

COOPERATIVE EDUCATIONAL SERVICES

2019-20 ANNUAL REPORT



Quality education through collaboration



40 Lindeman Drive, Trumbull, CT 06611 ♦ www.ces.k12.ct.us
One of Connecticut's six Regional Educational Service Centers



>> C.E.S. Mission

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

>> 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 Dr. Charles Dumais



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 105,000 students served by 11,300 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.

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 Christopher La Belle



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 2019-20, the initial stages of Frontline Time & Attendance implementation was in progress until the agency closure due to COVID-19. From March, the office focused on assisting school leaders in the development and implementation of distance learning.

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



Suzanne Clement
Early Childhood
Coordinator



Dr. Michael McGrath
Director of
Special Education



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



Linda Page
Director of School
Readiness Preschool



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

SIX TO SIX MAGNET SCHOOL

601 Pearl Harbor St., Bridgeport, CT 06610
203-365-8200
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

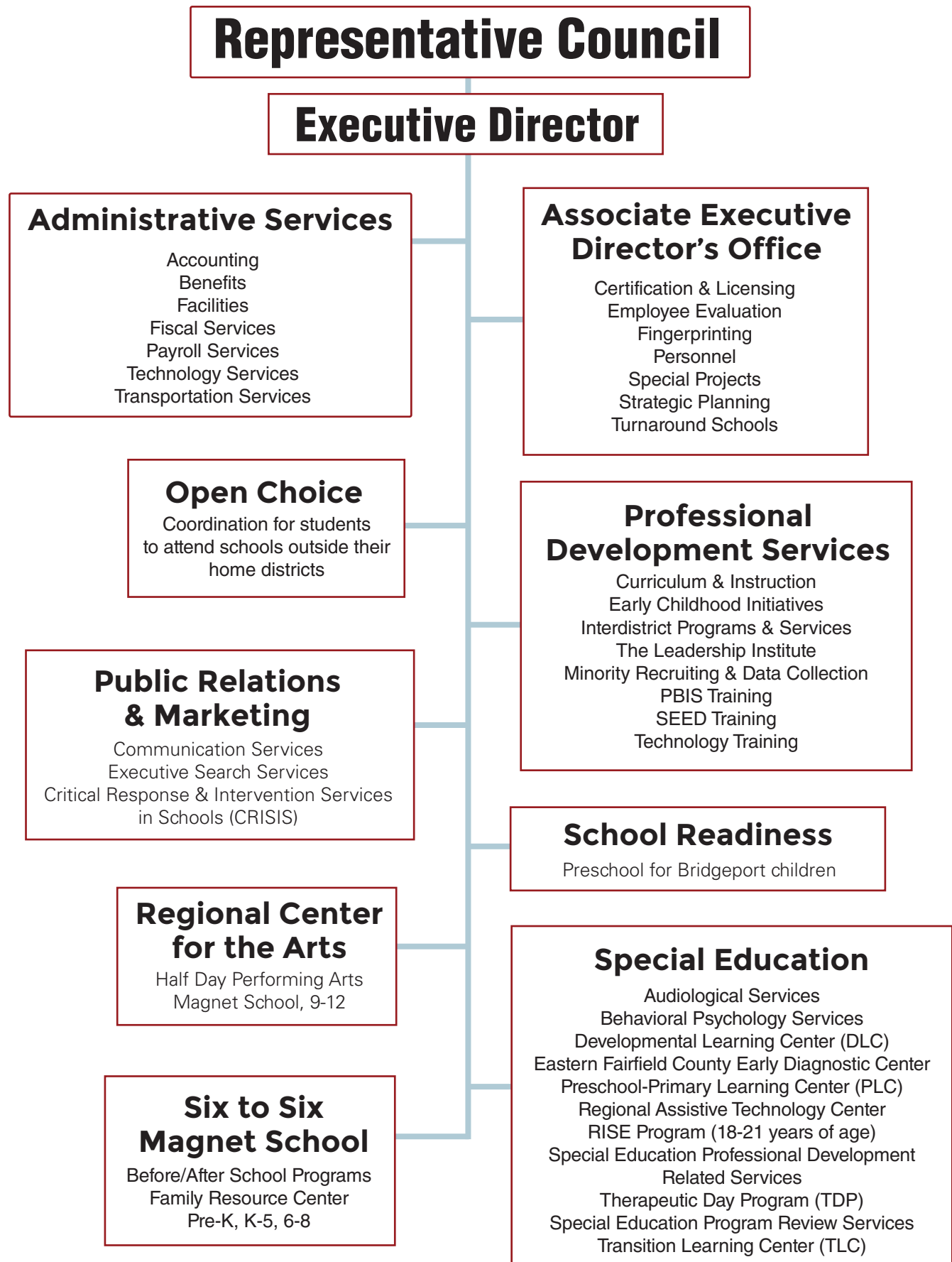
SCHOOL READINESS

40 Lindeman Drive, Trumbull, CT 06611
203-365-8997
www.ces.k12.ct.us/sr

SPECIAL EDUCATION

25 Oakview Drive, Trumbull, CT 06611
40 Lindeman Drive, Trumbull, CT 06611
7 Cambridge Drive, Trumbull, CT 06611
203-365-8840
www.ces.k12.ct.us/sped

>> C.E.S. Organizational Chart





>> 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.' 2019-20 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: Alan Vaglivelo

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

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, 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

PROFESSIONAL DEVELOPMENT SERVICES

- PDS staff began looking at how its services could become more representative of the innovative ideas and use of tools that move schools closer to higher-level 21st century skills. The department added a Technology and Innovation Specialist who began leading internal staff through weekly sessions on creativity and innovation to introduce new pedagogical approaches and tools to enhance student learning and teacher growth. The team also began to think about accessibility of services and, with the support of C.E.S. administration, planned for the installation of high-tech distance learning equipment that would offer better in-house presentations, live streaming and virtual training. This was a timely decision because in March 2020, all staff and services were delivered remotely as COVID-19 changed the world and how PDS would continue to support member districts in the future.

REGIONAL CENTER FOR THE ARTS

- During the 2019-20, RCA continued to offer work to provide students with learning experiences unavailable in their home school. The school hosted two — artists-in-residence — Justin Cimino in theater and Daniel Bernard Roumain in music. We also hosted master classes by the Yuvani Dance troupe, Kalyani Nagarajan, and others.



SCHOOL READINESS

- School Readiness entered into year two of a 3-year implementation of the Yale RULER Emotional Intelligence program. Two staff members and the director formed a School Readiness Implementation team and participated in two full days of training in August. This team introduced the concepts of RULER training to the entire School Readiness staff and provided staff trainings throughout the school year. In addition, the implementation team met with the Yale RULER trainers and other community implementation teams for two seminars during the school year.
- School Readiness staff geared up quickly to provide distance learning to our students throughout our closure due to the pandemic crisis. Teachers became proficient in leading Zoom meetings with families and children several times each week. Teachers provided learning experi-

ences and social stories during Zoom meetings and posted on Class Dojo. Activity packets were distributed to families and teachers communicated with parents through emails, text messages, phone calls, and online meetings.

- Teachers participated in online Early Childhood professional development, which included coaching sessions with the C.E.S. Early Childhood consultant.

SIX TO SIX MAGNET SCHOOL

- This past year, Six to Six prioritized continued curriculum revision and updated an electronic assessment design. The school-based Instructional Leadership Team designed new processes for teacher collaboration and revised our data team processes for looking at student work and performance toward grade-level standard. We continue to refine our intervention processes to ensure every child progresses.

- Six to Six continues to focus on data-driven decision-making, differentiated instruction, and tiered interventions and supports to ensure student growth. Students continued to demonstrate growth based on curriculum-based assessments in all content areas.

SPECIAL EDUCATION

- The Division of Special Education engaged with Shelton Public Schools to conduct a Comprehensive Program Review of Special Education. The goal of this service is to collaborate with partner districts in identifying not only potential barriers but also, more importantly, key assets that lend support to both capacity-building and student success.

- 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. As part of the RESC Alliance, the CCE assisted the Connecticut State Department of Education's Bureau of Special Education in implementing Communities of Practice for school psychologists across the state.

» Changes in the Future

PROFESSIONAL DEVELOPMENT SERVICES

- The PDS focus will continue to be aligning with district needs. The focus will also continue to be on curiosity, culture, coaching and capacity but in a blended learning environment as schools change their learning environments because of COVID-19. The department will launch a virtual coaching program, offer the usual varied subject area councils virtually, and support all teachers whether in a virtual format or face-to-face. PDS will explore and model the use of new tools.
- Understanding the cultural needs of a diverse student body and school community has always been a necessity. The racial unrest of this past year has stimulated the PDS team's work in the area of diversity and it will offer multiple entry points for schools to have conversations about social justice and equity. PDS will continue to lead a C.E.S. 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.
- PDS will continue its Innovation and Design Thinking series.
- Other new initiatives include:
 - A regional coach's consortium
 - Conversations About Social Justice and Equity
 - Enhancing Google Classroom
 - Supports for the Asynchronous Teacher
 - New Tools in Formative Assessment
 - Coaching for Blended Learning
 - Robust sessions from our early childhood staff on how to use the new DOTS assessment for preschools

REGIONAL CENTER FOR THE ARTS

- In the 2020-21 school year, RCA will implement more closely aligned offerings in creative media and theater technology. New this year will be a revised curriculum and course sequence in theater to better serve te students.

SCHOOL READINESS

- As the program reopens, the focus will continue to be directed to providing a safe and caring learning environment through the adoption of clear safety protocols. Teachers will participate in workshops addressing the creation of trauma sensitive classrooms.
- Year three of the Yale RULER Emotional Intelligence program will provide a concrete introduction to addressing the feelings of students, families, and staff members throughout the school day. The RULER program will be integrated into daily practice and the implementation team will continue to share information and provide support to staff.

SIX TO SIX MAGNET SCHOOL

- Six to Six will continue to align and refine curriculum with a priority focus on the new standards in science and social studies and implementation of the Columbia Teachers College Reading Workshop model in our elementary grades.

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 division will provide high-quality training experiences focusing 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 State Department of Education's Bureau of Special Education to provide a number of special education initiatives statewide. In particular, C.E.S. has provided regionalized support for school psychologists through Communities of Practice (CoPs) across the six RESC areas. 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.

>> C.E.S. Division Profiles



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 2019-20 school year our students studied dance, theater, music, creative media, and musical theater. They were scheduled to demonstrate their learning in 26 public performances of 19 separate productions. Until RCA transitioned to remote learning in March, our students demonstrated their learning in 11 public performances of 8 productions.

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 are majoring in the performing arts.

Executive Searches

As an educational service agency, the C.E.S. 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. To supplement our expertise in the search process, we have engaged The Bryan Group (TBG) as partners in finding the best leader for a district. As experts in competency-based interview processes, TBG brings state-of-the-art behavioral science to the art of search selection. Together, C.E.S. and TBG 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.

>> C.E.S. Division Profiles

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 2019-20 school year, there were more than 700 applications for 20 openings. Once placed in a school district, students continue in that district until graduation from high school.

During the 2019-20 school year, 240 students from Bridgeport were enrolled in the school districts of Easton/Region 9, Fairfield, Trumbull, Weston, and Westport through Open Choice. Also 31 suburban students attended the Bridgeport Military Academy through Open Choice.

>> C.E.S. Division Profiles



Special Education

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 2019-20, the C.E.S. Special Education division provided placements for 355 students and extended year services to 209 students.

DEVELOPMENTAL LEARNING CENTER

DLC is an intensive program for students 12 to 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 both a middle and high school component, which focus on applied academics, functional skills development, communication and social skill development, pre-vocational/vocational training, and development of recreational/leisure skills via a variety of center-based and community-based instructional experiences. In 2019-20, DLC served 59 students from 16 school districts.

PRESCHOOL-PRIMARY LEARNING CENTER

PLC offers a special education program alternative for students 3 to 12 years of age 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. In 2019-20, PLC served a total of 52 students from 11 school districts.

REACHING INDEPENDENCE THROUGH SUPPORTED EDUCATION

RISE is a 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 2019-20, RISE provided placements for 13 students from eight school districts.

>> C.E.S. Division Profiles

Special Education

THERAPEUTIC DAY PROGRAM

TDP is 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. In 2019-20, TDP served 196 students from 38 different school districts.

TRANSITION LEARNING CENTER

TLC is a regional program for students 18 to 21 years old 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 and receive 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. 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 2019-20, TLC served 35 students from 14 districts.

OTHER PROGRAMS

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 2019-20, C.E.S.' Audiological Services provided 99 evaluations and re-evaluations and 137 hours of consultation services 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 2019-20, Behavioral Psychology Services provided training, technical assistance and weekly consultation to classrooms for students with a variety of disabilities for 38 districts.

Professional Development Services responds to local school district needs for inservice training/workshops on a variety of topics related to special education. In 2019-20, Special Education Professional Development Services provided five Physical Management Training (PMT) sessions to 158 newly hired C.E.S. staff as well as staff from the C.E.S. catchment area and other Connecticut 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 2019-20, the Regional Assistive Technology Center provided 32 evaluations and provided 48 individual consultation and PPT attendance to students from 18 districts.

>> C.E.S. Division Profiles



Professional Development Services

During 2019-20, 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, design thinking, integrating innovation into the curriculum, Google classroom, student voice, student feedback, project-based learning, looking at student work, NGSS science, 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 15th annual Academy for Teacher Leadership welcomed 13 participants and leaders from four districts.
- The New Administrator Induction Program Year One and New Administrator Induction Program Year Two.
- The Administrator Aspirant Program.

Collaborative regional networks sponsored for C.E.S. 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 |

>> C.E.S. Division Profiles



Professional Development Services

TEAM: TEACHER EDUCATION AND MENTORING

Some of the state funds for TEAM were restored this year, which allowed C.E.S. to offer additional services and trainings. PDS contacted district facilitators in the region to update them on program changes, answer questions and provide 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 one-day Initial Reflection Paper Trainings for new reviewers.
- One District Facilitators meeting.
- Orientation trainings/information sessions for beginning teachers and mentors in Darien, Stamford and Westport.
- Provided 86 chief reviews of new teacher papers seen as unsuccessful by a reviewer. This provides a safety net for the new teachers.

Because Mentor Update and Reviewer Update are now only offered online, PDS offered technical assistance for reviewers and mentors individually.

MATH

During 2019-20, the C.E.S. Math Specialist took the lead on introducing Illustrative Mathematics to our region. There was great interest in this problem-solving program that helps add rigorous critical thinking to math tasks in a district math curriculum. After two-day regional trainings, districts requested individualized coaching sessions as well as consultation on curriculum development when "IM" tasks were embedded into the units of study.

The PDS Math Specialist also constructed support sessions for teachers on the Math SAT test.

EARLY CHILDHOOD

C.E.S. Early Childhood (EC) specialists provided virtual and in-person training, consultation, and coaching services to early care and education programs throughout Fairfield County that serve children from infancy through the age of 5. 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 preschool special education, NAEYC accreditation, curriculum and assessment, health and nutrition, and Connecticut's Core Knowledge and Competencies for Professionals. C.E.S. played a critical role in the state OEC's response to COVID-19 through its leadership and implementation of training related to Preschool Distance Learning.

C.E.S. continues to convene a regional Early Childhood Council of Early Childhood Coordinators from each public school district to support collaboration throughout 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. C.E.S. continues to focus on providing high-quality model preschool programs at the C.E.S. School Readiness program and Six to Six Magnet School.

>> C.E.S. Division Profiles



Six to Six Magnet School

The 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, 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. 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 a.m. to 6 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 that 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 2019-20, there were 456 students enrolled at the school.

>> C.E.S. Division Profiles



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
Administrative Services																		
→ Transportation	X					X			X			X	X				2	7
Executive Search Services									X									1
Open Choice Program	X		X	X									X	X	X			6
Professional Development Services																		
→ Curriculum Council		X	X			X		X		X		X	X		X		3	11
→ Early Childhood Council	X	X	X	X	X	X		X	X	X	X	X	X	X	X	X		15
→ ELL Round Table		X	X			X			X							X	1	6
→ High School Math Council		X	X	X		X		X	X	X	X	X	X	X	X	X	3	16
→ Leadership Institute at Cooperative Educational Services	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		16
→ Library Media Council / Regional Tech Coordinators		X		X		X	X	X	X	X		X	X		X	X	1	12
→ Math Council		X	X	X	X	X	X	X	X	X	X	X	X	X	X	X		15
→ Reading/Language Arts Council				X	X		X	X	X	X			X	X	X	X		10
→ Social Studies Council		X		X	X		X	X	X	X	X				X		1	10
→ Science Council		X	X			X	X					X	X		X			7
→ SEL Network			X	X	X			X	X	X	X	X	X	X			3	13
→ Sexual Harassment Awareness Training			X	X		X	X		X			X	X	X			3	11
→ TEAM Initial Reviewer Training		X	X	X		X	X		X			X		X	X		4	13
→ TEAM Initial Support Training	X	X	X	X		X	X	X	X	X	X	X	X	X	X	X	14	29
Regional Center for the Arts (RCA)	X		X	X		X	X	X	X	X	X	X	X		X		2	14
School Readiness	X											X			X		2	5
Six to Six Magnet School	X			X		X				X		X	X				12	18
Special Education																		
→ Developmental Learning Center (DLC) - School Year	X	X			X			X		X	X	X	X				8	16
→ DLC/PLC/TLC - Summer	X			X	X	X	X	X		X	X	X	X	X			11	22
→ Preschool-Primary Learning Center (PLC) - School Year	X				X		X	X		X	X	X					4	11
→ 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	X		19	34
→ Therapeutic Day Program - Summer	X		X	X	X	X	X	X	X	X	X	X	X	X	X		9	23
→ Transition Learning Center (TLC) - School Year	X		X	X		X		X		X	X	X	X				5	14
Special Education Related Services																		
→ Assistive Technology	X			X	X			X		X		X	X	X	X	X	8	18
→ Audiological				X	X	X				X		X	X		X	X	6	14
→ Behavioral Psychology			X	X		X	X	X	X	X	X	X	X	X	X		26	38
→ Consultation/Diagnostic Services		X						X							X	X	3	7

>> C.E.S. Division Profiles



Administrative Services

FISCAL SERVICES

The Fiscal Services Office oversees 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 \$50 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 successful operation of all C.E.S. 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.

Projects in 2019-20

25 Oakview Drive

- Upgrade of student restrooms
- Replaced lock on classroom doors

Six to Six Magnet School

- Ceiling tile replacements

7 Cambridge Drive

- Renovation of office space to classroom space for Eastern Fairfield County Diagnostic Center

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 2019-20

- Implemented new infrastructure network, Wi-Fi, and VOIP at 7 Cambridge Drive
- Full migration in progress from CES-K12 Microsoft domain to CESTRUMBULL Google domain
- Introduced Team Viewer remote support agency wide
- Upgraded Follett Destiny server to version 17.0.0

>> C.E.S. Division Profiles



Administrative Services

TRANSPORTATION SERVICES

C.E.S. owns and operates a fleet of 34 vehicles and provides specialized student transportation to member and non-member districts through its Transportation Services program. 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.

C.E.S. 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. C.E.S. follows Connecticut and Department of Transportation rules requiring every driver have a pre-employment drug test and drug and alcohol tests throughout the employees' employment.

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, 2019

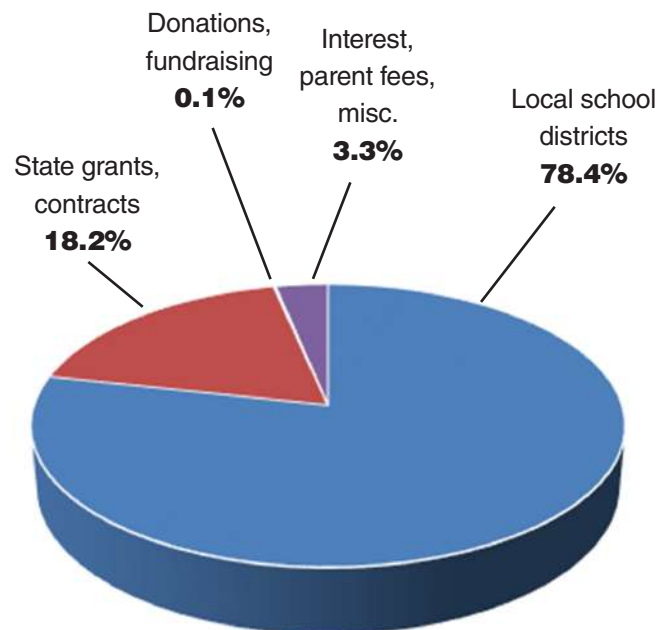
L = Local S = State F = Federal

CENTRAL ADMINISTRATION		
Administrative Services	1,027,144	L
Office of Executive Director	576,581	L
Executive Searches	83,400	L
Facility Cost Centers	3,234,043	L
Internet & Technology Services	1,134,131	L
Legal & Professional Costs	15,000	L
Office of Associate Executive Director	359,606	L
Public Relations and Marketing	132,830	L
5K Race	15,250	L
INTERDISTRICT MAGNET SCHOOLS AND SCHOOL CHOICE		
Enhancing Education Choices/Opportunity	131,298	S
Regional Center for Arts	1,800,550	L,S
School Choice/Transportation	1,482,322	S
Six to Six Magnet School	7,896,327	L,S
School Readiness Program	1,322,883	L,S
PROFESSIONAL DEVELOPMENT SERVICES		
Administration	426,845	L,S
CT REAP	153,490	L
Educational Leadership	102,844	L
Professional Development	761,292	L, S
SPECIAL EDUCATION		
Administration	878,511	L,S
Assistive Technology	258,969	L
Developmental Learning Center - Summer	751,755	L
DLC/Preschool Learning Center	11,574,753	L
Rise Transition Program	428,659	L
Diagnostic Center	910,929	L
Therapeutic Day Program	10,967,653	L
Therapeutic Day Program - Summer	478,567	L
Donations	58,473	L
SPECIAL EDUCATION - RELATED SERVICES		
Audio Maintenance	181,103	L
Medical	432,103	L
Physical Education	199,796	L
Professional Development	110,420	L
Behavioral Psychological Services	427,719	L
SPECIAL REVENUE FUNDS		
T.E.A.M. - Center	10,997	S F
TRANSPORTATION		
Transportation - LEA	1,166,140	L,S
Transportation - Elderly (Norwalk)	867,355	L,S,F
CAPITAL PROJECTS		
	468,434	L

Expenditures 2019-20

Building Operations	3,886,111
Central Administration	2,848,354
Interdistrict Magnet Schools	8,388,986
Professional Development Services	1,355,244
Open Choice	1,585,192
School Readiness	1,179,108
Special Education	24,398,112
Title I, II, III	148,312
Transportation	1,888,353
TOTAL EXPENDITURES	45,677,772

Funding sources 2019-20



» Making a Difference



Parent volunteers at Six to Six Magnet School helped make the exercise-themed Boosterthon fundraiser a success in October 2019, raising more than \$10,500.



Artists like actress Kalyani Nagaran (center) who are in the region to perform at Quick Center for the Arts at Fairfield University often visit the Regional Center for the Arts for master classes with students in various disciplines.



After the COVID-19 pandemic forced schools to close in March 2020 the C.E.S. educators did an amazing job of adjusting to online learning in a short time. They showed their pride with lawn signs at their homes.



George Coleman, former commissioner of the state's Department of Education and a consultant with C.E.S. Professional Development Services, helped lead a series of programs aimed at increasing minority educators to state schools.



Dental hygienist students from the University of New Haven talked to DLC students in the Special Education program about the importance of keeping their teeth healthy.



Each September, C.E.S. hosts a breakfast for new administrators in the region's schools to meet superintendents and listen to them share their knowledge about being an education leader.



Bridgeport firefighter Geovanni Ortiz visited students in the School Readiness preschool program to talk with them about fire safety and what it's like to be a firefighter.

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 • Better Lessons • 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 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 • 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. • 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 • Spurrwink 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 • 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)

>> C.E.S. Foundation



Money raised by the C.E.S. Foundation is used to enrich the educational experience for students in the agency's programs. In 2019-20, the Foundation paid transportation costs so that seventh-graders (above photo) from Six to Six Magnet School could visit the Wadsworth Atheneum Museum of Art in Hartford to experience world-class culture. Another Foundation grant helped bring Daniel Bernard Roumain (at left), a renowned composer, violinist and educator, to the Regional Center for the Arts for several days of classes with students.

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:

AmazonSmile: When you visit 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

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

Employer Match: Contact your employer for procedure.

Questions about the C.E.S. Foundation should be directed to Barbara Pace at 203-365-8803 or paceb@cestrumbull.org.



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

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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. upgrades the agency's technology and keeps it running smoothly and effectively at multiple locations. They are (clockwise from top left) IT Manager John Hubert, Senior Systems Analyst Jesse Fallon, Senior Systems Analyst Miguel Baez, and Systems Analyst Stephen Ambrogio.



Proceeds from the 12th annual C.E.S. 5K Fall Classic in 2019 helped the schools and programs of C.E.S. For more information about the annual event, visit www.ces.k12.ct.us/5k.

"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."