



2018-19



# ANNUAL REPORT

COOPERATIVE EDUCATIONAL SERVICES

# The C.E.S. Mission

Our mission is to identify and provide quality educational opportunities for educators, students, families, and communities.

# The C.E.S. Vision

With a strong commitment from a diverse and highly qualified staff, Cooperative Educational Services (C.E.S.) is the primary educational resource for the communities we serve. We are a model of leadership promoting a community of life-long learning. We assure student success through regional collaboration, leadership, resources, and support.

Each year we strive to realize our vision by being the first point of contact for our member districts related to any kind of educational service. In order to accomplish this we will continue our research and development efforts to remain on the cutting edge of the programs, services and technical assistance that we offer. Excellent communication with our members and our partners, along with continued strong support from the Representative Council, will guide and assist us on this journey.

# Our Guiding Beliefs

- Leadership, communication, innovation, and creative thinking promote positive change and growth.
- Every student has a right to high-quality education.
- Student-centered instruction recognizes the individual abilities of each learner.
- The unique cultural and developmental differences of our students are recognized and valued.
- Partnerships among families, schools, communities, and state agencies are essential for the achievement of common goals and conservation of financial services.
- Every educator has the responsibility to be a lifelong learner.
- The commitment of our dedicated staff is valued.
- Our effectiveness as an organization contributes to our clients' success.
- It is important to reflect upon and continually evaluate the services we provide.
- It is important to nurture growth of progressive learning and communities.
- Every staff member represents the mission, core beliefs, and vision of C.E.S.





# Executive Director

C.E.S. is the capacity-building partner for school districts in lower Fairfield County, Connecticut, to provide their educators and leaders with the cutting-edge training, support, and resources to best prepare students for the 21st century. Our leadership team, educational specialists, and consultants provide the guidance, instruction, and technical assistance to further enhance the capacity of school districts to meet their continuous improvement goals in a changing world. The 16 districts (17 towns) in our catchment area comprise a public school enrollment in excess of 119,150 students.



We fulfill our mission to identify and provide quality educational opportunities for educators, students, families, and communities by providing a myriad of high-quality services to member districts that would be more costly for them to procure on their own. Examples include special education transportation and audiological services. Likewise, we have the capacity to assist school districts with short-term or one-time projects such as enrollment studies, executive searches, special education program reviews, technology leadership program reviews, communication plan development, and any other projects that arise. Furthermore, our Professional Development Services (PDS) team is a district resource for grant coordination, interdistrict summer school programs, and specialized staff development to reach district goals and training to meet the requirements of state and federal educational initiatives.

C.E.S. also serves as a model for direct educational programs via our School Readiness program, extensive Special Education and related services programs, including the newly established Eastern Fairfield County Diagnostic Center, and or interdistrict magnet schools (Six to Six Magnet School and the Regional Center for the Arts). All told, we have more than a thousand students from the region attending our specialized C.E.S. school programs.

C.E.S. is well-regarded throughout the state for its high-quality programs and professional development services. It is critical that all school districts build internal capacity, find cost efficiencies, and maximize the impact of every dollar spent to support student growth and achievement. C.E.S. is the "go-to" resource to help area districts achieve these goals.

Agility ~ Impact ~ Relevance

Sincerely,

*Charles Dumais, Ed.D.*



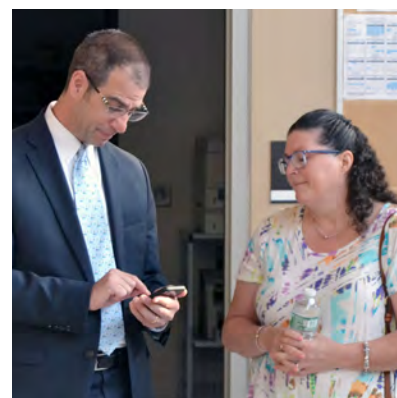
# Associate Executive Director



The Associate Executive Director's office oversees Human Resources; staff evaluations; policy development; curriculum implementation and school improvement planning; the Teacher Education and Mentoring Program (TEAM); Safe School Climate Coordination; Title I, II and IX, 504 Coordination; and fingerprinting services. The office is also responsible for special projects and new business opportunities.

In 2018-19, Frontline Central was implemented as the technology tool for agency forms and human resource files.

*Christopher La Belle*



## C.E.S. Leadership



**Charles Dumais, Ed.D.**  
*Executive Director*



**Christopher La Belle**  
*Associate Executive Director*



**Esther Bobowick**  
*Director of Professional Development Services*



**Anna Nelmes-Stoughton**  
*Principal of Six to Six Magnet School*



**Linda Page**  
*Director of School Readiness Preschool*



**Dr. Michael Regan**  
*Director of Special Education*  
*\* Retired as of July 31, 2019*



**Mark Ribbens, Ed.D.**  
*Principal of Regional Center for the Arts and Open Choice Coordinator*



**Margaret Sullivan**  
*Director of Finance and Operations*



## C.E.S. Locations

### CENTRAL OFFICES

40 Lindeman Drive, Trumbull, CT 06611  
203-365-8803 / [www.ces.k12.ct.us](http://www.ces.k12.ct.us)

### SIX TO SIX MAGNET SCHOOL

601 Pearl Harbor St., Bridgeport, CT 06610  
203-365-8200 / [www.ces.k12.ct.us/six-to-six](http://www.ces.k12.ct.us/six-to-six)

### REGIONAL CENTER FOR THE ARTS

23 Oakview Drive, Trumbull, CT 06611  
203-365-8857 / [www.ces.k12.ct.us/rca](http://www.ces.k12.ct.us/rca)

### SPECIAL EDUCATION

25 Oakview Drive, Trumbull, CT 06611  
40 Lindeman Drive, Trumbull, CT 06611  
203-365-8840 / [www.ces.k12.ct.us/sped](http://www.ces.k12.ct.us/sped)

### SCHOOL READINESS

40 Lindeman Drive, Trumbull, CT 06611  
203-365-8997 / [www.ces.k12.ct.us/sr](http://www.ces.k12.ct.us/sr)



# Organizational Chart

## REPRESENTATIVE COUNCIL

## EXECUTIVE DIRECTOR

### ADMINISTRATIVE SERVICES

- Accounting
- Benefits
- Facilities
- Fiscal Services
- Payroll Services
- Technology Services
- Transportation Services

### ASSOCIATE EXECUTIVE DIRECTOR'S OFFICE

- Certification/Licensing
- Employee Evaluation
- Fingerprinting
- Personnel
- Special Projects
- Strategic Planning
- Turnaround Schools

### OPEN CHOICE

- Coordination for students to attend schools outside home districts

### PROFESSIONAL DEVELOPMENT SERVICES

- Curriculum and Instruction
- Early Childhood Initiatives
- Interdistrict Programs and Services
- Minority Recruiting/Data Collection
- PBIS Training
- SEED Training
- Technology Training
- The Leadership Institute

### PUBLIC RELATIONS & MARKETING

- Communication Services
- Executive Search Services

### REGIONAL CENTER FOR THE ARTS

- Half-Day Performing Arts Magnet School for Grades 9-12

### SCHOOL READINESS

- Preschool for children whose parents live or work in Bridgeport

### SIX TO SIX MAGNET SCHOOL

- Before and After School Programs
- Family Resource Center
- Pre-K, K-5, 6-8 Grades

### SPECIAL EDUCATION

- Audiological Services
- Behavioral Psychology Services
- Developmental Learning Center (DLC)
- Preschool-Primary Learning Center (PLC)
- Regional Assistive Technology Center
- RISE Program (18-21 years of age)
- Special Education Professional Development
- Related Services
- Therapeutic Day Program (TDP)
- Special Education Program Review Services
- Transition Learning Center (TLC)





# Strategic Initiatives

## GOAL 1

To create and expand high-quality services.

### Strategic Initiatives

- A) Increase speech and language pathology services used by districts.
- B) Expand professional development services for school psychologists through the Center for Clinical Supervision.
- C) Improve C.E.S. training and professional learning provided to school districts through evaluating services provided using a series of micro surveys.

## GOAL 2

All C.E.S. learners demonstrate continuous growth academically, socially, and emotionally.

### Strategic Initiatives

- A) Implement high-quality curriculum designed to improve student learning in all school-based programs in literacy, mathematics, science, and social and emotional content.
- B) Implement high-quality professional development designed to improve staff learning in all school-based programs.

# C.E.S. Representative Council

C.E.S.' 2018-19 Representative Council consists of the following members and their respective Boards of Education:

**Bridgeport:** Sybil Allen

**Darien:** Christa McNamara

**Easton/Redding/Region 9:** Chris Hocker (President) and Jeff Parker (alternate)

**Fairfield:** Christine Vitale and Nick Aysseh

**Greenwich:** Jennifer Dayton

**Monroe:** Vacant

**New Canaan:** Maria Naughton

**Norwalk:** Barbara Meyer-Mitchell

**Ridgefield:** Margaret Stamatis

**Shelton:** Tom Minotti

**Stamford:** Andy George and Jackie Pioli

**Stratford:** Vincent Faggella

**Trumbull:** Michael C. Ward (Secretary)

**Weston:** Dan McNeill

**Westport:** Karen Kleine (Vice President)

**Wilton:** Debbie Low



# Meeting the Needs of Our Member Districts

At Cooperative Educational Services, we believe in the process of continuous improvement. Each year, we adjust our programming to meet the needs of our member districts. As a result, gathering data to evaluate our success and determine our focus and priorities is a continuous process at C.E.S. We hold council meetings for various education professionals such as special education directors, curriculum specialists, assistant superintendents, school principals, subject area specialists, human resources personnel, and technology coordinators. During these council meetings we solicit feedback from our members to help us determine future initiatives. The executive director also meets monthly with the C.E.S. Representative Council and with the superintendents of member districts. All of the divisions at C.E.S. hold meetings with their constituents so our services are customized to meet the unique needs of each district.

The Leadership Institute at C.E.S., which is a separate entity comprised of leaders from our participating member districts, meets quarterly to address the continuum of leadership needs, from teacher leadership to administrative leadership. Through dialogue with the Leadership Institute Board, we are able to establish programs and support that reflect the needs of our member districts.

Each year, our Special Education division solicits feedback from parents, and our Six to Six Magnet School meets regularly with the School Planning and Management Team (SPMT), which includes both parents and staff. The Regional Center for the Arts (RCA) has an active parent advisory group supporting fundraising efforts and all of RCA's student productions. We are also in continuous contact with representatives from the State Department of Education in order to assist our districts with state mandates such as school improvement plans, policy development, and teacher and administrator evaluation models.

As a service center, we must always be prepared to assist our districts according to their individual needs. We compile an annual profile of our member districts that includes their goals, school data reports, comprehensive school improvement plans, and additional relevant information to further customize our services. Often state or federal mandates, or economic conditions determine needs. We strive to provide lower cost, high-quality options to satisfy the needs of our member districts.

The Leadership Team at C.E.S. is comprised of the executive director, the associate executive director, director of special education, the director of finance and operations, the director of our Professional Development Services division, the directors of our magnet schools and the director of our School Readiness program. Our team regularly meets collectively and individually with key constituents to assess needs and obtain recommendations in planning future programs and services.

Agility ~ Impact ~ Relevance



# Changes in Program Emphases

## PROFESSIONAL DEVELOPMENT SERVICES

PDS experienced continued shifting needs of our member school districts, who focused on building internal capacity, which meant PDS staff were providing more services at the school sites and embedding best practices through modeling in real classrooms. There were significant budget changes at the state level directly impacting our member districts and, therefore, the PDS services they were able to access. The TEAM program was changed dramatically due to zero funding from the state budget. PDS also dealt with the loss of all funding for minority educator recruitment.

- School climate continued to be a priority in schools due to continued concerns over violence.
- PDS staff were busy providing services in the areas of EL teacher support, cultural proficiency, coaching in science, math and literacy, teacher evaluation, and professional learning planning and development.
- We continued our work with additional models of SEL, including RULER, and explored Restorative Practices.
- We provided services to districts that were implementing personalized learning, early childhood instruction and assessment planning, minority teacher recruitment, ISTE standards integration, leadership development and retention, and Illustrative Mathematics training.

## REGIONAL CENTER FOR THE ARTS

- During the 2018-19 year we better articulated our Creative Media course sequence so students are required to explore acting, with more emphasis on sound design and video lighting.
- We also offered an interdisciplinary performance class. Those students partnered with students from the Mandala Theater in Kathmandu, Nepal, for a project titled "Heritage Preservation: A Creative Approach." This program was funded by Communities Connecting Heritage program and sponsored by the U.S. Department of State. This year-long partnership included a student and staff exchange between both organizations, and student-created performances presented in schools and to the public in both countries.

## SCHOOL READINESS

- This school year we began to implement the CT Documentation and Observation for Teaching System (CT DOTS) as our assessment tool to monitor students' progress on the skills, abilities, and behaviors in the CT ELDS. Our staff received six hours of formal training on how to use and execute CT DOTS in the classroom and in their weekly learning experience plans. In addition, we purchased the web-based CT DOTS program.
- The School Readiness Director participated in the three-day training at the 2018 RULER Leadership Institute developed by the Yale Center for Emotional Intelligence. This is year one of a 3-year implementation of RULER.

## SIX TO SIX MAGNET SCHOOL

This past year, Six to Six prioritized implementation of the Teacher's College Columbia University, Writing Workshop in grades kindergarten through eighth. We also worked on integrated units of study that weave together language arts, mathematics, science, and arts standards. The school-based instructional leadership team designed new protocols for data team processes and refined our intervention structures to ensure every child progresses. Six to Six continues to focus on teacher's collaborative planning, differentiated instruction, and tiered intervention and support structures to ensure student growth.

## SPECIAL EDUCATION

- The Division of Special Education engaged with the Stratford Public Schools to conduct a Comprehensive Program Review at Bunnell High School. The goal of this service is to identify potential barriers and key assets of a special education program.
- The Center for Clinical Excellence (CCE) provided a multitude of services including professional development, clinical supervision for school psychologists, bilingual psychological and educational evaluations, and preschool program consultation this past year.
- The Division of Special Education piloted the use of virtual reality technology to simulate community-based experiences through the generous support of the Leir Foundation. The project emphasized simulated vocational training to enable students to build confidence and independence, while developing appropriate work skills. The Division of Special Education also expanded its continuum of transition services to incorporate the Transition Learning Center (TLC), Reaching Independence through Supported Education (RISE), and the Therapeutic Day Program (TDP).





# Changes in the Future

## PROFESSIONAL DEVELOPMENT SERVICES

The focus of Professional Development Services will continue in the next year to be aligning with district needs. Curiosity, culture, coaching and capacity will continue to be keys.

Curriculum standards are now inquiry-based and emphasize curiosity. Understanding the cultural needs of a diverse student body and school community is a necessity. Embedded support through coaching has shown high levels of results for changing practice. Shrinking dollars have propelled school leaders to build internal capacity and expand leaders' roles.

- We see that the future of professional learning is highly dependent on providing professional learning opportunities and collaborations that address essential practices, for districts that are both regional (cost effective) as well as customized in order to closely align with district goals and measured results.
- We are continuing our Innovation and Design Thinking series.

Other new initiatives include:

- A regional coaches' consortium.
- Services to support the integration of the new ISTE student technology standards.
- Robust sessions from our early childhood staff on how to use the new DOTS assessment for preschools.
- NGSX training.
- Special education coaching and support for the regular classroom teacher.

## REGIONAL CENTER FOR THE ARTS

We pride ourselves on the daily classwork that helps students develop the skills and attitudes they will need to become professional performers. In 2019-20 we will continue to actively look for opportunities to collaborate with artists to provide our students with a creative and meaningful arts education.

## SCHOOL READINESS

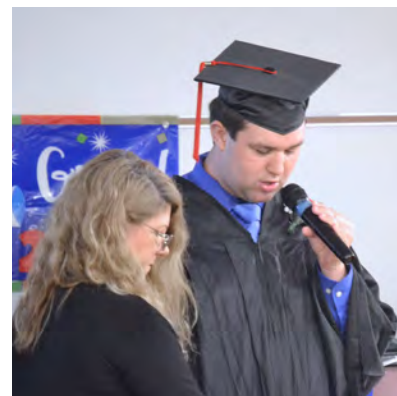
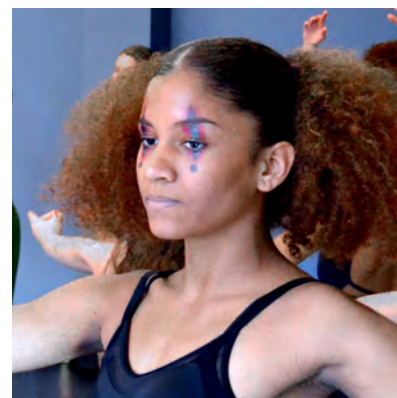
Our focus is to continue to work towards the implementation of the Yale RULER Emotional Intelligence program. An Implementation Team consisting of three staff members will receive two full-days of training in August 2019. The Implementation team is responsible for providing professional development to staff and integrating RULER into school wide practice.

## SIX TO SIX MAGNET SCHOOL

Six to Six will continue to align and refine curriculum with a priority focus on the new NGSS standards in science and implementation of the Reading and Writing Workshop, Teacher's College Columbia University. To meet new expectations, tools to monitor progress will be added to our assessment schedule so that students' growth toward grade-level standards can be more frequently assessed.

## SPECIAL EDUCATION

- The goal of the Special Education division is to remain on the "cutting-edge" of technical changes that directly impact the delivery of specialized instruction to students with disabilities. The department will provide high-quality training experiences that focus on all aspects of service delivery, including clinical supervision of Student and Educator Support Staff (SESS), leadership development, data-based decision-making, school and program improvement, assistive technology, and clinical assessment practices.
- Through the RESC Alliance, the division will continue its work with the Connecticut Department of Education's Bureau of Special Education to provide a number of special education initiatives statewide. In particular, C.E.S. has partnered with EastConn to provide regionalized support for school psychologists through Communities of Practice (CoPs) across the six RESC areas for the 2019-20 school year.
- The division will continue to provide bilingual psychological and educational evaluation services. Through our partnership with the Leir Foundation, we will expand opportunities for the use of virtual reality technology to simulate vocational training that enables students to build confidence and independence, while developing appropriate work skills.
- C.E.S. will launch the Eastern Fairfield County Diagnostic Center (EFCDC), a consortium-based educational program for children in kindergarten through third grade. Mandated by legislation and its own guiding mission, the EFCDC is designed to provide a short-term diagnostic placement supporting students who have or are suspected of having a disability in their home school. The evaluation period ranges between 2 to 16 weeks and involves both family members and school district officials throughout the process, including the important transition back to the home school.





## Regional Center for the Arts

The Regional Center for the Arts is a part-time interdistrict magnet school in Trumbull. Our mission is to bring together people of diverse cultural heritage to develop in all students the knowledge, skills, attitudes, and self-discipline to reach their fullest artistic potential, to live a productive life, and to contribute to society as creative, engaged citizens.

We offer our diverse student body of high school students an opportunity to develop their creative potential by working with performers as teachers with the twin aims of having students better understand themselves and others, and to expose them to the skills and techniques they will need if they are to pursue a career in the performing arts. After taking academic classes at their home high school, students are transported to RCA, where they attend classes from 1:30-4:45 p.m.

During the 2018-19 school year our students studied dance, theater, music, creative video, and musical theater. They demonstrated their learning in 26 public performances of 19 separate productions in either our main theater or black box theater.

Our parent organization, Parents of Performing Students (P.O.P.S.), is an active partner in supporting our students. Among other activities, P.O.P.S. awards scholarships to college-bound seniors who plan to major in the performing arts.

## Executive Searches

During the 2018-19 fiscal year, the C.E.S. Executive Searches team helped hire new superintendents in Ridgefield, Region 10, and Windsor Locks, in addition to conducting the search for a new Special Education director at C.E.S.

The division's outreach network grew dramatically again and now includes a database of nearly 40,000 emails of current and aspiring administrators.

C.E.S. is the only Regional Educational Service Center (RESC) that undertakes searches for educational executives.



# School Readiness

School Readiness is a full-day, full-year NAEYC accredited childcare program serving 90 preschool children between the ages of 2.9 and 5 years. Ninety percent of our students are from Bridgeport, Conn., and 10 percent are from other districts but their parent works or attends school in Bridgeport. Our hours are from 7:30 a.m. to 5:30 p.m., 50 weeks per year. Each child is required to attend a minimum of six hours each day.

Our program philosophy centers on the belief that each child is a unique learner with his/her own cultural identity, learning style, temperament, and developmental pattern. Each of these factors influences how each child learns and grows; development and learning are interconnected in the preschool years.

We believe each child's family is an important partner in the daily care and education of their children. Supporting our mission is the Family Advisory Board, which meets throughout the year to discuss policies, procedures, curriculum, and family advocacy.

Our curriculum approach is based on the tenets of emergent curriculum and the Project Approach. Topics chosen for in-depth curriculum studies reflect the children's interest and experiences of children and families in the program and the community in which they live. Teachers engage in the cycle of intentional teaching, consistently observing and assessing children's growth and using this information to plan and implement the highest quality learning experiences for the group and the individual children.

The CT Early Learning and Development Standards for Birth to Five (CT ELDS) detail what children should know and be able to do and serve as the basis for planning. Teachers use the Creative Curriculum for Preschool as a resource to support in-depth curriculum studies. The Connecticut Documentation and Observation for Teaching System (CT DOTS) is the assessment tool used to monitor our students' progress on the skills, abilities, and behaviors in the CT ELDS.



# Open Choice

The Open Choice program is an interdistrict program with the goal of improving academic achievement; reducing racial, ethnic, and economic isolation; and providing a choice of educational programs for students enrolled in public schools. Through Open Choice, students may attend a school outside of their home district.

Participating school districts annually declare how many seats may be available and students are chosen through a lottery from the pool of applicants. For the 2018-19 school year, we received more than 700 applications for 38 openings. Once placed in a school district, students continue in that district until graduation from high school.

During the 2018-19 school year, 246 students from Bridgeport were enrolled in the school districts of Easton/Region 9, Fairfield, Trumbull, Weston, and Westport through Open Choice. Also, 26 suburban students attended the Bridgeport Military Academy through Open Choice.

## C.E.S. DIVISION PROFILES



## Special Education

C.E.S. Special Education programs offer a variety of specialized services for students with significant disabilities. These programs provide school-based centers for students 3 to 21 years of age with developmental and emotional disabilities. The division is also responsive to district needs for program development. In 2018-19, Special Education at C.E.S. provided placements for 357 students and extended-year services to 257 students.

### DEVELOPMENTAL LEARNING CENTER

DLC is an intensive special education program for students 12-18 years of age with significant developmental disabilities such as autism, neurological impairments, pervasive developmental disorders, and intellectual disorders with and without challenging behaviors. DLC offers both middle school and high school components that focus on applied academics, development of functional skills, communication and social skill development, pre-vocational/vocational training, and development of recreational/leisure skills via both a variety of center-based and community-based instructional experiences. DLC served 63 students from 19 school districts in 2018-19.

### PRESCHOOL-PRIMARY LEARNING CENTER

PLC offers a special education program alternative for students 3-12 years old who fall within the Autism Spectrum Disorder continuum. PLC utilizes a low student-to-staff ratio program design, positive behavioral support, functional communication training, many transactional supports inclusive of extensive use of visual supports, sensory diets, academic and functional academic instruction, and highly trained lead-support instructional teams. PLC served 53 students from 13 school districts in 2018-19.

### REACHING INDEPENDENCE THROUGH SUPPORTED EDUCATION

RISE is a regional special education program for students ages 18-21 with limited cognitive functioning. It is based on the campus of Sacred Heart University in Fairfield. This program provides students with opportunities to develop vocational, social and personal management skills through a variety of campus and community-based transition activities. Many of the activities include university students ("peer buddies") of similar age. RISE provided placements for 13 students from seven school districts in 2018-19.







## Special Education

### THERAPEUTIC DAY PROGRAM

TDP is a regional special education program for students in grades K-12 with a variety of significant behavioral and emotional disabilities. TDP offers a comprehensive treatment approach that includes educational, psychological, psychiatric, and parent counseling/support services aimed at improving students' overall functioning. It utilizes a highly structured learning environment, low staff-to-student ratios and intensive school-based therapeutic services to effectively build and develop each student's academic, behavioral, emotional and social functioning. TDP served 196 students from 38 school districts in 2018-19.

### TRANSITION LEARNING CENTER

TLC is a regional special education program for students aged 18-21 with developmental disabilities including Autism Spectrum Disorders and Intellectual Disability. Students benefit from individualized transition programs designed to prepare them for life after high school. Students are grouped homogeneously by social emotional stages. The program offers positive support within structured community- and school-based environments that incorporate functional academics in those settings. The program also emphasizes opportunities for community-based vocational training and volunteering to enable students to build confidence and independence, while developing appropriate work skills. TLC served 32 students from 13 districts in 2018-19.

### OTHER PROGRAMS

**Special Education Related Services Unit** provides consultation and diagnostic and therapy services for students with disabilities, while also addressing special education in-service needs of staff who work with students.

**Audiological Services** provides evaluations, auditory processing evaluations and classroom consultation for students referred by school districts. In 2018-19, we provided 137 evaluations and re-evaluations to students from 14 districts.

**Behavior Psychology Services** involves the delivery of assessment, consultation and training services via C.E.S. specialists in the areas of applied behavioral analysis and positive behavior intervention and support. In 2018-19, we provided training, technical assistance and weekly consultation to classrooms for students with a variety of disabilities for 16 districts.

**Professional Development Services** responds to districts' needs for in-service training/workshops on a variety of topics. In 2018-19, we provided six Physical Management Training (PMT) sessions to 184 newly hired C.E.S. staff as well as staff from the C.E.S. catchment area and other state school districts.

**Regional Assistive Technology Center** provides evaluation and consultation services to school district staff to assist in determining technology needs for their students. In 2018-19, we provided 34 evaluations and provided 72 individual consultation and PPT attendance to students from 14 districts.





## Professional Development Services

During 2018-19, PDS staff provided workshops and many on-site training, coaching and technical assistance sessions to all member districts. Topics included literacy, comprehension, mentoring, differentiation, data-driven decision-making, developing data teams, effective teaching strategies, teacher observations, student feedback, project-based learning, looking at student work, NGSS science, design thinking, curriculum design, infusing diversity into curriculum goals, literacy, interim assessments, generational diversity, and leadership development.

The annual statewide registration for district membership in CTREAP was coordinated by PDS and 241 schools and districts registered to use the employment recruitment service in the past school year.

### THE LEADERSHIP INSTITUTE AT C.E.S.

The Leadership Institute at C.E.S. held the following professional development programs for member districts:

- The 14th annual Academy for Teacher Leadership welcomed nine participants and leaders from five districts.
- The New Administrator Induction Program Year One and New Administrator Induction Program Year Two.
- The Administrator Aspirant Program.

Collaborative regional networks sponsored for our districts:

- |   |                              |
|---|------------------------------|
| • Curriculum Council                            | • Mathematics Council        |
| • Early Childhood Council                       | • Science Curriculum Council |
| • Language Arts Council                         | • Social Studies Council     |
| • Library Media Council/Technology Coordinators | • SEL Network                |
|   | • EL Roundtable              |

We also offered a Special Education Director Aspirant Series and a High School Principal Aspirant Series.



# Professional Development Services

## TEAM: TEACHER EDUCATION AND MENTORING

With 100 percent of the state funds for TEAM cut this year, C.E.S. TEAM Field Staffer Lyn Nevins contacted district facilitators in the region to update them on program changes, answered questions, and provided support to strategize anticipated areas of need. PDS provided varied services that are key to the successful implementation of the TEAM program in Connecticut Schools. These include:

- Two three-day initial support trainings for new mentors/ cooperating teachers.
- Two Initial Reflection Paper Trainings for new reviewers.
- Three District Facilitators meetings.
- Orientation trainings/information sessions for beginning teachers and mentors in specific districts.
- Planning module workshops where requested.

Because Mentor Update and Reviewer Update are now only offered online due to state budget cuts, Lyn Nevins offered technical assistance for reviewers and mentors individually.

## LITERACY

We have had an ongoing focus on literacy and supporting classrooms using the workshop model. This year, we provided customized sessions in schools with model lessons in classrooms to demonstrate the key instructional shifts within the Connecticut Core Standards, as well as how to integrate the block interim assessments to support instruction.

## EARLY CHILDHOOD

C.E.S. Early Childhood (EC) specialists provided monitoring, training, consultation, technical assistance and coaching to early care and education programs throughout Fairfield County that serve children from infancy through age 5. These programs have included community-based and public school-based programs, such as classrooms funded by School Readiness, Preschool Development Grant Smart Start and Head Start.

C.E.S. continues to focus on providing high-quality model preschool programs at our C.E.S. School Readiness program and Six to Six Interdistrict Magnet School.

Through strong partnerships with Connecticut's Office of Early Childhood and Department of Education, C.E.S. has implemented professional learning opportunities in support of statewide early childhood initiatives related to leadership, curriculum, assessment, and NAEYC accreditation.

C.E.S. continues to convene a regional Early Childhood Council of Early Childhood Coordinators from each public school district to support high-quality leadership of early childhood programs across the region.

An active partnership with Yale University has allowed C.E.S. to continue implementing the Partnership for Early Education Research (PEER). The goal of PEER is to engage in research for the purpose of informing early childhood education decision-making at the local and state level.

## RESC ALLIANCE COLLABORATIVE PROJECTS

The six Regional Educational Service Centers collaborate on initiatives that have statewide interest or support a statewide need. In 2018-19 we collaborated on:

- Early Childhood coaching and professional development on new early learning standards.
- Title III-funded professional development workshops for ELL and non-ELL teachers.
- Minority Teacher Recruitment.
- Statewide conference on Grading and Assessment.





## Six to Six Magnet School

Six to Six Interdistrict Magnet School is a regional magnet school serving students from age 3 through Grade 8. The magnet focus is mathematics, science, and technology. We have developed long-standing partnerships with the Maritime Aquarium in Norwalk, the Eli Whitney Museum in Hamden, and the Goldstone Apple Valley Remote Telescope program through NASA, among others.

Six to Six has adopted the Comer Zigler (CoZi) model of school governance and family supports. Our School Planning and Management Team (SPMT) consists of representatives from all constituencies: parents, faculty, and community members. The SPMT has led initiatives on the development of our Strategic School Plan, school family partnerships, and revisions to school procedures.

The school is open from 6 a.m. to 6 p.m. daily to provide high-quality before- and after-school programming for our families, hence its name, Six to Six Interdistrict Magnet School.

Six to Six understands that social and emotional learning and academic learning are equally important as we educate the whole child. Therefore, we incorporate advisories, social skills instruction, and positive behavioral interventions and supports into the daily curriculum.

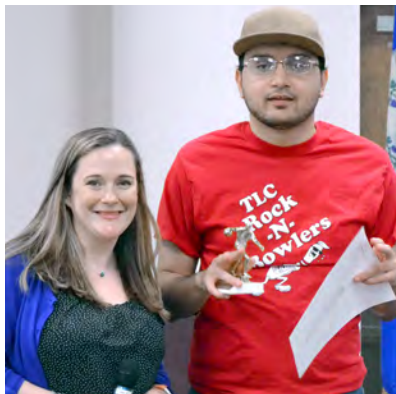
Enrollment at Six to Six is through an application and lottery process that was developed to ensure diversity in our student population. In 2018-19, there were 454 students from 18 communities enrolled at the school.





# District Participation

Program Name	Bridgeport	Darien	Easton/Redding/Region 9	Fairfield	Greenwich	Monroe	New Canaan	Norwalk	Ridgefield	Shelton	Stamford	Stratford	Trumbull	Weston	Westport	Wilton	Other	Total
<b>Administrative Services</b>																		
→ Transportation	X					X			X			X	X				1	6
<b>Executive Search Services</b>									X								2	3
<b>Open Choice Program</b>	X		X	X									X	X	X			6
<b>Professional Development Services</b>																		
→ Curriculum Council	X	X	X		X	X	X	X	X	X	X	X	X		X	X		14
→ Early Childhood Council	X	X	X	X	X	X			X		X	X	X			X		11
→ ELL Round Table		X	X	X		X			X	X							1	7
→ High School Math Council		X		X	X	X			X	X	X	X		X		X	1	11
→ Leadership Institute at Cooperative Educational Services		X	X	X	X	X	X	X			X		X	X				10
→ Library Media Council / Regional Tech Coordinators		X				X	X	X		X		X				X		7
→ Math Council			X	X	X	X	X				X	X	X	X	X	X		11
→ Reading/Language Arts Council				X									X		X			3
→ Social Studies Council		X		X	X		X	X		X	X	X			X		1	10
→ Science Council		X	X	X	X	X	X			X		X		X	X			10
→ SEL Network		X				X			X	X							1	5
→ Sexual Harassment Awareness Training		X	X		X		X			X		X	X		X			8
→ TEAM Initial Reviewer Training		X		X		X	X	X			X	X				X	1	9
→ TEAM Initial Support Training	X	X		X		X	X	X	X	X	X	X	X	X	X	X	22	26
<b>Regional Center for the Arts (RCA)</b>	X		X	X		X		X	X	X	X	X	X		X	X	4	16
<b>School Readiness</b>	X			X						X		X	X				3	8
<b>Six to Six Magnet School</b>	X			X		X				X		X	X				12	18
<b>Special Education</b>																		
→ Developmental Learning Center (DLC) - School Year	X	X			X	X		X	X	X	X	X	X				9	19
→ DLC/PLC/TLC - Summer	X	X	X		X	X	X	X	X	X	X	X	X				12	24
→ Preschool-Primary Learning Center (PLC) - School Year	X				X	X	X	X		X	X	X					5	13
→ RISE Transition Program	X	X	X			X				X		X					1	7
→ Therapeutic Day Program - School Year	X		X	X	X	X	X	X	X	X	X	X	X		X	X	20	34
→ Therapeutic Day Program - Summer	X		X	X	X	X	X	X	X	X	X	X	X		X		16	29
→ Transition Learning Center (TLC) - School Year	X		X					X		X	X	X	X				6	13
<b>Special Education Related Services</b>																		
→ Assistive Technology				X	X	X		X		X		X	X	X	X	X	5	15
→ Audiological			X	X	X			X		X		X	X		X	X	5	14
→ Behavioral Psychology	X		X				X					X	X				11	16
→ Consultation/Diagnostic Services			X					X				X		X			11	15



## Administrative Services

### FISCAL SERVICES

The Fiscal Services Office is in charge of oversight of C.E.S.' many financial areas, utilizing MUNIS (Municipal Information System) software, a program widely used by school districts across the United States. Fiscal Services provides oversight of the agency's \$45 million budget, including:

- Annual budget development and monitoring.
- Receipt and disbursement of all agency funds.
- Annual financial audit including all state reporting.
- Payroll processing for more than 500 employees.
- MUNIS financial software utilization and security.
- Purchasing.
- Procurement and cost monitoring of agency-wide insurances.

In addition, the Fiscal Services Department is responsible for benefit enrollment, administration and processing of all employee health, dental, disability, life and 403(b) programs.

### FACILITY SERVICES

Facility Services is responsible for the operation of all C.E.S. buildings and ensuring a safe, clean environment for students, staff and visitors. The Facilities staff performs all building preventive maintenance services and work-order initiated general repairs, and is responsible for oversight of round-the-clock security monitoring. The Facilities Manager supervises all interior and exterior construction projects, waste management, utilities, indoor air quality, HVAC, purchasing of custodial and maintenance consumables, and landscape management including snow removal.

*Projects in 2018-19:*

- 25 Oakview Drive: Upgrade of student restrooms
- Six to Six Magnet School: Flooring replacements
- 40 Lindeman Drive:
  - » Upgrade HVAC controls system
  - » Upgrade parking lot drainage system
  - » Flooring replacements
  - » Upgrade of playground





# Administrative Services

## INFORMATION TECHNOLOGY SERVICES

Information Technology Services coordinates network and telephone services between all C.E.S. buildings. Other responsibilities include maintaining state-of-the art hardware inventory, providing Internet and email services and help desk assistance for all staff, troubleshooting and repairing hardware and software problems, and, upon request, providing technology consultation to member districts.

### *Projects in 2018-19:*

- Upgraded core switches at all locations to 10gb throughout the agency.
- Finished virtualization of all data servers.
- Implemented URL email scanning software.
- Upgraded MUNIS to Version 11.3.
- Increased backup storage solution to 12 tb.
- Upgraded PowerSchool to Version 11.0.5.

## TRANSPORTATION SERVICES

C.E.S. owns and operates a fleet of 34 vehicles and provides specialized student transportation to member and non-member districts. Each year, C.E.S. vehicles travel more than 520,000 miles carrying students to and from school on a daily basis, as well as field trips and other school activities. Transportation Services maintains an aggressive preventive maintenance program for its vehicles, ensuring safe, reliable transportation services.

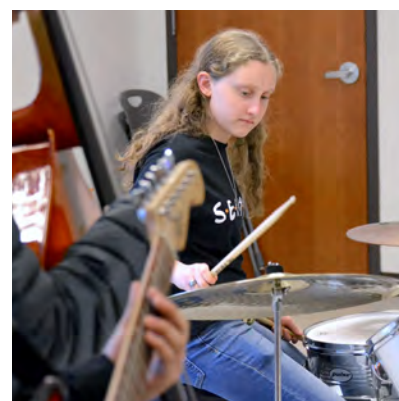
In addition to student transportation, C.E.S. has a contract with Norwalk Transit District to operate eight C.E.S. owned specialized vehicles to transport elderly and disabled individuals.

All C.E.S. transportation vehicles are equipped with GPS and two-way radios allowing continuous communication with, and monitoring by, dispatchers.

## OTHER SERVICES

Administrative Services also manages:

- Employee annual notices of assignment.
- Employee incentive programs including tuition reimbursement.
- Worksite safety program.
- Agency-wide emergency response program, creation of All-Hazards School Agency and Safety Plan, conducting evacuation, shelter-in-place and fire drills in accordance with Connecticut statutes and local ordinances.
- C.E.S. cell phone service and inventory.
- Student Data Privacy in accordance with Connecticut statutes.



# Financial Information

## Budgets as of June 30, 2018

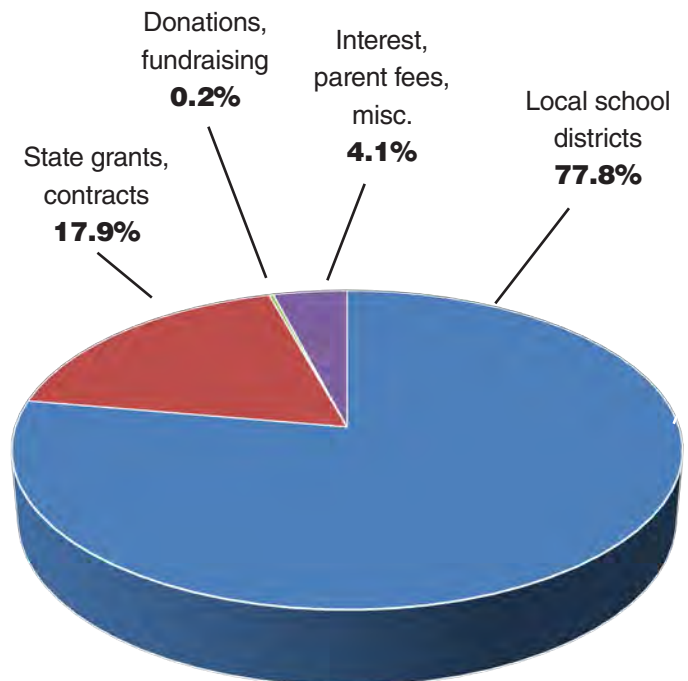
L = Local S = State F = Federal

<b>CENTRAL ADMINISTRATION</b>		
Administrative Services	1,078,060	L
Office of Executive Director	572,457	L
Executive Searches	83,400	L
Facility Cost Centers	3,205,580	L
Internet & Technology Services	1,013,056	L
Legal & Professional Costs	15,000	L
Office of Associate Executive Director	354,811	L,S
Public Relations and Marketing	105,787	L
5K Race	15,050	L
<b>INTERDISTRICT MAGNET SCHOOLS AND SCHOOL CHOICE</b>		
Enhancing Education Choices/Opportunity	135,000	S
Regional Center for Arts	1,586,117	L,S
School Choice/Transportation	1,440,519	S
Six to Six Magnet School	7,303,108	L,S
School Readiness Program	1,273,235	L,S
<b>PROFESSIONAL DEVELOPMENT SERVICES</b>		
Administration	413,173	L,S
CT REAP	108,488	L
Educational Leadership	90,800	L
Professional Development	994,752	L, S
<b>SPECIAL EDUCATION</b>		
Administration	860,131	L
Assistive Technology	140,950	L
Developmental Learning Center - Summer	782,553	L
DLC/Preschool Learning Center	10,628,859	L
Therapeutic Day Program	10,526,140	L
Therapeutic Day Program - Summer	558,202	L
Donations	43,096	L
<b>SPECIAL EDUCATION - RELATED SERVICES</b>		
Audio Maintenance	173,721	L
Behavioral Psychological Services	302,213	L
Diagnostic Center	2,416,322	L
Medical	403,346	L
Physical Education	181,640	L
Professional Development	155,769	L
Rise Transition Program	420,520	L
<b>SPECIAL REVENUE FUNDS</b>		
T.E.A.M. - Center	11,037	S
<b>TRANSPORTATION</b>		
Transportation - LEA	1,268,337	L,S
Transportation - Elderly (Norwalk)	789,331	L,S,F

## Expenditures 2018-19

Building Operations	3,132,551
Central Administration	2,644,464
Interdistrict Magnet Schools	8,254,670
Professional Development Services	1,408,459
Open Choice	1,539,074
School Readiness	1,187,650
Special Education	22,433,321
Title I, II, III	127,193
Transportation	1,952,514
<b>TOTAL EXPENDITURES</b>	<b>42,679,896</b>

## Funding sources 2018-19





# Making a Difference



Staff and students from the Regional Center for the Arts high school were part of a cultural exchange program in the 2018-19 school year that included a trip to Nepal.



School superintendents from around Fairfield County gathered for a program at C.E.S. in September 2018 to share their wisdom with participants in the New Administrator Induction program.



Holocaust survivor Judith Altmann (center) spoke during a program hosted by C.E.S. Professional Development Services to help educators prepare for teaching the Holocaust. With her are C.E.S. Executive Director Dr. Charles Dumais and PDS Director Esther Bobowick.



The Student Council at Six to Six Magnet School held fundraisers to help Connecticut's Beardsley Zoo in Bridgeport create a new tiger habitat. The students raised \$2,500 and zoo representatives visited the school in May 2019.



Dr. Christine Peck (left), a psychologist with C.E.S. Special Education, led a Positive Behavioral Interventions and Supports Network training program that lasts three years. Here she is with some of the 2019 graduates. The process allows schools to build lasting, flexible structures to address changing needs.



Family STEM nights are held throughout the year at Six to Six Magnet School, with the help of our partners at Sacred Heart University and Fairfield Wheeler. Activities are designed to get students thinking about science, technology, engineering, and mathematics.



Our Assistive Technology Center, led by Project Coordinator Laura Giovanetti (right), helps students with Autism Spectrum Disorder meet their transition needs with a unique virtual reality program that lets them experience a work environment.

# Interagency Relationships

## A

ABCO the Paperman • Abilis • Ability Beyond • ACES • All Electric Construction • American Medical Response • American Association of School Personnel Administrators (AASPA) • Amity Bowl • Anthem Blue Cross Blue Shield • Anti-Defamation League of Connecticut • Aquarion Water Company • ARI in Stamford • Arts for Healing • Association of Educational Service Agencies (AESAs) • Autism Services and Resource Center

## B

The Bagel • Bagel King • Barnes & Noble • Beardsley Zoo • Best Buddies • Board of Education Services for the Blind • Boys & Girls Village • Blanchette's Sporting Goods • Bounce You • Briarwood Auto • Bridge House • Bridgeport Alliance for Young Children • Bridgeport Bluefish • Bridgeport BOE Early Childhood Consultation Center • Bridgeport BOE Early Childhood Dept. • Bridgeport Child Advocacy Coalition • Bridgeport Child Guidance • Bridgeport Family Resource Center Network • Bridgeport Fire Department • Bridgeport Higher Education Alliance • Bridgeport Hospital • Bridgeport Parks Department • Bridgeport Police Department • Bridgeport Provider Network • Bridgeport Public Library • Bridgeport Regional Business Council • Bridgeport Sound Tigers • Bridgeport YMCA • Broadway.com • Bullard Havens Regional Vo-Tech School • Bureau of Rehabilitation Services

## C

CABE • Calvary Church (Trumbull) • CAPSS • Cardinal Sheehan Center • Care 4 Kids • Casey Family Services • Center for Excellence on Autism Spectrum Disorders • Central CT State University/ITBD • Charter Oak State College • Chartwells • Child & Family Network • Child First • Child Guidance Center of Southern CT • Children's Dentistry & Orthodontics • Chili's • Christ Church (Stamford) • City Line Florist • CLASP (Fairfield) • Coalition for Women and Families • Cathie Collier, R.D.H. • Commerce Park Dental Group • Conner Printing • Corwin A Sage Company • CT Assoc. for the Education of Young Children • CT Assoc. of Interdistrict Magnet Schools • CT Association of School Personnel Administrators (CASPA) • CT Autism Society • CT Ballet • CT Charters-A-Course • CT Children's Museum (New Haven) • CT Dept. of Education • CT Dept. of Health • CT Dept. of Labor • CT Historical Society • CT Inst. for Sustainable Energy • CT Office of Early Childhood • CT Speech-Language-Hearing Assoc. • CT Technical High School System • CT Parenting Education Network • CT Transit • CT Works • Coordinated Transportation Services • CREC • Crossroads Pizza

## D-E

Dept. of Children and Families • Dept. of Developmental Services • Dept. of Mental Health & Addictions • Dept. of Social Services • Developmental Therapy-Teaching Programs (University of Georgia) • Disability Resource Network CT (Derby) • Downtown Cabaret Theatre • Eagle Hill School • Early Childhood Consultation Partnership • EASTCONN • Eastern CT State University • EdAdvance • Educational Development Center • Eli Whitney Museum • Emergency Care Institute

## F

Fairfield Business Alliance • Fairfield Pizza • Fairfield Prep • Fairfield Public Library • Fairfield University • Family Resource Center • Family Services Woodfield • Federation Assoc. of CT • First Book, Fairfield County • Food Rescue USA • First Presbyterian Church (Fairfield) • Fit-Tek • Fone's School of Dental Hygiene • Fordham University • Friends of Bridgeport Public Library

## G-H

Gateway Community College • Giove's • Goodwill Industries

• Greater Bridgeport Director's Network • Greater Bridgeport Mental Health • Greater Bridgeport Symphony Orchestra • Greater Bridgeport Transit (GBT) • Greater Bridgeport/Trumbull Headstart Center • Habitat for Humanity • Hallbrook Intensive Outpatient and Hospital • Healthy Eyes Alliance • Hope Center • Housatonic Community College

## I-J-K-L

Jason Project • Jesse Lewis Foundation • JobCorps • Juvenile Probation • Kennedy Center Inc. • Kenneth Boroson Architects • Kids in Crisis of Greenwich • Kidsense Pediatric Therapy • Lakewood-Trumbull YMCA • LEARN • Leir Retreat Center • LifeBridge Community Services • Lighthouse Program • Lilian Butler Davies Foundation • Linda's Storytime • Lisa's Takeout • Long Wharf Theatre • Lyman Orchards

## M

Mabel Fischer Grant Foundation • Mad Science of Fairfield & New Haven County • Make-A-Wish Foundation • Maritime Aquarium • Marrakech, Inc. • Marshall's (Bridgeport) • Mayer-Johnson • Mayor's Summer Youth Program • Merit Insurance • MetLife Special Needs Planning • Metro North • Middlebrook Farms • Mid-Fairfield Child Guidance Center • Monroe Police Dept. • Monroe Public Library • Music Together of Norwalk/Newtown LLC • Mystic Aquarium

## N-O-P-Q-R

NASA • NAEYC • Northeastern Technology • Norwalk Community College • Norwalk Transit District • Notre Dame High School • Nutmeg Bowling • Nutmeg Dry Cleaners (Danbury) • Office Depot • Orange Research • Parent Center of Bridgeport • PE2 • Pearson Education • Pediatric Health Care Associates • People's United Bank • Petco • Phoenix Academy • Planned Parenthood • Platt Systems • Plymouth Early Childhood Council • PMT Associates, Inc. • Porter and Chester Institute • Professional Placement Resources LLC • Project Return • Prospects Program • Pyramid Educational Consultants • Read to Grow, Inc. • Regina Quick Center at Fairfield University • Rehabilitation Associates • RESC Assistive Technology Alliance • Roses for Autism

## S

Sacred Heart University • SERC • Sergio's Pizza • Shipman & Goodwin • Southern CT State University • Spurwink Services • St. Joseph's Center • St. Saviour's Church Nursery School • St. Vincent's Hospital • St. Vincent's Special Needs Center • Stamford Child Guidance • Stern Village • Stew Leonard's • Star, Inc. • Stop & Shop • Stratford Community Services • Stratford Police Department • Stratford Theatre

## T-U-V-W-Y

Teachers' College/Columbia University • Team Toys 4 Kids • Trumbull Chamber of Commerce • Trumbull Congregational Church • Trumbull Fire Dept. • Trumbull/Monroe Health Dept. • Trumbull Mobile Veterinary Clinic • Trumbull Police Dept. • Trumbull Public Library • Trumbull Rotary Club • Trumbull Senior Center • United Way of Coastal Fairfield County • University of Bridgeport • UConn College of Agriculture and National Resources • University of New Haven • UCLA-SMP • Vazzy's • Wade's Dairy • Wellness Zone (Bridgeport) • Westchester Family Institute • Western CT State University • Westport Country Playhouse • Woodruff Family YMCA • Yale Child Study Center • Yale New Haven Hospital • Yale University School of Medicine • Yale Center for Emotional Intelligence Business Center • YMCA Daycare (Bridgeport)



# The C.E.S. Foundation



The C.E.S. Foundation holds a fundraising gala each spring to help raise money for C.E.S. schools and programs. The Foundation, led by President Dr. Nancy Cetorelli (at right in photo at left), was created in 2007 with the mission of enhancing learning opportunities for students of C.E.S. educational programs, including enrichment grants to C.E.S. educators. Since inception, the Foundation has awarded \$87,000 in mini-grants and more than \$110,000 in program grants, including the first to Professional Development Services in 2018-19. Visit [www.cesfoundation.org](http://www.cesfoundation.org) to learn more about the grants.

## Donating Opportunities

Donors are encouraged to give to the C.E.S. Foundation. All contributions benefit C.E.S. students and programs. There are a number of ways to give, including:

**Paypal:** [www.cesfoundation.org/how-to-give](http://www.cesfoundation.org/how-to-give)

**United Way:** Designate the C.E.S. Foundation as your beneficiary charity

**Employer Match:** Contact your employer for procedure

\* You can also help the Foundation by visiting [smile.amazon.com](http://smile.amazon.com) and selecting Cooperative Educational Services Foundation Inc. as your charity of choice.

Questions about the C.E.S. Foundation should be directed to Barbara Pace at 203-365-8803 or [barbarap@ces.k12.ct.us](mailto:barbarap@ces.k12.ct.us).





**bit.ly/cesonfb**

The C.E.S. Facebook page

**bit.ly/6to6onfb**

Six to Six Facebook page

**bit.ly/rcaonfb**

RCA Facebook page



**@CES\_Connecticut**

Follow the C.E.S. Twitter feed

**@charlesdumais**

Dr. Charles Dumais



**bit.ly/rcainsta**

Search the Instagram app for  
"regionalcenterforthearts"



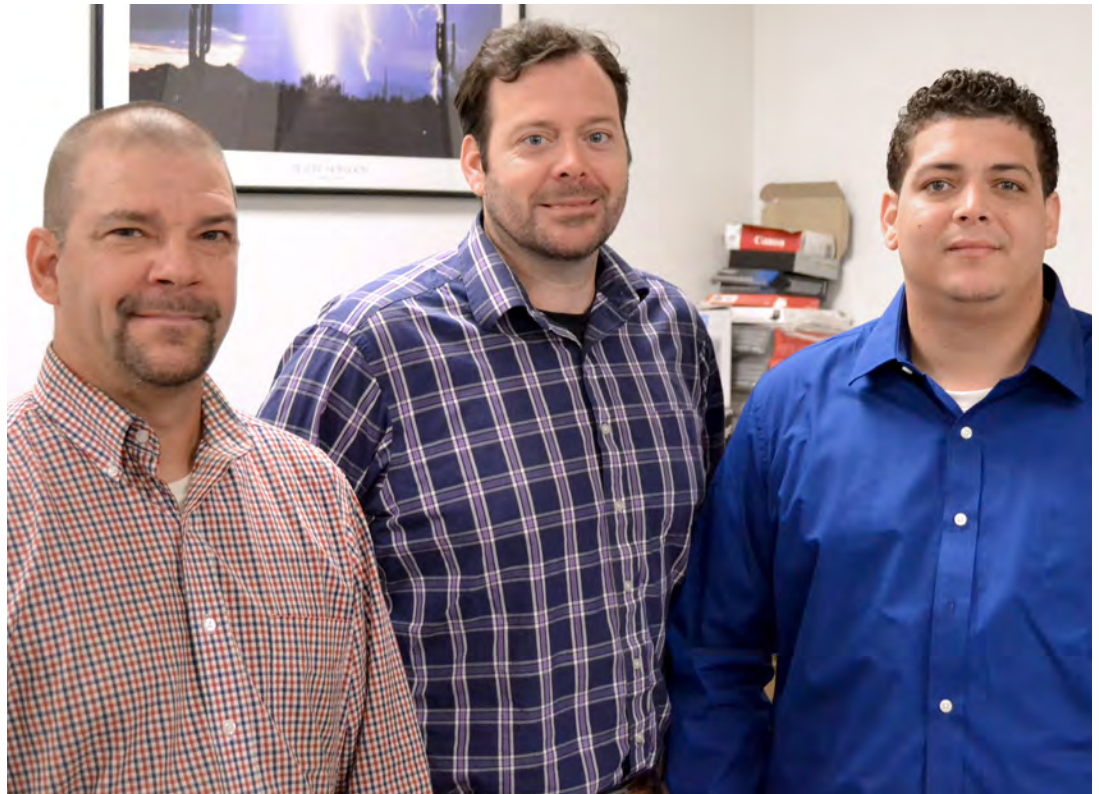
**bit.ly/ces\_videos**

Videos from C.E.S. divisions



**bit.ly/ceslinkedin**

C.E.S. page on LinkedIn



The IT staff at C.E.S. keeps everything running smoothly and efficiently, and are on call to find solutions. They are (from left) IT Manager John Hubert, Senior Systems Analyst Jesse Fallon, and Senior Systems Analyst Miguel Baez.



Proceeds from the 11th annual C.E.S. 5K Fall Classic held in 2018 helped the schools and programs of C.E.S. Information about the 2019 race on Oct. 19 is at [www.ces.k12.ct.us/5k](http://www.ces.k12.ct.us/5k).