

SPECIAL TIMES

Community Therapeutic Day School

187 Spring Street, Lexington, MA 02421 781/861-7081

Volume 13 # 1 April 2002

The Community Therapeutic Day School Supporting Foundation



This issue of "Special Times" introduces the CTDS Supporting Foundation. The Foundation was set up in 2000 by a group of interested individuals, including parents of former students of the Community Therapeutic Day School (CTDS) and professionals, in partnership with members of the school's Board.

The Foundation aims to ensure the future of the school and, in particular, to enable it to continue its outstanding work in the greater Boston community in the understanding, education and treatment of children with special needs. The excellence of the school depends on the staff who provide the compassion and caring, and who help the children and families see and feel the possibilities for the future.

The CTDS Supporting Foundation recognizes that the school needs to raise significant funds above state mandated tuition. There are serious limitations with state mandated salary levels. Therefore, outside support is necessary in order to allow staff to consider their work at the school as a sustainable career.

The Foundation provides a wider circle of support that encompasses the school in its mission to enhance the salaries and thus ensure the excellence and uniqueness of the staff who embrace and sustain the children and families at the very core of the program.

For further information about the Foundation's fund raising campaign, please contact CTDS.

"The general staffing conditions in all positions of Association member schools are poor. Average salary levels are very low compared to comparable public employee counterparts. Approved private special education schools are not able to compete for a qualified and stable work force."

MAAPS news bulletin
Massachusetts Association for Approved
Private Schools 8/01

"When teachers are paid as the professionals they are, the 'Help Wanted' signs will come down. Until then, salaries must at least become competitive to attract and keep quality teachers."

American Teacher 9/01

"The challenge facing the next generation of leaders is this: to make a fundamental shift in our country where we recognize the importance of public service to our survival as a nation. Only then will we begin to establish a culture that rewards and acknowledges the valor of working for the greater good."

Angela Calman
Boston Globe 7/01



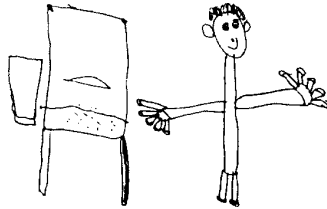
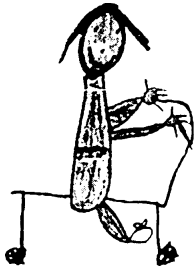
The Community Therapeutic Day School Supporting Foundation has been established to give support for the charitable purposes of the Community Therapeutic Day School.

The school is a private, non-profit program that is publicly funded. The tuition rate is not within the school's jurisdiction and salaries are determined by the State of Massachusetts Division of Purchased Services: Administration and Finance. The average full time therapeutic teaching salary is \$29,000 a year. This means that highly qualified, hard working teachers must look elsewhere for second jobs. There is no retirement plan, only partial medical insurance and no dental insurance. In addition there are very limited resources for staff education and training. Public schools pay their teachers an average salary of \$41,000 and benefits in the public school far exceed that of private schools. In addition, CTDS staff is expected to work with the most difficult population of children that the public schools have referred out.

Most of the teachers at CTDS have a Master's Degree and are licensed in more than one area to encompass the educational and therapeutic needs of this population. Within the context of mandated regulations in education, staff training has become a priority. In spite of financial limitations the staff at the school choose to return each year; a significant portion of the staff have been at CTDS from seven to 28 years.

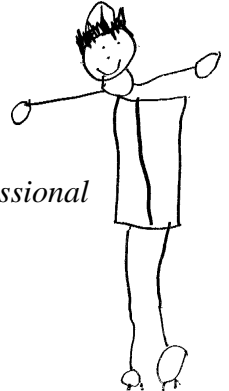
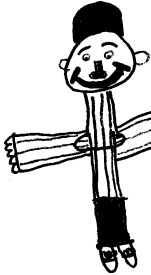
By supporting the staff we guarantee and ensure the future of the school. Providing for future building and capital needs, we strengthen the present model and provide flexibility for the future.





*Community Therapeutic Day School
Supporting Foundation
Mission Statement*

- *Support an endowment for the future of the program*
- *Create a financial base to support the staff so they may continue to give exceptional service to the children and families*
- *Maintain small class size and high staff to child ratios*
- *Enhance the well being of the staff; encourage them to continue their professional development*
- *Expand consultation and evaluation services*
- *Continue to enhance the overall quality of the work of the school*

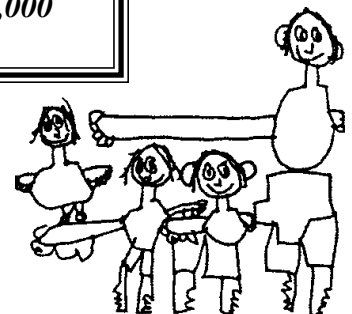


Campaign Goal

Long Term Goal: \$4,000,000 Endowment

The interest on the earnings of a \$4,000,000 endowment will be used to support and recognize the need for \$250,000 a year for the following:

<i>Staff Education and Training</i>	<i>\$ 50,000</i>
<i>Support Staff In Cash Gifts Recognizing Their Special Projects, License Certification</i>	<i>\$ 50,000</i>
<i>Retirement Program</i>	<i>\$ 100,000</i>
<i>Fund Capital Projects</i>	<i>\$ 50,000</i>
<i>Total</i>	<i>\$ 250,000</i>



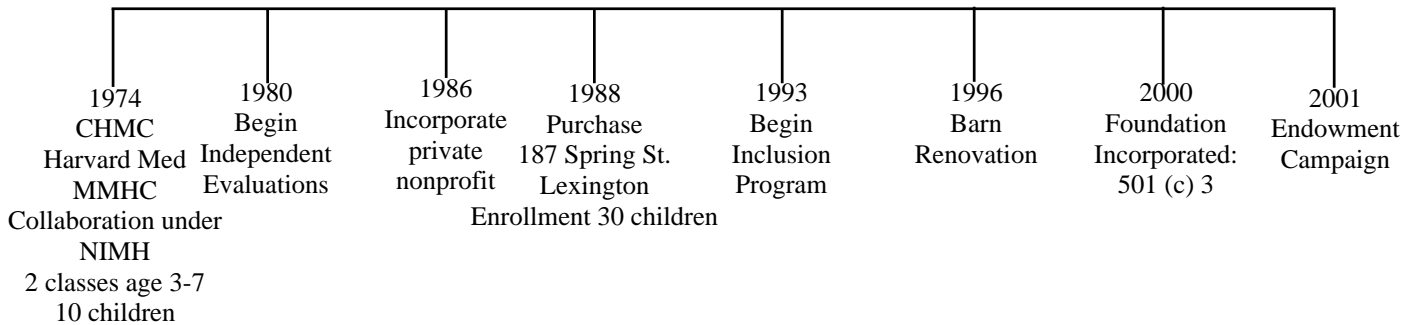
The Founders of CTDS



*Bruce Hauptman
Psychiatrist*

*Nancy Fuller
Executive Director*

*Alan Shapiro
Program Director*



Special Times Editor:

Sara Arshad
Nancy Fuller
Lisa O'Donnell

NONPROFIT ORG.
U.S. POSTAGE PAID
LEXINGTON, MA
PERMIT NO. 56707

**CTDS
Alumni
Picnic
May 3rd
6:00-8:00**