



East  
Hartford  
Public  
Schools



# ANNUAL

# REPORT

2018-19 STATE OF THE  
SCHOOLS REPORT



*The Journey to Success*



**HIGH  
QUALITY  
LEARNING  
AHEAD**



**East  
Hartford  
Public  
Schools**

## East Hartford Public Schools

1110 Main Street  
East Hartford, CT 06108  
(860) 622-5108  
[www.easthartford.org](http://www.easthartford.org)  
@EastHartfordPS

### Administration

**Nathan D. Quesnel**  
*Superintendent of Schools*

**Anne Marie Mancini**  
*Deputy Superintendent of Secondary Schools*

**Elsie Torres**  
*Assistant Superintendent of Elementary Schools*

**Sharon A. Bremner, Ed.D.**  
*Director of Pupil Personnel Services*

**Paul F. Mainuli**  
*Director of Business Services*

**Roberta Pratt**  
*Chief Information Officer*

**Christopher T. Wethje**  
*Director of Human Resources*

**Benjamin Whittaker**  
*Director of Facilities*

### Board of Education Members

Bryan R. Hall, *Chairman*  
Tyron V. Harris, *Secretary*  
Harry O. Amadasun, Jr.  
Vanessa Jenkins  
Marilyn S. Pet  
Dorese Roberts  
Thomas Rup  
Valerie B. Scheer  
Stephanie K. Watkins

# On the Journey to Success

Dear Friends,

Thank you for reading our Annual State of the Schools Report for 2018-19. We hope you find this document informative and inspiring as we capture the powerful narrative of Schools that are the Pride of Our Community. For complete details or further learning, please visit our website at [www.easthartford.org](http://www.easthartford.org).

In East Hartford, our road map toward this vision is simple... we want to be the district that honors the trust of our families, the schools where all students know they have a caring adult who believes in them, and the workforce whose faculty knows that they are a part of something truly special. Thank you to Mayor Leclerc, our Legislative Delegates, Town Council, Board of Education, parents, faculty and truly remarkable kids from grades Pre-K-12. Your smiles, laughter, learning and progress are the true rewards that drive us to continue the journey.

Like any long road trip, the story of a school year provokes deep moments of reflection, celebration and a desire to do more. The story of the year is the story of a journey along the highway of life—we start with lofty goals; we weave through stretches of winding roads, and we are amazed by views of inspiration and success. As in any long road trip, we face challenges, laugh with our companions and work to keep focused on our plan. As we have completed this journey of the year, we are proud of where our road has taken us and we are excited that we get to share this with you. As you follow our map in the following pages, we hope you find yourself in the signposts, streetlights and indicators along the way.

In East Hartford, we continue the journey to provide a high quality learning experience for Every Child, Every Day. Like guardrails that keep us centered, our Core Beliefs remind us of the power of *Expectations, Effort, Competence, Solutions, Relationships*, and *Results* to make a difference for the community we serve.

In the words of the experienced traveler, we invite you to join us as we “keep on going”! If you have any questions, comments, or concerns, please do not hesitate to contact us at your convenience.

With Great East Hartford Pride,



**Bryan R. Hall**  
*Board of Education Chairman*  
East Hartford Public Schools



**Nathan D. Quesnel**  
*Superintendent of Schools*  
East Hartford Public Schools





## The Kids in the Car...

EHPS proudly serves 6,812 diverse, talented and dynamic students between grades Pre-K and 12. Our average grade ranges between 500-550 students with elementary class sizes around 21 students per class (dependent on grade level). At EHPS, we celebrate and embrace an incredibly diverse student body that represents the vibrant communities of our great town. We are proud to be a district that provides our students with the beauty of our world and believes that "together, we are better."



 **Asian**  
5%

 **White**  
15%

 **Black**  
32%

 **Hispanic**  
48%

***EHPS has  
children from  
62 different  
countries who  
speak 53 different  
languages***

## SLOW DOWN GREAT SCHOOLS AHEAD

With 18 buildings and over 210 acres of property, EHPS represents a major piece of our town and certainly the future of our community. In addition to our 15 schools, our Central Registration and Facilities Division are located at 734 Tolland Street, while the Board of Education and Central Administration can be found at 1110 Main Street. We take pride in our schools and work hard to keep them maintained, clean and ready for learning every day.

### **Pre-School:**

Early Childhood Learning Center  
at Hockanum School

### **Elementary Schools:**

Anna E. Norris School  
Franklin H. Mayberry School  
Governor William Pitkin School  
John A. Langford School  
Joseph Goodwin Elementary School  
Thomas O'Connell IB School  
Robert J. O'Brien STEM Academy  
Silver Lane School

### **Middle Schools:**

Sunset Ridge School  
East Hartford Middle School

### **High Schools:**

Connecticut IB Academy  
East Hartford High School

### **Alternative Programs:**

Stevens Alternative High School  
Woodland School



# AWARDS AND RECOGNITIONS



EHPS was awarded the Bonnie B. Carney Award of Excellence for Educational Communications for the Annual Report



Board of Education Leadership Award



Hala Mashhour from East Hartford Adult Education received the Learner of the Year Award from Connecticut Association for Adult and Continuing Education (CAACE)



Carmen Golas received the Educator of the Year award from Connecticut Association for Adult and Continuing Education (CAACE)



Jaime Pitkin received the CT Commissioner's Mathematics Leadership Award



Kathleen Simoneau, Principal of Connecticut IB Academy, received Outstanding First Year Principal Award



Connecticut IB Academy ranked #5 High School in Connecticut and #321 Nationally



Connecticut IB Academy, School of Distinction for High Performance



Joseph O. Goodwin Elementary, School of Distinction for High Growth of High Needs Students in ELA

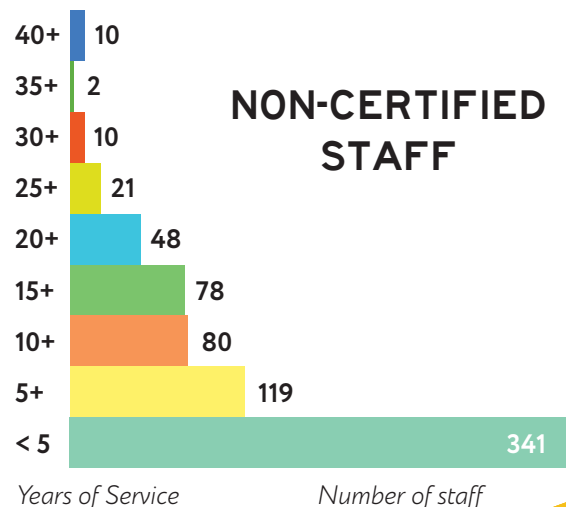
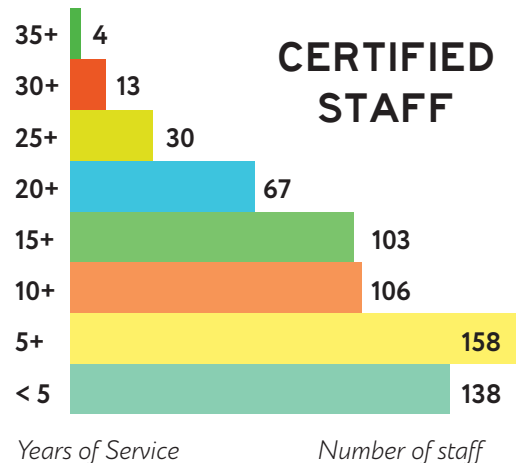


Anna Norris Elementary, School of Distinction for High Growth of High Needs Students in Math

## Our Drivers

**Employees focused on making a difference.**

Charged with helping the finest students in the state of Connecticut on their individualized paths to success is a dedicated staff of over 1,300 employees. Our staff is committed to developing the strong and powerful relationships and connections that are vital to student success. Our teaching force is highly trained and qualified (over 96% have advanced degrees) and receive continual professional development to grow and improve their skills to help our students succeed.





# EH2020 Strategic Plan

In East Hartford, our work is guided by our own long-range blueprint crafted in 2015 by our community, faculty and students. Our strategic plan, coined EH2020, provides broad aspirational goals of our school system that are in-turn reflected in our annual district and school improvement processes. While the four theories of action of our plan are listed below, the complete EH2020, as well as annual district plan, can be found at [www.easthartford.org](http://www.easthartford.org)

## TRANSFORM STUDENT LEARNING

If EHPS provides students with rich, standards aligned curriculum, focused on delivering high quality classroom instruction characterized by student centered learning experiences and, if EHPS provides differentiated intervention and enrichment at all levels, then we will transform student learning and help all students achieve.

## RICH & VIBRANT LEARNING CULTURES

If EHPS focuses on fully engaging, empowering and appreciating students, families and faculty through all district and school interactions, then we will benefit from a rich and vibrant learning culture where all students achieve.

## TALENTED & DIVERSE WORK FORCE

If EHPS focuses on attracting, hiring, developing and promoting a talented diverse work force, then we will continue to grow the professional capacity so that all students achieve.

## INVEST DISTRICT RESOURCES

If EHPS seeks out, advocates for, and responsibly invests district resources, then we will have the necessary technologies, infrastructure and finances to promote student achievement.

# District Organizational Chart

East Hartford Public Schools is led by Superintendent Nathan Quesnel and his Senior Leadership Team. The leadership roles of this team are divided into an Operational Division and a Teaching and Learning Division. While the organizational chart shows a series of departments within each division, the Senior Leadership Team works collaboratively and communicates regularly to prevent silos and ensure every student is provided with a high quality learning experience every day.



2019-20





# 2018-19 KEY ACCOMPLISHMENTS

## *Sights to See*

### STUDENT ACHIEVEMENT

This year we saw significant positive data trends in the 2017-2018 data released by the State Department of Education for state accountability testing. Ten (10) of our thirteen (13) schools saw an increase in their school accountability index number with three schools (Norris, EHMS and Silver Lane) each moving a full category forward. CIBA, Goodwin and Norris were each recognized as Schools of Distinction. EHPS outpaced state growth trends, improving over 3% in ELA Performance for all students and 7% in Math Performance for High Needs students. In addition, we saw a 6% increase in students taking Career and College Readiness courses as well as a 4% increase in students entering Post-Secondary Education. While this data offers continued opportunities for future growth, it also tells us about the success of our children!



### LEADERSHIP TRANSITIONS

This year we hired and transitioned several high-level leadership positions in the district including our new Assistant Superintendent for Elementary Schools, Chief Information Officer (Joint Town/BOE) and two building principals. Throughout the year, these new leaders exceeded expectations through their incredible commitment and unwavering belief in the power of teachers, parents and students to work together to achieve high goals. As we continue to grow and shape the EHPS team, we are so proud of these new leaders and the work we know they will continue to lead in East Hartford.

### BUDGET PROCESS

In a process characterized by collaboration and solution-based mindsets, we worked to manage a nearly \$2.5M shortfall in our current operating budget due to unusually high and unpredicted health insurance costs. Working carefully within our appropriated budget, we were able to enact a budget freeze that allowed us to mitigate this shortfall and close our year with a balanced budget. Working together with the Town to develop our SY19-20 budget, we received a 1.1% increase over the current fiscal year designed to fund the aforementioned required Health Benefit and contractual increases. This conservative budget request was made possible through the active support of our state delegation by securing over \$2.2M in additional Alliance Grant dollars. We are extremely proud of the culture we continue to experience in East Hartford with our Mayor, Council and elected leaders that centers on our shared vision for doing what is best for our kids and residents.



### CULTURAL COMPETENCY PROFESSIONAL DEVELOPMENT

Over the past four years, we have prioritized a commitment to a work and school environment focused on equity and opportunity for ALL students. As a part of this commitment, we have engaged in extensive professional development for all staff through a three-phase process formally started in 2016. Beginning first with administration and then expanding to our teaching staff, we have participated in small group discussions focused on talking about race, equity and how we can transform as an organization to remove the obstacles that these challenges always present. This Spring, members of our first and second cohorts served as facilitators for three separate district groups composed of over 75 faculty members during district professional development half day sessions. To date we have reached over 150 district faculty in this process, and we continue to be pleased with this transformative effort. Our objective is to continue to create a culture in East Hartford where ALL kids succeed, feel valued and are provided with opportunities for success.





## EHBOE POLICY REFRESH

In an effort to continue to improve and update our Board policies, the EHBOE voted last year to select the Shipman and Goodwin Model Policies as the new template for all policies. This transition required a massive but necessary effort as we reviewed all current policies and ultimately performed a complete refresh to our manual. As we complete this transition, the EHBOE Policies now represent a comprehensive document that provides the foundation for district actions and decision making.

## NATIONAL AND REGIONAL AUDITS

This year we successfully conducted three high level audits at the Early Childhood Learning Center at Hockanum School (ECLC) and East Hartford High School (EHHS). At the ECLC, we were thrilled to clear our comprehensive Head Start annual audit as well as announce a renewed National Association for the Education of Young Children (NAEYC) Accreditation. As part of the ongoing 10-year cycle, we were equally pleased at the comments made by the New England Association of Schools and Colleges (NEASC) regarding EHHS at our Collaborative Conference visit. All of these projects are high stakes opportunities and we appreciate all the staff who made this a success!



## OPERATIONAL UPDATES

### Facilities Projects

This was an exciting year for the Department of Facilities, as we were able to leverage grant funds to complete several high-impact projects such as site reconfigurations and improvements at Silver Lane and Woodland Schools, interior renovations at Woodland School, and abatement and flooring replacement throughout the Hockanum ECLC. Behind the scenes, we installed the first energy-efficient natural gas condensing boiler at O'Connell West, replaced the pool filtration system at EHHS, and sized the domestic water plant at CIBA to reduce costs. The year also contained several challenges, including an emergency replacement of one-third of the roof at Pitkin School due to failing shingles, fast-tracked construction of a fragile classroom at O'Brien, and forced implementation of solutions to several HVAC-related issues. We continued to refine our budgeting processes (Capital and Operating), and incorporated over 20 new long-range service contracts. Constant evaluation of the district's infrastructure, driving economical solutions and continual process improvement remains our focus for the coming year.

### Technology Projects

2018-2019 was a busy year for the Information Technology Team. Thanks to a commitment to updating technology structures, the team replaced and upgraded all servers in the district. One of the most important results of this project was successfully rebuilding the infrastructure and putting security measures in place. We are confident in the safety and security of our data and information and will see an increase in capacity and speed for all staff and students. Another major project for the technology team was to build and produce a more user friendly website inviting parents, staff and partners to find information. The site went live July 1 and, although there is more work to be done, we are excited about our progress and this new direction.

### Contract Negotiations

This year we successfully negotiated contract settlements with three of our unions - School Administrators, Teachers, and Supervisors. Each of these contract negotiations resulted in modest wage increases to our employees in light of the fiscal restraints we face as a district. Additionally, each of these contract settlements resulted in increases to the percentage of premium cost share employees will pay for medical and dental insurance and reflect other revisions to contractual language. We were fortunate to reach amicable settlements with each union and appreciate all of the contributions our employees provide to ensure we provide a high-quality learning experience for *every child, every day!*



EHPS is steadfast in the use of data to make informed decisions around improving systems, teaching, and learning. In preparation for 2018-2019, the EHPS Performance Office led a charge to provide and analyze data with a focus on historical and contextual information. This process led to the implementation of a redesigned district accountability system with grade level targets, thus providing more comprehensive goal-setting practices for the district, schools, teachers, and students.



## Keeping an eye on the Speedometer



95% attendance rate for the entire district



Incidents of ISS have decreased by 12% over the last 5 years



Incidents of OSS have decreased by 30% over the last 5 years



376 students with perfect attendance



100% CIBA graduation rate



97% EHHS graduation rate



16.3% increase in overall PSAT to SAT EBRW scale score performance

17.7% increase in overall PSAT to SAT Math scale score performance



26.3% increase in Smarter Balanced ELA performance over the last 5 years

41.1% increase in Smarter Balanced Math performance over the last 5 years





# Our Funders



Hartford Foundation  
FOR PUBLIC GIVING



WILLIAM CASPAR  
GRAUSTEIN  
MEMORIAL FUND



CONNECTICUT STATE  
DEPARTMENT OF EDUCATION



# Athletic Attractions

**1,356  
Students**

submitted paperwork to participate in athletics throughout the year. 894 athletes were on CIAC rosters.



Girls basketball were CCC East Divisional Champions



51 All Conference Athletes and 3 All State Recipients



5 New school records  
2 new records on girls swim team  
1 record on boys swim team  
2 new records in girls outdoor track

**180  
Athletes**

were All Academic Team Award Recipients (an increase of 39 from last year). Approximately 1% became ineligible due to grades.



20 student athletes officially signed to participate in athletics at the collegiate level. This does not include students walking on teams.



# Keeping Gas in the Tank

## FINANCIAL REPORT

Maintaining and overseeing our district financial resources is an ongoing and important process for EHPS that we approach with a focus on program quality and responsible stewardship of taxpayer monies. We are especially proud of our district efforts to provide the level and quantity of programming on a year-to-year basis and credit our Business Services team for their continual work to guide and facilitate this process.

### BUDGET PROCESS

Despite the continued austere fiscal conditions faced by our town, we are extremely proud of the collaborative work that characterized our budget process. Our finalized budget netted out \$91,662,619, an increase of \$971,200 or 1.1% increase over the previous fiscal year. Importantly, this budget preserved all district positions and programs for our kids. We would like to recognize the financial management teams of both the Town and the Board who have worked together to negotiate a plan that continues to move our schools and community forward. The following charts and graphs provide data regarding our overall budget as well as expenditures and revenues. For more information, please consult our budget presentations that can be found on our website.

### BUDGET HISTORY

Over the past six years, the EHPS budget has reflected a minimal and conservative growth trend that is the result of wise use of district resources as well as a significant and growing reliance on grant making and management. This amended budget proposal represents a \$971,200 (1.1% increase over FY19).



### 2018 GRANT FUNDED POSITIONS

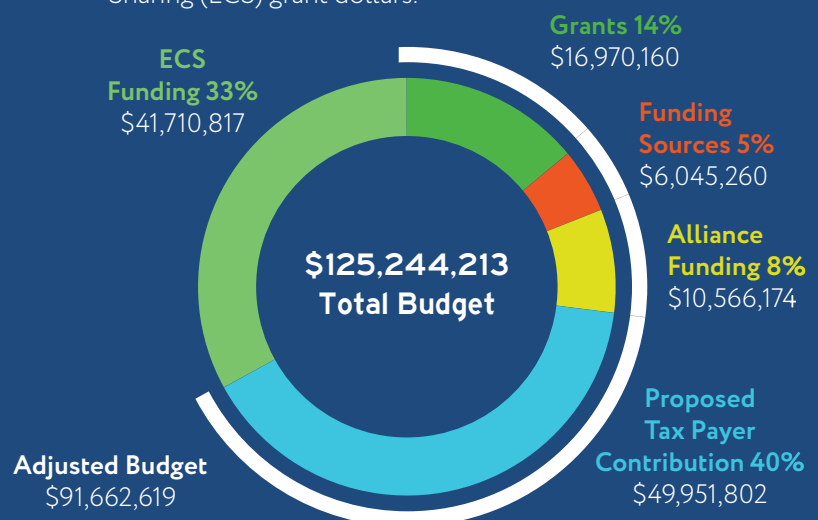
Administrative	5.5
Certified	139
Non-Certified	242
<b>Total</b>	<b>386.5</b>

### FEDERAL/STATE/FOUNDATION GRANT EXPENDITURE

Historically, EHPS has been able to supplement the Town budget appropriation with significant grant funding from a variety of Federal/State and Foundation sources. EHPS has been widely recognized for its innovative practices and willingness to engage funders in projects yielding strong, evidence based outcomes. Grants have been fully leveraged against the general budget and fund 386.5 positions (or 28%) across the district.

### FY20 BUDGET TOTAL

The total operating budget for FY20 includes multiple proposals for funding sources totally over \$125M. As seen in the chart below, this budget includes over \$49M of Proposed Tax Payer Contributions as well as \$41M in Education Cost Sharing (ECS) grant dollars.







# EXPENDITURES PER PUPIL

## BUDGET EXPENDITURE/ REVENUE FACTORS

The FY20 budget represents the financial exercise of attempting to balance projected revenues by projected expenditures. The following factors played a significant role in the development of this budget.

### Budget Revenue Factors

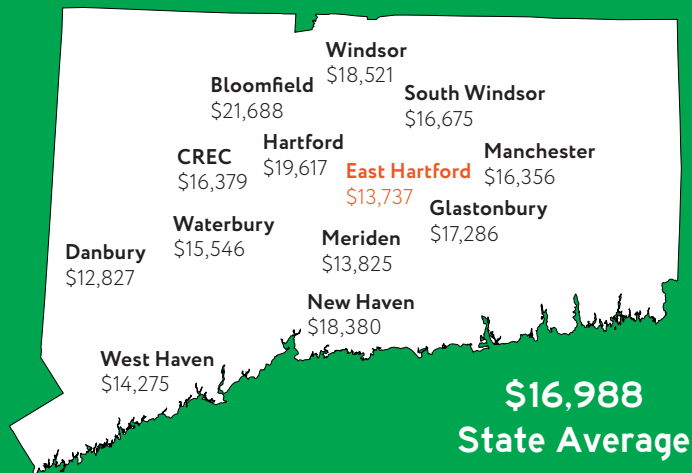
- Included projected increase of Alliance monies
- Increased Woodland/SPED Services Revenues
- Increased assorted revenues (*E Rate, Medicaid, Misc*)



**ADJUSTED PROPOSED  
BUDGET \$91,662,619**  
(*\$971,200, +1.1%*)

### Budget Expenditure Factors

- Increased Health Benefit Costs
- Increased Contractual Salaries
- Increased Transportation Costs
- Partial Debt Service payment
- Increased Utility Costs



*2017 Net Current Expenditures  
per Pupil (NCEP) Comparison*



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East Hartford, CT 06108



This fall as we begin a new school year, we are asking you to join our Attendance Campaign called, **Hit the Mark (Get to School)** and **Make your Mark (Find Success)**. By joining us in this important effort you build and reinforce life skills for our kids! Here's three quick things you can do to help:



- 1. KNOW WHERE YOU STAND:** Get your child's report card from last year or log onto our student portal ([www.easthartford.org](http://www.easthartford.org)) to find out how many days your child missed last year. Don't guess or approximate! National research tells us that most parents underestimate absenteeism by nearly 50%.
- 2. TALK TO YOUR KIDS:** Letting your kids know that you care about attendance is one of the most important messages you can send. By talking about attendance, you let them know what you value; you let them know how serious you are about their goals, and you let them know that you are involved. Set goals for the first quarter of school and for the year as a whole. Think "improvement" and commit this to writing in a visible location (The refrigerator door is an awesome place for this symbolic pledge.)
- 3. FOLLOW THROUGH, FOLLOW UP, FOLLOW TOGETHER:** As the year progresses, help your child accomplish this goal by addressing consistent bed times, fighting through minor illness and beating back the "can't get out of bed blues." We are here to help and the quicker we can communicate together regarding attendance issues, the quicker we can find a solution together. Let's DO this!!

As parents, we often say, *"I wish there was one more thing I could do for my kids."* Getting your kids to school and developing excellent attendance habits is ONE thing that will make a lifetime of difference. We are eager to join with you and look forward to the year ahead.