

2020-21

# ANNUAL REPORT



Quality education through collaboration





## CES MISSION

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

## CES VISION

With a strong commitment from a diverse and highly qualified staff, Cooperative Educational Services (CES) is the primary educational resource for the communities we serve. We are a model of leadership promoting a community of lifelong 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 CES.

## EXECUTIVE DIRECTOR DR. CHARLES DUMAIS

CES 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 of nearly 114,000 students served by 11,085 certified educators.

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.

CES also serves as a model for direct educational programs via our School Readiness program, extensive Special Education and related services programs, 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 CES school programs.

CES 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. CES is the “go-to” resource to help area districts achieve these goals.

Agility ~ Impact ~ Relevance

Sincerely,



## ASSOCIATE EXECUTIVE DIRECTOR CHRISTOPHER LABELLE

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, and Title I, II & IX, 504 Coordination, and fingerprinting services. The office is also responsible for special projects and new business opportunities.

In 2020-21, the office oversaw the implementation of all COVID-19 processes and procedures for agency staff, students, and families. This included collaboration with local and state health officials throughout the pandemic and the timely dissemination of information to all stakeholders. Our efforts to consistently and effectively implement a suite of mitigation strategies, including timely contact tracing, resulted in CES remaining open to students the entire school year.

*Christopher La Belle*



## CES LEADERSHIP



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



**Christopher La Belle**  
Associate Executive  
Director



**Suzanne Clement**  
Early Childhood  
Coordinator



**Dr. Michael McGrath**  
Director of Special  
Education



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



**Margaret Sullivan**  
Director of Finance and  
Operations

### Retired June 30, 2021



**Esther Bobowick**  
Director of Professional  
Development Services



**Linda Page**  
Director of School  
Readiness



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

### New members of the CES Leadership Team as of 7/1/21



**Dr. Lori Elliott**  
Director of Professional  
Development Services



**Ivelisse Guzman**  
Director of School  
Readiness

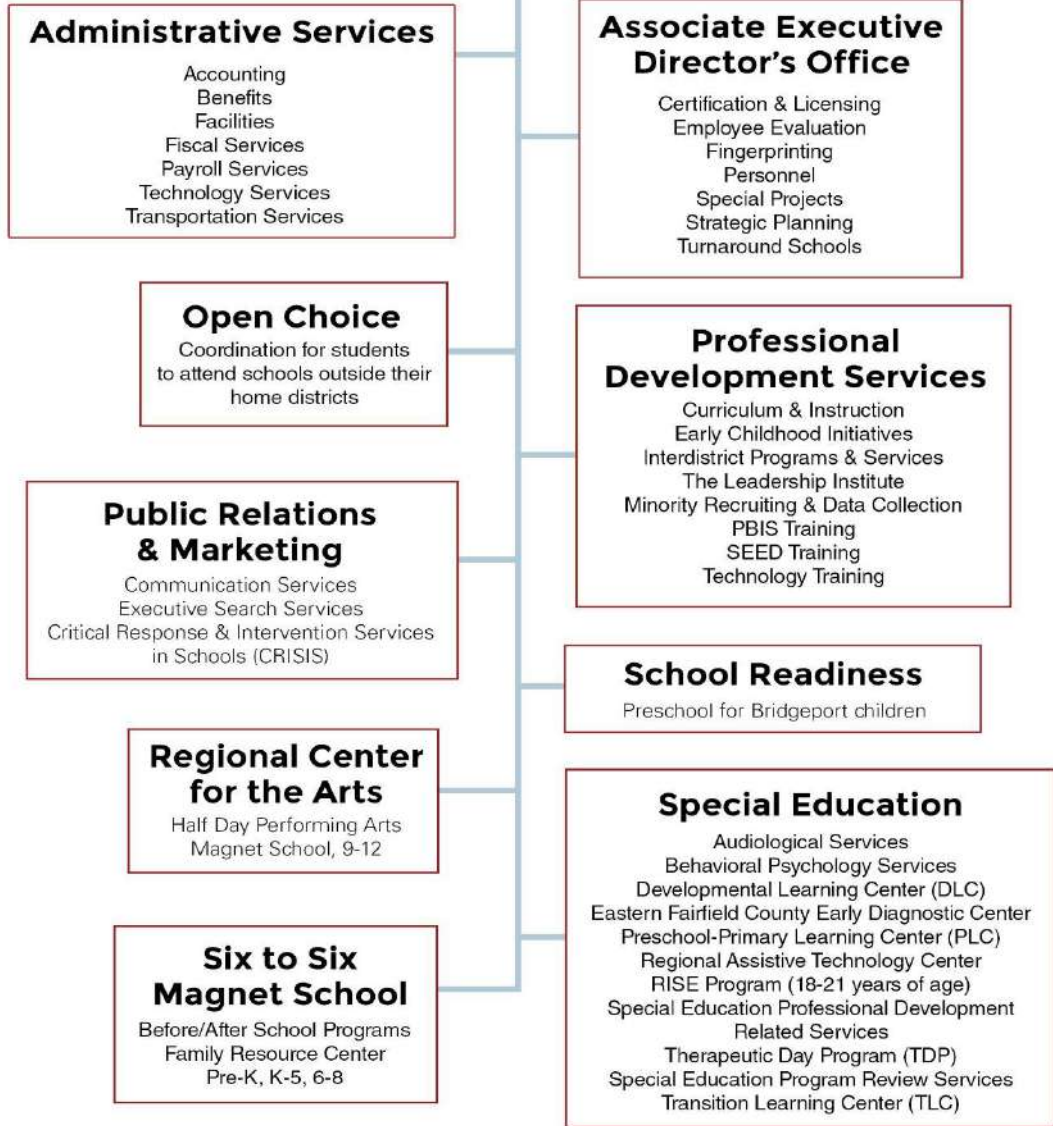


**Eric Nyquist**  
Principal of Regional  
Center for the Arts/Open  
Choice Coordinator

# ORGANIZATIONAL CHART

## Representative Council

### Executive Director



## CES LOCATIONS

### Central Offices

40 Lindeman Drive  
Trumbull, CT 06611  
203-365-8803  
[www.cestrumbull.org](http://www.cestrumbull.org)

### Six to Six Magnet School

601 Pearl Harbor St.  
Bridgeport, CT 06610  
203-365-8200  
[www.cestrumbull.org/six-to-six](http://www.cestrumbull.org/six-to-six)

### Regional Center for the Arts

23 Oakview Drive  
Trumbull, CT 06611  
203-365-8857  
[www.cestrumbull.org/rca](http://www.cestrumbull.org/rca)

### School Readiness

40 Lindeman Drive  
Trumbull, CT 06611  
203-365-8997  
[www.cestrumbull.org/sr](http://www.cestrumbull.org/sr)

### Special Education

25 Oakview Drive  
40 Lindeman Drive  
7 Cambridge Drive  
Trumbull, CT 06611  
203-365-8840  
[www.cestrumbull.org/sped](http://www.cestrumbull.org/sped)

### WorkspaceCT

16 Trowbridge Drive  
Bethel, CT 06801  
[www.workspacect.org](http://www.workspacect.org)



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

## 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 CES training and professional learning provided to school districts through evaluating services provided using a series of micro surveys.

### Goal 2

All CES 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.



TLC teacher David Cohen with a student at the 2021 graduation.

## CES REPRESENTATIVE COUNCIL

The CES 2020-21 Representative Council consists of the following members and their respective Boards of Education:

**Bridgeport:** John Weldon

**Darien:** Vacant

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

**Fairfield:** Trisha Pytko

**Greenwich:** Karen Hirsh

**Monroe:** Vacant

**New Canaan:** Vacant

**Norwalk:** Barbara Meyer-Mitchell

**Ridgefield:** Margaret Stamatis

**Shelton:** Kate Kutash and Kathy Yolish  
(alternate)

**Stamford:** Andy George (Vice President)

**Stratford:** Vincent Faggella

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

**Weston:** Melissa Walker

**Westport:** Karen Kleine (President)

**Wilton:** Debbie Low

## MEETING THE NEEDS OF OUR MEMBER DISTRICTS



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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 CES. 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 CES Representative Council and with the superintendents of member districts. All of the divisions at CES hold meetings with their constituents so our services are customized to meet the unique needs of each district.

The Leadership Institute at CES, 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.



*Read more about WorkspaceCT on Page 19.*

In partnership with EdAdvance, the Upper Fairfield County and Litchfield County RESC, we have opened a new, collaboratively run, facility in Bethel, Conn., that will serve as a learning center with a focus on creativity and innovation for students, teachers, administrators, and community members. WorkspaceCT represents a unique regional venture between two Connecticut RESCs that will serve a

large portion of the state, and allow CES and EdAdvance to better serve our communities, our regions, the RESC Alliance as we support the efforts of the Connecticut State Department of Education.

The Leadership Team at CES is comprised of the executive director, the associate executive director, director of special education, the director of finance and operations, an Early Childhood coordinator, 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



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### Professional Development Services

As the global pandemic continued, PDS staff remained dedicated to providing services representative of the innovative ideas and use of instructional technology tools that move schools closer to higher-level, 21st century teaching and learning. As our member districts experienced constantly shifting needs through the pandemic, the PDS team worked to support our educators in varied settings and delivery models, including live webinars and “lunch-and-learn” sessions, as well as opportunities for asynchronous professional learning.

### Regional Center for the Arts

As with most schools, RCA worked to provide students with a meaningful educational experience through the pandemic. This included multiple online performance opportunities as well as an outdoor spring concert. RCA students worked with a variety of guest artists virtually including Mina Hartong (standup comedy), Jenna Sterns (media), the Mandela Theatre in Kathmandu, Nepal (acting), and a wide range of music performers.

### School Readiness

A positive lesson we learned from the pandemic was the many ways we communicate with our families. Teachers reached parents through emails, text messages, phone calls, online meetings, and an Internet platform called ClassDojo. Teachers shared photos, videos of classroom activities, messages, and learning experience plans on ClassDojo. We will continue to use ClassDojo as an additional way to build and sustain school-family relationships.

### Six to Six Magnet School

This past year, Six to Six prioritized health, safety, and well-being given the context of Covid. We continued important curriculum revision and updated technology to ensure every student was equipped with a 1-to-1 device to access the curriculum. The school-based Instructional Leadership Team designed new processes for teacher collaboration, parent and family outreach, and tracking students' academic performance in the virtual space.

Six to Six continues to focus on data-driven decision-making, differentiated instruction, and tiered interventions and supports to ensure student growth. Despite challenges of the pandemic, students continued to demonstrate growth in all areas of learning and they were welcomed into a safe, happy, and caring school environment each day.

### Special Education

The division provided high-quality services to approximately 350 students, with 50 of those educated via remote learning at parents' request. Some older students received services in the community and at Sacred Heart University (RISE program). Despite the particular and severe challenges of the pandemic, all programs were able to remain open for the entire school year.

Due to the pandemic, many districts found themselves out of compliance with required student evaluations and we were able to support these districts by expanding our diagnostic and evaluation services in multiple languages.

The Behavioral Services unit provided greater levels of training and support to professional and paraprofessional staff at districts in the CES region. Much of this was done in a virtual format.

Through the RESC Alliance, the division provided training and support for professionals statewide. These areas included Assistive Technology Communities of Practice and Technical Assistance, School Psychology Communities of Practice, Life Course Planning training, regional transition fair, and guidance in the development of the new IEP rollout and training.

We also took the lead in developing training materials for families and professionals. Examples include co-authoring an Autism Guidebook and presenting two workshops at a state conference (Redefining Norms for Students with Disabilities in a Virtual Learning Environment and Creating a Positive School Community from a Distance).

The division continues to maintain valuable partnerships with Connecticut's Beardsley Zoo, Kennedy Center, Sacred Heart University and the Leir Foundation.



## CHANGES IN THE FUTURE



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### Professional Development Services

Understanding the cultural needs of a diverse staff and student body as well as the school community is important to the success of all school systems. The continued racial unrest of this past year has stimulated the PDS team's work in the area of equity, diversity, and inclusion. As such, it will offer multiple entry points for teachers and leaders to have conversations about social justice and equity. PDS will continue to lead a CES Social Justice and Equity Advisory Team that will look at the agency's own practices, policies and procedures to identify bias and improve equity and community. PDS sees 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. An updated PDS website will ensure an easier access point for our region's educators to explore concrete examples of how the PDS team can support all educators through their professional journey.

### Regional Center for the Arts

During the 2021-22 school year, RCA will hopefully return to a live performance schedule as CDC guidelines allow. RCA will also offer a course in marketing and branding — an important contemporary aspect of the business of theatre and musical theatre. The musical theatre department will emphasize vocal technique through more individualized voice lessons.

### School Readiness

School Readiness staff and families will welcome Ivelisse Guzman as the new Director of our Program. School Readiness staff will continue to participate on the Social Justice and Equity Advisory team, with our representative sharing information from the team to our staff



members. This next school year will see the implementation of RULER in each classroom's daily practice, with students and families being introduced to the program's concepts.

### Six to Six Magnet School

Six to Six Magnet School will continue to align and refine curriculum with a priority focus on high-quality interventions, including enhanced social, emotional, and behavioral supports given our students' post-pandemic needs.

### Special Education

The division's goal is to remain on the cutting-edge of technical changes that directly impact the delivery of specialized instruction to students with disabilities. The division will provide high-quality training experiences that focus on all aspects of service delivery, 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 State Department of Education, Bureau of Special Education to provide a number of special education initiatives statewide. In particular, CES will regionalize support for school psychologists through Communities of Practice (CoPs) across the areas represented by the six Regional Educational Service Centers (RESCs). We will be a training resource for new initiatives on topics such as Assistive Technology, Least Restrictive Environment, PPT Leadership, and rollout of new IEP.

The division will expand bilingual psychological and educational evaluation services.

Through our partnership with the Leir Foundation we will continue to teach students to build confidence and independence, while developing appropriate skills.



### Regional Center for the Arts

The Regional Center for the Arts is a part-time interdistrict magnet school in Trumbull, Conn. Our mission is to bring together students 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, engaging citizens.

We offer our high school students an opportunity to develop their creative potential by working with working professionals in their chosen field, with the dual aims of having them understand themselves and others, while learning the skills and techniques that will enable them to



Students at the “Taste of RCA” summer camp in July 2021.

continue on to further study and a career in the performing arts if they choose to do so. After taking core academic courses at their district schools, students are transported to RCA from 1:30-4:45 p.m. to take classes in dance, music, voice, theatre, musical theatre, creative media and film, and technical theatre.

Enrollment has declined over the past few years due to numerous factors, including the recruitment challenges that were a result of the pandemic, as well as the increase in state credit requirements for high school graduation. Last year, official enrollment dipped to 177. A goal of the new RCA leadership is to increase enrollment by revamping

the recruitment process and increasing visibility of our performing ensembles in the public eye over the next three years. In addition, we held a highly successful preview camp for middle school students titled “A Taste Of RCA” in July 2021. We are also exploring the possibility of a partnership with Sacred Heart University, which is introducing a music major to its course offerings.

While public performances are an integral part of a student’s experience, we were unable to provide live public performances in 2020-21, but we are exploring creative ways to present public performances safely in 2021-22, based on CDC and state recommendations.

Our parent organization, Parents of Performing Students (POPS) is an active partner in supporting our students. Among other activities, POPS awards scholarships to college-bound seniors who major in performing arts at the next level and continue onto a career in the performing arts if they choose to do so. After taking core academic courses at their district schools, students are transported to RCA from 1:30-4:45 p.m. to take classes in dance, music, voice, theatre, musical theatre, creative media and film, and technical theatre.

### Executive Searches

As an educational service agency, the CES mission is to identify and provide quality educational opportunities for educators, students, families, and communities. We provide school districts with high-quality, cost-effective educational and support services. There is no other Connecticut educational search firm as committed to the success of schools as we are. Members of our team are certified practitioners of the competency-based interview process developed by leadership expert William Bryan of The Bryan Group. We bring state-of-the-art behavioral science to the art of search selection, and provide districts with the absolute highest likelihood of success in identifying and securing a candidate with whom the Board of Education will have a sustainable, strong working relationship.

Our executive search services are led by a team of distinguished educational leaders. Our principal search consultants have served as Connecticut superintendents and have performed numerous successful searches in urban, suburban, and rural school districts. Our consultants are supported by an extensive team of professionals who have the resources to facilitate a smooth and effective search process. Through preparation for the search, guidance during the search, and support after the search, our team will ensure that the new superintendent is not only the best fit, but also that the Board and the superintendent will be best positioned to work well together.



### 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 have a parent who works or attends school in Bridgeport. Our hours are 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, and development and learning are



*Luau Day at School Readiness*

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 interests 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.

### Open Choice

Serving as the basis for planning are the CT Early Learning and Development Standards for Birth to Five (CT ELDS), which detail what children should know and be able to do. 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.

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 will be available based on enrollment numbers, and students are chosen through a lottery from the pool of applicants. Each year we receive more than 700 applications from families hoping to have their children involved in Open Choice. For the 2020-21 school year, there were 267 students from Bridgeport attending school in Easton/Region 9, Fairfield, Trumbull, Weston and Westport through Open Choice. For the 2021-22 school year, we expect the participation number to be 296 due to increased seat offerings from local districts. We also coordinate the enrollment of approximately 30 suburban students who attend Bridgeport Military Academy.

Beginning in January 2022, we will accept applications for students from Norwalk and Danbury as part of the state's plan to expand Open Choice to other areas of the state.



### Special Education

Programs within the division offer a variety of specialized services for students with significant disabilities. These programs provide both 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 2020-21, the division provided special education placements for 352 students and extended-year services to 239 students.

**Preschool-Primary Learning Center (PLC)** is for students ages 3-12 who fall within the Autism Spectrum Disorder continuum. PLC utilizes a low student-to-staff ratio, positive behavioral support, functional communication training, transactional supports inclusive of extensive use of visual supports, sensory diets, academic and functional academic instruction and highly trained lead-support instructional teams. In 2020-21, PLC served 63 students from 14 school districts.

**Developmental Learning Center (DLC)** is an intensive program for students 12-21 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 middle 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 center-based and community-based instructional experiences. In 2020-21, DLC served 66 students from 17 school districts.

**Transition Learning Center (TLC)** is a regional program for students ages 18-21 with developmental disabilities including Autism Spectrum Disorders and Intellectual Disability. Students benefit from an individualized transition program 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. 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. Social and personal management skills are enhanced through a variety of transition activities. Social/recreational experiences utilize community resources in order to generalize learned skills to real life settings. In 2020-21, TLC served 37 students from 15 districts.

**Reaching Independence through Supported Education (RISE)** is a regional program for students with limited cognitive functioning, 18 to 21 years of age, on the campus of Sacred Heart University. 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. In 2020-21, RISE provided placements for 13 students from eight school districts.

**Therapeutic Day Program (TDP)** is for students from grades K-12 who present 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 build and develop each student’s academic, behavioral, emotional and social functioning. In 2020-21, TDP served 173 students from 37 different school districts.

**Special Education Related Services Unit** provides a variety of consultation, diagnostic and therapy services for students with disabilities. This unit also aims to address special education inservice needs of personnel who work with students with disabilities.

**Audiological Services** provides audiological evaluations, auditory-processing evaluations and classroom consultation for students referred by school districts. In 2020-21, there were 117 evaluations and re-evaluations and 130 hours of consultation services to students in 17 districts.

**Behavior Psychology Services** involves delivery of assessment, consultation and training services via CES specialists in areas of applied behavioral analysis and positive behavior intervention and support. In 2020-21, the program provided training, technical assistance and weekly consultation to classrooms for students with a variety of disabilities for districts statewide.

**Professional Development Services** responds to local school district needs for inservice training/workshops on topics related to special education. In 2020-21, we provided five Physical Management Training (PMT) sessions to 83 newly hired CES staff.

**Regional Assistive Technology Center** provides evaluation and consultation services to school district staff to assist in determining technology needs for their students. In 2020-21, the center provided 40 evaluations and 38 individual consultations and attended 18 PPTs, as well as provided 14 trainings to students/staff and parents from 14 districts.



### Professional Development Services

During 2020-21, the PDS team continued to provide professional learning and coaching although the delivery of these services was more live and online than in-person due to the global pandemic. The team still provided workshops, training sessions, coaching, and technical assistance sessions to member districts. Topics included several sessions focused on National Association for the Education of Young Children (NAEYC) tools, standards, assessments, and portfolio observation tools; distance learning by design; implementing research frameworks; student-led inquiry and informed action; TEAM; implicit bias and the power of words; math and social-emotional learning; equity and diversity; supporting infant and toddler social emotional development; introduction into blended learning and advanced work in blended learning; play-based literacy; building administrative and staff sensitivity during a global pandemic; honoring diversity in authentic family engagement; preparation for the CT Foundations of Reading Survey; ensuring LGBTQ inclusivity in our schools; and Praxis preparation. We also held several virtual sessions for educational leaders.

The statewide registration for district membership in CTREAP continues to be coordinated by PDS. In 2020-21, a total of 245 schools and districts registered to use the employment recruitment service.

**The Leadership Institute at CES**, in a typical year, offers various professional development options, including the Administrator Aspirant program, the New Administrator Induction program, and the Academy for Teacher Leadership at CES. With all of these valuable programs paused because of the pandemic, the Leadership Institute's Board of Trustees sought a way to continue offering services to new and veteran administrators. The board members designed the Just in Time series to provide short sessions on important topics that school leaders face but may not have had training opportunities during their preparation to become administrators. The series consisted of 30-minute, virtual sessions with experienced school leaders leading discussions on topics such as school trauma, email overload, school construction, staff communication, time management, and more. Presenters included CES Executive Director Dr. Charles Dumais, RCA Principal Dr. Mark Ribbens, CES Special Education Director Dr. Michael McGrath, and Natalie Hammond.

Collaborative networks continued throughout the year for our districts, and included:

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

**TEAM: Teacher Education and Mentoring** With some state funds for TEAM reinstated this year, CES TEAM Field Staffer Lyn Nevins updated district facilitators in the region 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:

- Six three-day initial support trainings for new mentors/cooperating teachers.
- Two Initial Reflection Paper Trainings for new reviewers.
- Two District Facilitators meetings.
- Orientation trainings/information sessions for beginning teachers and mentors in Stratford, Stamford, and Easton/Redding/Region 9.
- Provided 87 chief reviews of new teacher papers.

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

**CES Early Childhood (EC)** specialists provided training, consultation, technical assistance and coaching to early care and education programs throughout Fairfield County. These services included 30 virtual workshops for early childhood professionals in addition to ongoing state and local projects. Through funding from the CT Office of Early Childhood, CES has delivered NAEYC Accreditation Support and has served a lead role in coordinating statewide coaching and training around Standards, Curriculum and Assessment, and training support around Core Knowledge and Competencies for Early Childhood professionals. CES has been a part of Governor's Emergency Education Relief (GEER), the first OEC project focused on technology accessibility and early childhood technology practices. Through funding from the Connecticut State Department of Education, CES continues to be part of the development and facilitation of statewide forums and roundtables for early childhood special education teachers and administrators, and through funding from the CT Department of Health, CES has supported programs engaged in GoNAPSACC (Nutrition and Physical Activity Self-Assessment for Child Care).



*The 2021 graduates wait for ceremonies to begin.*

### Six to Six Magnet School

The Six to Six Interdistrict Magnet School is a regional magnet school serving students from three years old through eighth grade. The magnet school focus is mathematics, science and technology. We have developed long-standing partnerships with the Maritime Aquarium in Norwalk, the Eli Whitney Museum, and the Goldstone Apple Valley Remote Telescope program through NASA.

Six to Six has adopted the Comer/Zigler model (CoZi) of school governance and family support. Our School Planning and Management Team (SPMT) consist of representatives from all constituencies.



*Staff at Six to Six.*

The SPMT has led initiatives on the development of our School Improvement Plan, school-family-community partnerships, and school procedures. The school is open from 6:00 a.m. to 6:00 p.m. to provide high quality before and after school care, hence its name as the Six to Six Interdistrict Magnet School.

Six to Six understands the social curriculum is as important as the academic curriculum. Therefore, we

incorporate strategies in our classrooms that bring together social and academic learning throughout the day through the implementation of Positive Behavioral Interventions and Supports and Responsive Classroom.

Enrollment at Six to Six is through an application/lottery process that was developed to ensure diversity in our student population. In 2020-2021, there were 454 students enrolled at the school.



### Administrative Services

**The Fiscal Services Office** oversees CES'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 \$55 million budget, including:

- Annual budget development and monitoring
- Receipt and disbursement of all agency funds
- Annual financial audit including all state and federal 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 Office is responsible for benefit enrollment, administration and processing of all employee health, dental, disability, life and 403(b) programs.

**Facility Services** is responsible for the operation of all CES buildings, 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. In addition, 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.

#### Facility Service projects in 2020-21

- **25 Oakview Drive:** Replace sound/projection system in conference room
- **40 Lindeman Drive:** Installation of video/sound conferencing systems in PDS conference rooms and boardroom
- **7 Cambridge Drive:** Renovation of student restrooms and construction of a nursing station

**Information Technology Services** coordinates network and telephone services between CES 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.

#### IT projects in 2020-21

- Completed full migration to Google domain and decommissioned all existing file servers
- Implemented Verkada camera solution at 25 Oakview Drive
- Phased out Barracuda e-mail filtering and Menlo Security url rewriting
- Began application servers' migration to the Cloud

**Transportation Services** oversees a fleet of 40 vehicles that CES owns and operates to provide specialized student transportation to member and non-member districts. Each year, CES 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. CES also has a contract with Norwalk Transit District to operate eight CES-owned specialized vehicles to transport elderly and disabled individuals.

CES has an aggressive preventative maintenance program whereby each vehicle is inspected and serviced on a regular 90 day schedule as well as inspections by drivers before and after each trip. CES follows Connecticut and Department of Transportation rules requiring every driver to have a pre-employment drug test and random drug and alcohol tests throughout employment. All CES transportation vehicles are equipped with GPS and two-way radios allowing continuous communication with, and monitoring by, dispatchers.

#### 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
- CES cell phone service and inventory
- Student Data Privacy in accordance with Connecticut statutes
- Purchasing and distribution of agency-wide Personal Protective Equipment related to Covid

## CES 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				2	7
<b>Executive Search Services</b>											X	X					2	4
<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	X	X		16
→ Early Childhood Council	X	X	X	X	X	X		X	X	X	X	X	X	X		X		14
→ High School Math Council	X	X		X			X	X	X		X	X	X	X	X		1	12
→ Leadership Institute at Cooperative Educational Services			X	X	X	X	X	X			X							7
→ Library Media Council / Regional Tech Coordinators			X				X									X		3
→ Math Council		X	X	X		X	X	X		X		X	X	X	X	X	1	13
→ Reading/Language Arts Council			X		X					X		X	X					5
→ Social Studies Council		X		X			X	X		X		X		X	X		1	9
→ Science Council			X		X	X				X		X	X					7
→ TEAM Initial Reviewer Training	X	X		X		X					X					X	1	7
→ TEAM Initial Support Training		X	X	X	X		X	X		X	X	X			X		1	11
<b>Regional Center for the Arts (RCA)</b>	X		X	X		X	X	X	X	X		X	X	X		X	2	14
<b>School Readiness</b>	X											X	X				1	4
<b>Six to Six Magnet School</b>	X			X	X					X		X	X				15	21
<b>Special Education</b>																		
→ Developmental Learning Center (DLC) - School Year	X				X			X	X	X	X	X	X				9	17
→ DLC/PLC/TLC - Summer	X		X	X		X	X	X	X	X	X	X	X	X	X		13	26
→ Preschool-Primary Learning Center (PLC) - School Year	X				X		X	X		X	X	X					7	14
→ RISE Transition Program	X		X			X						X		X	X		2	8
→ Therapeutic Day Program - School Year	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	19	35
→ Therapeutic Day Program - Summer	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	14	30
→ Transition Learning Center (TLC) - School Year	X		X	X		X		X	X	X	X	X	X				5	15
<b>Special Education Related Services</b>																		
→ Assistive Technology				X	X			X		X				X	X	X	7	14
→ Audiological			X	X	X	X				X		X	X	X	X	X	7	17
→ Behavioral Psychology	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		75	90
→ Consultation/Diagnostic Services		X		X										X		X		4

## CES INFORMATION TECHNOLOGY SERVICES

The IT staff at CES upgrades the agency's technology and keeps it running smoothly and effectively at multiple locations.



**John Hubert**  
Director of Internet  
Technology



**Jesse Fallon**  
Senior Systems Analyst



**Steve Ambrogio**  
Systems Analyst



**Gerson Rivera**  
Systems Analyst



# CES FINANCIAL INFORMATION

## Budgets as of July 1, 2021

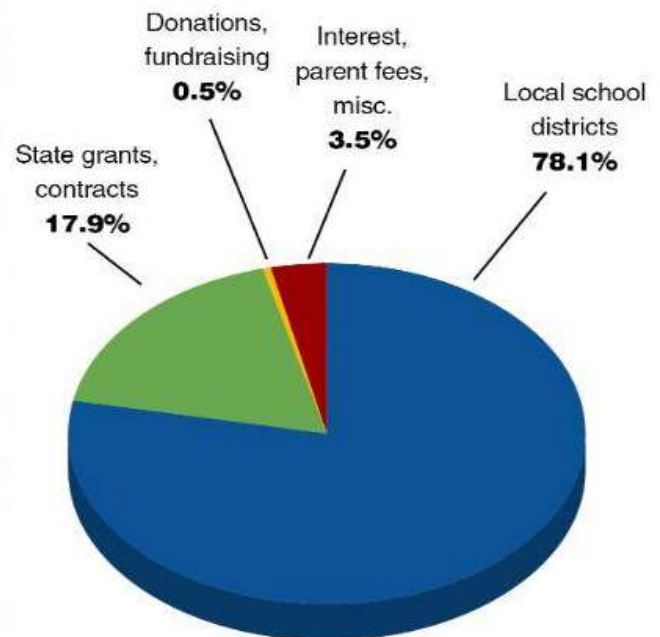
L = Local S = State F = Federal

CENTRAL ADMINISTRATION		
Administrative Services	1,302,094	L
Office of Executive Director	626,123	L
Executive Searches	104,973	L
Facility Cost Centers	3,315,799	L
Internet & Technology Services	1,092,648	L
Legal & Professional Costs	25,000	L
Office of Associate Executive Director	446,782	L
Public Relations and Marketing	111,180	L
5K Race	15,250	L
INTERDISTRICT MAGNET SCHOOLS AND SCHOOL CHOICE		
Enhancing Education Choices/Opportunity	137,230	S
Regional Center for Arts	1,718,147	L,S
School Choice/Transportation	1,525,310	S
Six to Six Magnet School	8,464,185	L,S
School Readiness Program	1,326,169	L,S
PROFESSIONAL DEVELOPMENT SERVICES		
Administration	455,500	L,S
CT REAP	152,799	L
Educational Leadership	101,120	L
Professional Development	733,725	L,S,F
Special Projects	3,172,873	S,F
SPECIAL EDUCATION		
Administration	806,028	L,S
Assistive Technology	248,264	L
Developmental Learning Center - Summer	832,551	L
DLC/Preschool Learning Center	12,705,227	L
Rise Transition Program	475,993	L
Therapeutic Day Program	11,114,837	L
Therapeutic Day Program - Summer	464,937	L
SPECIAL EDUCATION - RELATED SERVICES		
Audio Maintenance	187,291	L
Medical	33,634	L
Physical Education	30,400	L
Professional Development	319,320	L
Behavioral Psychological Services	427,850	L
SPECIAL REVENUE FUNDS		
WorkspaceCT	499,000	L
TRANSPORTATION		
Transportation - LEA	1,149,940	L,S
Transportation - Elderly (Norwalk)	914,578	L,S,F

## Expenditures 2020-21

Building Operations	4,300,565
Central Administration	3,169,561
Interdistrict Magnet Schools	9,140,700
Professional Development Services	1,590,123
Open Choice	1,572,010
School Readiness	1,234,567
Special Education	24,642,176
Title I, II, III	190,797
Transportation	1,802,003
<b>TOTAL EXPENDITURES</b>	<b>47,642,502</b>

## Funding sources 2020-21



## CES INTERAGENCY RELATIONSHIPS



www.cestrumbull.org

### 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 Co. • ARI in Stamford • Arts for Healing • Association of Educational Service Agencies (AESA) • Autism Services and Resource Center

### B

Bagel King • Barnes & Noble • Best Buddies • Better Lessons • Board of Education Services for the Blind • Boys & Girls Village • Blanchette's Sporting Goods • Bounce You • Bridge House • Bridgeport Alliance for Young Children • 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 Dept • Bridgeport Higher Education Alliance • Bridgeport Hospital • Bridgeport Parks Department • Bridgeport Police Dept • 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 • Connecticut's Beardsley Zoo • 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 Charts-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 • 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. • Real Learning, 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 Dept • Stratford Theatre

### T-U-V-W-Y

Tauk Family Foundation • Teachers' College/Columbia University • Team Toys 4 Kids • TED Masterclass • 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)

## CES FOUNDATION

The CES Foundation was created in 2007 with the mission of enhancing learning opportunities for students of CES educational programs, including enrichment grants to CES educators. Since inception the foundation has funded more than \$239,800 for



mini-grants to CES educators, program grants for CES schools and programs, and professional development grants for educators in the agency's member districts.

Applicants go through a rigorous application process and present evaluations to the Board of Directors annually. The classroom-based mini-grants are designed to foster creativity and extend the classroom learning experiences beyond the regular curriculum. The program grants encourage full school or program experimentation and research in best and promising practices that not only enhance the learning opportunities for CES students but also may be shared with CES member districts.

Once the success of mini-grants and program grants have been demonstrated, it is expected that the concepts and experiences will be embedded into the regular operating budget. For more information, visit [www.cesfoundation.org](http://www.cesfoundation.org).

### 2020-21 Projects

Four mini-grants were awarded to CES educators in Special Education, School Readiness and the Regional Center for the Arts.

- Preschoolers were provided more access to technology and social-emotional learning opportunities;
- TDP students had opportunities to expand their thinking and problem-solving skills through games;
- RCA students were able to take a virtual Master Class with a standup comedienne.



### Donating Opportunities

Donors are encouraged to give to the CES Foundation and all contributions benefit CES students and programs. There are a number of ways to give:

**AmazonSmile:** When you visit [smile.amazon.com](http://smile.amazon.com) and designate Cooperative Educational Services Foundation, Inc., as your favorite charity, every purchase you make through Amazon generates a donation to the Foundation. It's easy and costs you nothing.

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

**United Way:** Designate the CES Foundation as your beneficiary charity.

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

*Questions about the CES Foundation should be directed to Barbara Pace at 203-365-8803 or [paceb@cestrumbull.org](mailto:paceb@cestrumbull.org).*



## WORKSPACECT



www.cestrumbull.org



CES Executive Director Dr. Charles Dumais prepares to cut the ribbon while CES Associate Executive Director Chris La Belle (left) and EdAdvance Associate Executive Director Jonathan Costa (right) watch.

CES and EdAdvance, the Regional Educational Service Center for Litchfield County, jointly opened WorkspaceCT in June 2021 to expand educational opportunities in Bethel and the rest of western Connecticut.

CES and EdAdvance acquired the 32,000-square-foot building and 5 acres from Workspace, which provided families room to home-school their children. The former Cannondale bicycle factory resembles a large, red barn and offers rooms fully furnished for a wide variety of educational opportunities and purposes.

Learn more about the facility and opportunities there at [www.workspacect.org](http://www.workspacect.org).

## CONNECT WITH CES



[bit.ly/cesonfb](https://bit.ly/cesonfb)  
**CES Facebook**

[bit.ly/6to6onfb](https://bit.ly/6to6onfb)  
**Six to Six Facebook**

[bit.ly/rcaonfb](https://bit.ly/rcaonfb)  
**RCA Facebook**

[bit.ly/cesschoolreadiness](https://bit.ly/cesschoolreadiness)  
**School Readiness Facebook**



[@CES\\_Connecticut](https://twitter.com/CES_Connecticut)  
**CES Twitter**

[@charlesdumais](https://twitter.com/charlesdumais)  
**CES Executive Director Dr. Charles Dumais**



[bit.ly/cesinstagram](https://bit.ly/cesinstagram)  
**CES Instagram**

[bit.ly/rcainsta](https://bit.ly/rcainsta)  
**RCA Instagram**



[bit.ly/ces\\_videos](https://bit.ly/ces_videos)  
**Videos from All CES divisions**



[bit.ly/ceslinkedin](https://bit.ly/ceslinkedin)  
**CES LinkedIn**

*"It is the policy of C.E.S. that no person shall be excluded from participation in, denied the benefits of, or otherwise discriminated against under any service or program on account of race, color, religious creed, age, marital or civil union status, national origin, sex, sexual orientation, gender identity or expression, ancestry, residence, present or past history of mental disorder, mental retardation, learning disability or physical disability including, but not limited to, blindness, or pregnancy and provides equal access to the Boy Scouts and other designated youth groups. Inquiries regarding C.E.S. nondiscrimination policies should be directed to the Associate Executive Director's office, C.E.S., 40 Lindeman Dr., Trumbull, CT 06611; 203-365-8831."*