of October
3. **CREC ACADEMY OF SCIENCE AND INNOVATION'S** Middle School Athletes clean up Stanley Park in New Britain as a Public Service Project
4. **CREC MONTESSORI MAGNET SCHOOL'S** intense field day activities
5. **TWO RIVERS MAGNET MIDDLE SCHOOL'S** Mikey V. was honored by Community Health Centers as the 500,000th person to be vaccinated in the state, and one of the first middle schoolers.
6. **CREC GREATER HARTFORD ACADEMY OF THE ARTS** resumes in-person rehearsals
8. **2021 ACT WITH COURAGE CORE VALUE AWARD** awarded to ALL CREC Employees.
9. **CREC ACADEMY OF AEROSPACE AND ENGINEERING ELEMENTARY SCHOOL** celebrates First Responders Day

“THERE IS NO MOUNTAIN THAT CAN BE PUT IN FRONT OF A GROUP OF CRECIES, THAT THEY CANNOT CONQUER.”

**GREG FLORIO, ED.D.
EXECUTIVE DIRECTOR**



DEMAND EQUITY

CREC's work in the area of equity is deeply ingrained in our mission. Always at the forefront and never forgotten. Building on our two huge equity initiatives from the previous year—hiring Director of Diversity, Equity, and Inclusion (DEI), Elsie Gonzalez, and adopting an agency-wide statement of DEI (below)— CREC made significant efforts in the area of DEI with our staff and students. One of Elsie Gonzalez's first major efforts was the creation of Employee Network Groups (ENGs). The three inaugural ENGs were designed to enhance the experience and climate for individuals from historically underrepresented groups. Also, CREC Magnet Schools arranged their first annual Racial Justice Action Week, the second full week in January, to focus DEI in the curriculum at all grade levels, PreK-12. CREC believes that no student is too young to share common experiences and learning opportunities related to race, identity and justice

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. 🌈



“CREC PEOPLE CARRY THE SKILLS AND DISPOSITIONS NECESSARY TO TAKE CREC STUDENTS TO ANOTHER LEVEL OF SUCCESS.”

LYDIA TEDONE, SIMSBURY BOARD OF EDUCATION
CREC COUNCIL CHAIR



1. THE HARTFORD REGION OPEN CHOICE PROGRAM was one of many CREC programs conducting home visits to keep families engaged throughout the year

2. CREC HEAD START celebrates Juneteenth

3. EMPLOYEE NETWORK GROUPS launched in the fall with the Black Employee Network, Juntos Avanzamos, and LGBTQIA+ Pride.

4. HARTFORD REGION OPEN CHOICE PROGRAM seniors were honored as Ellington High School's Prom King and Queen

5. THE CONNECTICUT TEACHER RESIDENCY PROGRAM continued its expansion into many other districts and RESCs across the state

6. GLASTONBURY-EAST HARTFORD MAGNET SCHOOL students prepare a donation to a foster care agency.

7. CREC SOUNDBRIDGE students return to in-person learning

8. FARMINGTON VALLEY DIAGNOSTIC CENTER'S graduation ceremony

9. THE FAMILY AND COMMUNITY ENGAGEMENT TEAM prepares to deliver their bounty of holiday donations to the community



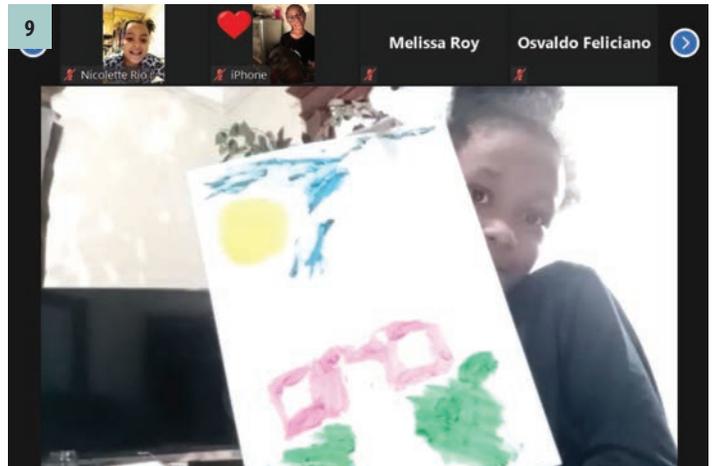
EMBRACE COLLABORATION

An nonprofit organization as large as CREC is unique because of our countless departments, schools, and programs. This breadth of our services requires collaboration, both internally and externally, to sustain our flexibility, versatility, and efficacy.

Some highlights from the past year to showcase our success through collaboration include:

- The opening of the new CREC Academy of Aerospace and Engineering Elementary School in Rocky Hill.
- The beginning of a new multi-million dollar energy savings project
- Opening four CREC Head Start locations
- Starting company wide Community Conversations on Race and training 41 facilitators across our schools and programs
- Hosting and attending multiple career fairs with community partners both virtually and in person
- Building new processes and efficiencies within our Human Resources department for employee benefits, FMLA, and performance evaluation
- Launched and enrolled 150 educators in the CREC Anti-Racist Educator Framework cohort professional learning series, including 10+ CREC region districts 🌱





1. JOHN J. ALLISON JR. POLARIS CENTER
students return to in-person learning

2. CREC MAGNET SCHOOLS
staff at the central office prepare take-home kits for every elementary student for Virtual STEAM Night

3. THE ANNUAL BACK TO SCHOOL EVENT
was converted from a block party to a Drive-Thru for social distancing purposes

4. CREC CIVIC LEADERSHIP HIGH SCHOOL'S LINK CREW meets in-person, outdoors for the first time

5. CREC IMPACT ACADEMY holds its first ever traditional graduation ceremony

6. CREC HEAD START'S Family Service Team collaborates with families on case reviews

7. THE FAMILY AND COMMUNITY ENGAGEMENT TEAM meets for an end-of-year retreat

8. TWO RIVERS MAGNET MIDDLE SCHOOL students participate in an outdoor STEM lesson when field trips resumed

9. HARTFORD REGION OPEN CHOICE PROGRAM'S Virtual Literacy Night

“THE JOURNEY TO [GRADUATION] EXEMPLIFIES WHAT IT MEANS TO EMBRACE COLLABORATION AMONGST THE ENTIRE COMMUNITY INCLUDING THE STAFF, STUDENTS, AND FAMILIES. IMPACT ACADEMY’S MANTRA OF DOING HIGH SCHOOL DIFFERENTLY RELIES UPON EMBRACING COLLABORATION AND ELEVATING STUDENT VOICE.”

ELAINA BRACHMAN, ED.D.
ASSISTANT SUPERINTENDENT OF CREC SCHOOLS

CREC FOUNDATION

Over the last seven years, the CREC Foundation has supported the emergency and immediate needs of CREC community members, including staff, teachers, students, and families through our CREC Cares fund, sponsored grants and scholarships for our schools and students all over the region, and helped raise funds for community events.

Throughout the pandemic-affected year 2020-2021, the CREC Foundation helped families impacted by the coronavirus or economic and social restrictions relating to COVID-19 in any way possible.

One cornerstone sponsor of the foundation, always willing to help out in a pinch despite tight timelines, is the Whitsons Culinary Group. Whitsons has partnered with the CREC Foundation for over five years, most notably providing snacks and water for our community events like the Back to School Drive-Thru. We estimate the number of individual snacks and bottles to be in the tens-of thousands.

“Helping others is what keeps me motivated. It gives me a sense of purpose and accomplishment,” said Dwayne Chung, general manager of Whitsons in Hartford, who always responds enthusiastically, quickly, and affirmatively, whenever the CREC Foundation calls.

The CREC Foundation could not meet its mission without the generosity of sponsors like Whitsons Culinary Group. Donor support provides teachers, administrators, parents and the Greater Hartford community with tools, information and resources to provide the best educational opportunities for our children.



CREC PANDEMIC STATISTICS



1,600

Zoom licenses purchased



113 days

CREC staff worked fully remote before returning back to buildings



27 tractor trailers

temporarily filled with furniture to accommodate the 6 ft rule



270,000

masks distributed



16,500

hand sanitizers and wipes distributed



200

thermometers distributed



32,800+

gloves, gowns and face shields distributed



1,351

home visits conducted



3,200

(approximate)

magnet school students attended CREC distance learning academy



12 food drives with an average of **135** families and **240** children served



125 children and **55** families received gifts during the holiday toy drive



4,639

staff and students quarantined



180 staff and **312** students tested positive for COVID



900+

CREC employees received both vaccine doses during three CREC hosted clinics

CREC FOUNDATION

INDIVIDUAL DONORS

Kathleen Adams-Shepherd
Olga Agosto
Margaret Aguirre
Sheena Aimey
Linda Alexander
Sloan Alexander
Lauren Allen-Jones
Anne Alleva
Aura Alvarado
Bonnie Amato
Deborah Ann Anderson
Moriha Aronowitz
Ronald Arsenault
Melinda J Asensio
Susan Ashe
Kevin Aylward
Noah Baerman
Marni Baggett
Diane Bailey
Gregg Baimel
Lamia Bakr
Anita Balkun
Akari Ballroom
Kathleen Bannon
Candace Barquin
Jean Barresi
William Bartlett
Christine Barto
Kathryn Bartolucci
Christopher Bate
Suzanne Baumann
Jennifer Belcolore
Derrick Bell
Mallary Berube
Rachel Beyer
Anansa Bingham
Suzanne O Black
Gregg Blackstone
Peter Bloom
Karen Blust
Stephen Bordeau
Debra Borrero
Callie Bostic-Gardner
Kristine Bowsza
Elaina Brachman-Snyder
Joey Braiewa
Michelle Brennan
Donna Brilliant
Wanda Broaden
Thomas Brodnitzki
Veronica Brooks
Shandra Brown
Erica Buggie
Bjorn Burke
Johana Bustamante
Carla Butler

Alenda Calderbank
Meredith Campbell
Mary Candeias
Kelly Cantillon
Dawn Carter
Robert Casey
Gianni Castaldo
Dignora Castillo-Soto
Ana Castro
Nicole Castro
Christina Cates
Denise Cece-York
Pierrette Centeno
Sena Chancellor
Lyn Channey
Vera Cherepinsky
Sharon Chmielecki
Michael Chong
Julie Christianson
Jerome Clapis
Marcy Clewes
Michael Cocchiola
Karen Coleman
Christine Colenbaugh
Alisa Collins
David Connors
David Conrad
Matthew Coon
Charles Copeland
Laura Corcoran
Amy Cordone
Alexis Corrao
Hannah Cox
Debra Coyle
Eric Crawford
Ambassador Crochet
Sandra Crook
Karla Cruz
Sandra Cruz-Serrano
Theresa Cunningham
Heather Cymbala
Al Dadario
Carla Danajovits
Romina D'Angelo
Cathleen Dauenhauer
Sharon Dauenhauer
Jeanne Davis
Susan Davis
Melanie Dawson
Cristina De Araujo
Flor DeHoyos
Antillana del Valle
Scott DelBuono
Heidi DellaBianca
Debra DeLorenzo
Amy DeLoughy

Glenn Deming
Debra DePasqua
Maureen DePierro
Kirstin DeSouza
Joy DiMaria
Nancy Doherty
Eva Doll
Angelina Donato
Kristina Dougherty
Sasha Douglas
Christopher Drezek
Paul Drummey
Christopher Dubois
Jill Dunn
Rebecca Duval
Kathleen Dyer
Kim Edmonds
Katherine Edwards
Lynn Edwards
Claudia Elfreich
Stearns Elizabeth
Aaron Ellerbe
Simon Elsinger
Aaron Engel
Jennifer Engstler
Edward Estelle
Jeremy Estes
Jeannette Estrada
Renita Ezell
Monique Faison
Joyce Farrel
Susan Flanagan
Greg Florio
Valerie Flynn
Alicia Folland-Tillinghast
Alicia Forde
Amanda Forker
Catherine Forker
Rachael Forker
Robert Forker
Milka Frison
Annette Fulk
Maureen Gallagher
Joanna Gamble
Lisa Garrity
Laurie Garwood
Emilia Gawek
Azeb Gebreyesus
Jeffrey Geida
Berri Gerjuoy
Jennifer Getek
Christine Giannoni
Diane Godin
Samantha Gorneault
Amanda Green
Barbara Hall

Jonathan Hand
Megan Hanly
Sara Hanna
Colleen Harding
Cara Hart
Venera Hasson
Kurt Hatem
John Haughton
Tanya Haughton
Linda Helmke
Keumok Heo
Elke Hernandez
Melissa Hickey
Anne Higgins Proulx
Ian Hockley
Nicole Hockley
Donna Hoffman
Lynn Hoffman
David Hoopes
Thomas Hulk
Ronny Jimenez
Meri Jitsukawa
Kayla Johnson
Adam Johnson
Deborah Johnston
Gregory Jones
Patrick Jones
David Jones
Kristina Jordan
Kara Julian
Elizabeth Kaflik
Erin Kaiser
Scott Kapralos
Amy Karwan
Mark Katz
Michaela Katzman
Maura Kenny
Lisa Kessler
Tanveer Khurshed
Rania Kilany
Sara King
Jacquelyn Kingsley
Susan Kittredge
Diane Kloc
Giovannina Koch
Karen Koh
Kay-Lin Koh
Lindsey Kopp
Anthony Kydd
Karin LaBanca
Amy Labas
Jeffrey Lafleur
Elizabeth Lambert
Torben Larsen
Jeffrey Larson
Casandra Lash

Zane Latham
Elsie Laureano
Tanya LaVallee
Stacey Lavelle
Marcia Lawlor
Paula Lebel
Diane Leja
Angela Lemon
Catherine Leogrande
Jessica Leon
Edna Levy
Lisa Libera
Niti Lindsay
Reginald Lindsey
Janis Lischeid
Dana Little
Susan Long
Mackenzie Longley
Claudia Lopardo
Mary Ann Lopez
Daisy Lora
Gary Lotreck
Sandra Lounsbury
Marlene Lovanio
Jennifer Lucian-Thompson
Michele Lurie
Sara Luter
Ruth Macijauskas
Nicole Maddox
Mary-Frances Maffucci
Aileen Mahar
D'Arcy Maine
Latoya Malcolm
Jean Maldonado
Nelba Marquez Greene
McKenzie Marsh
Kristen Marshall
Laura Martinez
Tracey Matted
Kristen Mattera
Kimberlee Matthews
Nora Matthews
Kerry Mattson
Lauren Mayhew
Ashley Mazzoli
Thomas Mazzoli
Dawn McCarthy
Taneta McCaw
Kimberly Mearman
Maribel Mejia
Nancy Melocowsky
Tricia Meltser
Stephen Merone
Susan Metzler-Kirkman
Ada M. Miranda
Shaun Mitchell
Sarah Monette
Eileen Montross
Rodrigue Morrissette
Renee Murphy

Stacey Murray
Katherine Myers
Erika Nair
Antonio Napoleone
Monika Natola
Katherine Nazario
Timothy Nee
Patricia A Nida
Michelle Nisenbaum
Celia Noe
Kristen Nolan
Laura Nowacki
Michael Nowicki
Kelly Nowik
Julie Nunes
Jennifer Ochs
Lauren O'Leary
Jeffrey Ostroff
Sandra Ouellette
Miranda Pacchiana
Roselyn Pace
Jeffrey Padden
Sixmaritt Pagan-Pena
Lauren Palmer
Shana Parks
Mikayla Pascucci
Tejash Patel
Denise Patterson
Michael R Peer-Groves
Melissa Pelczynski
Eddie Perez
Joseph Perry
Gregory Person
Chris Peters
Edna-Jo Piccirillo
Valerie Pietrowicz
Theresa Piliero
Linda Pitrone
Jonathan Pleva
Dorothy Pomper
Kennan Poulakos
John Pratt
Jocelyn Preston
Courtney Proto
Andrea Pueschel
Walter Quinn
Leysha Quinones
Melissa Quiros
T Ramos
Ashley Ramsey
Kathleen Randall
Michelle Rankin
Elizabeth Reed-Swale
Leann Rees
Colleen Reid
Deidre Reidy
Susan Renehan
Natalie Reynalds
Deborah Richards
Wendy Rickis

Alexander Rios
Diane Ritucci
Gladys Rivera
Migdalia Rivera
Robert Roach
Kimberly Roberts
Mark Robitaille
Elena Rodriguez
Douglas Rogers
Maria L Rosa
Emily Rosen
Stephanie Rowlett
Anne Roy
Erica Royster
Tina Ruggerio
Michael Ruggiero
Christine Ruman
Mary Ellen Rund
Dale H Ruth
Diana Rutherford
Erin Ryan
Rosemarie Saccomandi
CharJam Sales
Kimberly Samperi
Barbara Sapharas
Sandra Scalzo
Mark Schneider
Ellen Schubert
Debra Scirpo
Rachel Sclare
Jessyka Scoppetta
Kaitlyn Seabury
Sarah Seals
John Sepples
Richard Serrano Sr.
Steven Shapiro
Theresa Shea
Michael Sheehan
Larry Shipman
James Silva
Sarah Slotter
Scott Slye
Heather Smith
Joanne Smith
Margaret Smith
Tyra Smith
Kelsey Sobestanovich
Michael Sorano
Daniel Sorensen
Robert Sorensen
Vanessa Sosa
Jill Soucy
Lisa Souza
Elizabeth Sovern
Maureen Sovern
Megan Spicer
Kurt Stanco
Theresa Steele
Stacy Stefanowich
Sevorah Stein

Rebecca Stevens
Christine Stowe
Nakisha Strickland
Jillian Struzynski
Paul Sullivan
Tim Sullivan
Tom T. Sullivan
Janessa Summers
David Surowiec
Alison Targett Eaglin
Kimberly Taylor
Maureen Taylor
Ann Telman
Regina Terrell
Ratosha Terry
Rudolph Thomas
Heather Tomasetti
Barbara Torres
Nikole Torres
Teresa Townley
Jennifer Traks
David M Troy
Barbara Trzcinski
Matthew Tullis
Kristan Tulp
Jared Van Vooren
Deborah Van Wyngaarden
Gemma Varney
William Vayda
Rachel Vazquez
Heather Venitosh
Michele Vitale
Kristine Vitelli
Neasa Waaler
Sandra Walker
Diana Warren
Maryam Wassil-Wardak
Jeremy Watkins
Jennifer Watson
G Mark Whitham
Kelly Whitham
Christopher Whorf
Cynthia Williams
LaTasha Williams
Marvin Williams
Terry Wilson
Jill Wnuk
Steven Wollins
Darlene Wolliston
Harold J Wolliston
Jennifer Wood
Elizabeth Wood
Kelly Woodard
John Woods
Troy Wortham
Michele Yacono
Melissa York
Kyle Zajac
Linda Zavaglia
Cynthia Zingler

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 Deaf and Hearing Impaired
CT Commission on Women, Children and Seniors
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 Freedom of Information Commission
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
Bay Path University
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
Middlesex Community College
New York University
Office of Higher Education
Quinnipiac University
Sacred Heart University
Southern Connecticut State University
Springfield College
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 Institutes for Research (AIR)
American Society of Training and Development
Association of Education Service Agencies (AESAs)
Association of Teachers of Math in Connecticut
Association Montessori Internationale (AMI)
Bridges Collaborative - The Century Foundation
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 Education Association
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
East Hartford CONNects
Farmington Valley Retired Teachers Association
Gay, Lesbian, and Straight Education Network (GLSEN)
Guild of IB Schools Northeast (GIBS)
Hartford Area Superintendents Association
International Association of Psychosocial Rehabilitation Services
Learning Forward CT
Magnet Schools of America
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
Prospanica
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

African Caribbean American Parents of Children with Disabilities (AFCAMP)
Capital Area Substance Abuse Council
Capital Region Workforce Development Board
Capitol Region Council of Governments
Career Resources
Catholic Family Services
Celebration Foods
Child Health and Development Institute of Connecticut (CHDI)
CHR (Community Health Resources)
Connecticut Association of Schools
Connecticut Association of Supervision and Curriculum Development
Connecticut Center For School Change
Connecticut Historical Society
Connecticut Parent Advocacy Center (CAPC)
Connecticut Puerto Rican Forum
Connecticut Women's Education and Legal Fund
Co-Opportunity, Inc.
EESmarts/Eversource
Foodshare
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
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
Urban League of Greater Hartford
VOCAL
We Care Computers, LLC

Hartford Agencies and Organizations

Compass Youth Collaborative
City of Hartford
Coalition to Strengthen Sheldon/Charter Oak Neighborhood
Community Health Services
Community Renewal Team
CT Center for Nonviolence
Harriet Beecher Stowe Center
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
St. Francis Hospital
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.



RESC Alliance
CONNECTICUT ALLIANCE OF REGIONAL EDUCATIONAL SERVICE CENTERS

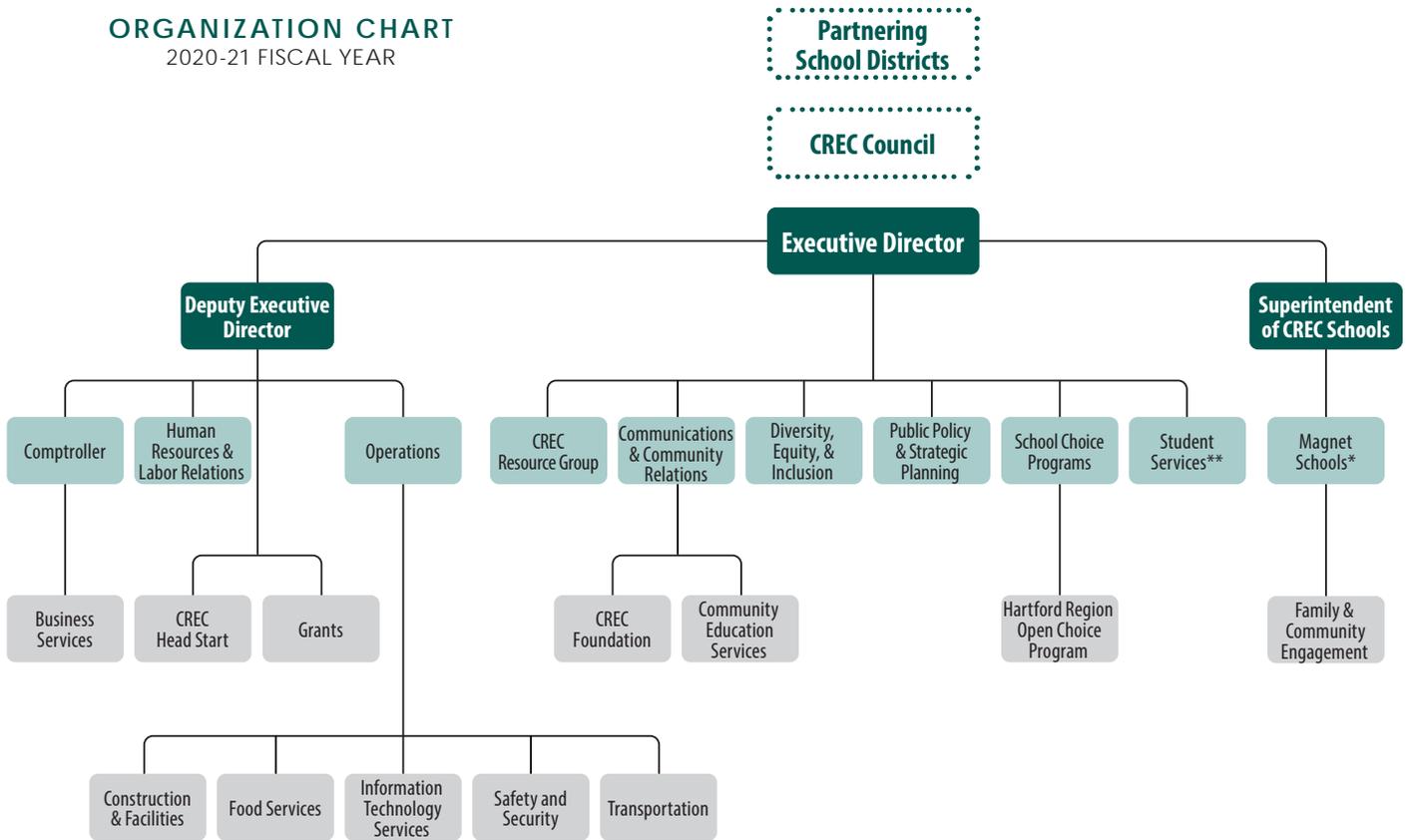


2020-2021 CREC FUNDING AGENCIES

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.
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.
Montessori Magnet PTA
Network for Good
New Schools Venture Fund
New York Life, YourCause, LLC
Owens Reality Service Inc
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 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

ORGANIZATION CHART
2020-21 FISCAL YEAR



- * 16 Magnet Schools and 2 Programs**
- ELEMENTARY SCHOOLS —
- CREC Academy of Aerospace and Engineering Elementary School
 - CREC Ana Grace Academy of the Arts Elementary School
 - CREC Discovery Academy
 - Glastonbury-East Hartford Magnet School
 - CREC International Magnet School for Global Citizenship
 - CREC Montessori Magnet School
 - CREC Museum Academy
 - CREC Reggio Magnet School of the Arts
 - CREC University of Hartford Magnet School
- MIDDLE/HIGH SCHOOLS —
- CREC Academy of Aerospace and Engineering
 - CREC Academy of Science and Innovation
 - CREC Civic Leadership High School
 - CREC Greater Hartford Academy of the Arts (Full Day)
 - CREC Greater Hartford Academy of the Arts Middle School
 - CREC Metropolitan Learning Center for Global and International Studies
 - CREC Two Rivers Magnet Middle School
- PROGRAMS —
- CREC Greater Hartford Academy of the Arts Half-Day Program
 - CREC Impact Academy

- ** 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, 2021

PROGRAM	AMOUNT
General Fund Programs	
Academy of Aerospace and Engineering	\$ 14,227,954
Academy of Aerospace and Engineering Elementary School.....	8,749,574
Academy of Science and Innovation.....	13,995,362
Ana Grace Academy of the Arts.....	9,621,273
Central Office Facility Cost Center	8,472,025
Civic Leadership High School	8,634,267
Communication Office	955,854
Discovery Academy	8,583,500
Executive Office.....	468,615
Farmington Valley Diagnostic Center.....	1,258,338
Glastonbury-East Hartford Magnet School	8,145,203
Grants Office.....	204,131
Greater Hartford Academy of the Arts	14,302,830
Greater Hartford Academy of the Arts Middle School.....	7,601,053
Human Resources Office.....	1,392,798
Integrated Program Models	2,517,038
International Magnet School for Global Citizenship....	8,371,679
Learning Corridor Campus	4,198,845
Made in the Shade.....	57,928
Magnet School Cost Center.....	37,344,240
Metropolitan Learning Center Magnet School.....	14,030,897
Montessori Magnet School.....	7,193,317
Museum Academy	8,130,982
Office of Finance and Operations.....	4,852,937
Polaris Center.....	5,006,690
Reggio Magnet School of the Arts	9,138,836
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	12,393,508
University of Hartford Magnet School.....	9,059,176
General Fund Subtotal	\$296,066,272

PROGRAM	AMOUNT
Special Revenue Fund Programs	
Academic and Social Support Grant.....	\$1,358,100
Capitol Region Choice Program	15,696,457
Connecticut Technical High School System Related Services.....	1,080,813
Corona Virus Relief Fund Grant.....	5,152,518
CT Office of Early Childhood Education	6,293,148
Developing Tomorrow's Professionals/Perkins/ Financial Literacy.....	171,868
Early Education	699,901
Early/Head Start Program	11,412,888
Early Intervention Birth to Three Services.....	1,938,695
Elementary & Secondary School Relief (ESSER) Grant.....	2,239,726
Elementary & Secondary School Relief (ESSER II) Grant	2,095,892
Employment & Training Services	543,684
Entitlement Grants	2,253,032
Increasing Acceptance - Academic & Social Support Grant.....	800,000
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.....	843,064
Youth Service Programs.....	705,250
Special Revenue Fund Subtotal	\$63,950,426

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.....	\$296,066,272
Special Revenue Fund.....	63,950,426
Capital Projects Fund.....	73,727,108
Enterprise Fund	11,806,307

GRAND TOTAL WITHOUT CONSTRUCTION \$445,550,113

PROJECTED BUDGET STATEMENT

FISCAL YEAR ENDING
JUNE 30, 2022

PROGRAM	AMOUNT
General Fund Programs	
Academy of Aerospace and Engineering	\$ 14,583,879
Academy of Aerospace and Engineering Elementary School.....	9,343,870
Academy of Science and Innovation.....	14,088,775
Ana Grace Academy of the Arts Magnet School ...	10,148,706
Central Office Facility Cost Center	2,447,565
Civic Leadership High School	9,097,989
Communication Office	1,051,178
Discovery Academy	8,826,783
Executive Office.....	527,020
Farmington Valley Diagnostic Center.....	1,244,932
Glastonbury-East Hartford Magnet School	8,538,799
Grants Office.....	176,588
Greater Hartford Academy of the Arts	14,946,233
Greater Hartford Academy of the Arts Middle School.....	7,827,910
Human Resources Office.....	1,456,926
Integrated Program Models	2,386,304
International Magnet School for Global Citizenship ...	8,763,493
Learning Corridor Campus	4,556,195
Made in the Shade.....	56,070
Magnet School Cost Center.....	35,179,105
Metropolitan Learning Center Magnet School.....	13,755,432
Montessori Magnet School.....	7,132,195
Museum Academy	8,880,620
Office of Finance and Operations.....	5,043,981
Polaris Center.....	4,422,765
Reggio Magnet School of the Arts	9,555,181
River Street School	32,233,930
School Transportation Management Services.....	22,922,100
Soundbridge.....	4,636,935
STRIVE	583,835
Student Services	565,542
Transportation Services	5,762,872
Two Rivers Magnet Middle School	12,389,202
University of Hartford Magnet School.....	9,193,634
General Fund Subtotal	\$292,326,544

PROGRAM	AMOUNT
Special Revenue Fund Programs	
Capitol Region Choice Program	\$14,644,773
Connecticut Technical High School System Related Services.....	1,159,630
CT Office of Early Childhood Education	3,224,000
CT Teacher Residency Program.....	1,340,186
Developing Tomorrow's Professionals/Perkins/ Financial Literacy.....	181,606
Early Education.....	570,401
Early Intervention Birth to Three Services.....	1,651,500
Early/Head Start Program	9,623,032
Employment & Training Services	863,251
Learner Engagement & Attendance Program (LEAP)	410,309
Impact Academy/Barr Foundation.....	146,146
Magnet Schools Assistance Program.....	6,641,461
Project Prevent	1,059,102
SDE Early Childhood Program	3,500,000
Sheff Technical Services Agreement.....	2,415,330
Statewide Family Engagement Center	1,485,665
Supplemental Services.....	492,310
Youth Service Programs.....	946,338
Special Revenue Fund Subtotal	\$60,624,625
Capital Projects Fund Programs	
Ana Grace Academy of the Arts.....	\$27,004,512
Capital Projects Fund Subtotal	\$27,004,512
Enterprise Fund Programs	
Construction Services.....	\$1,109,030
Learning Corridor Theater	96,000
Montessori Training Center Northeast.....	1,519,065
Regional Fingerprinting Services.....	253,220
Resource Group.....	9,209,685
Enterprise Fund Subtotal	\$12,187,000
SUMMARY BY FUND TYPE	
General Fund.....	\$292,326,544
Special Revenue Fund.....	60,624,625
Capital Projects Fund.....	27,004,512
Enterprise Fund	12,187,000

GRAND TOTAL	\$392,142,681
--------------------	----------------------

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 – Darryl Thames
- 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 – Krista Cherry
- Southington – To be appointed
- South Windsor – Anitha Elango
- South Windsor (*Alternate*) – Craig Zimmerman
- Suffield – Maureen Sattan
- Vernon – Deborah Rodriguez
- West Hartford – Mark Zydanic
- Wethersfield – Bobbie Granato-Hughes
- Windsor – David Furie
- Windsor Locks – Patricia King

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																																			•	



111 Charter Oak Ave., Hartford, CT 06106
860-247-CREC | www.crec.org

