



BULLETIN

The Connecticut Association of Schools
The Connecticut Interscholastic Athletic Conference



Affiliated with the National Association of Secondary School Principals ■ Member National Federation of State High School Associations ■ Member National Middle School Association

VOL. 77 / NO. 9

JUNE 2003



Dr. Theodore Sergi

CT Commissioner of Education, 1995-2003

Farewell to a Friend . . .

Editor's Note: The news of Commissioner Sergi's retirement was received with great sadness by all members of the educational community. His departure from the state's top post means the loss of an intrepid leader, one who has demonstrated an unparalleled and unwavering commitment to public education in Connecticut. But the loss will be felt most acutely by the Connecticut Association of Schools and our members. Dr. Sergi has been a loyal and faithful friend to CAS. Throughout the years, his tireless efforts on behalf of and in support of CAS have helped significantly to further our work and advance our mission. The value of his contributions to CAS, to the state of Connecticut and to the lives of our young people is beyond measure.

In 1999, Dr. Sergi was honored by CAS with its *Distinguished Educational Leader Award* at the annual principals' convocation. Reprinted below are the remarks made by CAS Executive Director Mike Savage upon presenting the award to Dr. Sergi. We felt they deserved repeating.

"Ted, you have been first and foremost a man of COURAGE. Certainly your efforts in the wake of the Sheff vs. O'Neill ruling give greatest evidence of that fact. Few matters have so tested us. Few issues have been so compelling and so challenging as those concerning access to educational opportunity. But you stepped forward and showed us that our state need not choose between excellence, on the one hand, and fairness, access, and equity on the other. Your tireless work with the Hartford Public Schools showed your skills as a visionary, a risk-taker, a master conciliator. But,

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AMITY WINS FIRST STATE COMPUTER PROGRAMMING CHAMPIONSHIP

The 2003 CAS-TopCoder High School Challenge, conducted May 21, 2003 at the Homer Babbidge Library on the main campus of the University of Connecticut, brought to a successful conclusion the first season of interscholastic computer programming competition in the state. Amity Regional High School outperformed seven other Connecticut high school teams to claim the championship. The Amity team clinched the title with a score of nine points (the lowest point total wins). Norwich Free Academy finished second with a score of twenty-eight points, followed by Tolland High School which finished in third place with a score of thirty-two points.

Amity, a co-op team, was made up of Amity senior Dany Qumsiyeh, Amity junior Nathan Perelman and Valley Regional High School junior Bradford Galiette. Frank Barretta, the team's coach, is a member of the mathematics/computer science department at Amity where he also coaches youth football. "My team is pretty modest. They claim that they are not really better programmers than the other competitors, rather they

simply drink more Coke," said Barretta with a smile. "Seriously," he continued, "this accomplishment is the result of the tremendous amount of effort they've put forth to be the best. They are obviously very bright kids. When you combine that with a willingness to work hard and great competitive attitudes, well, it all paid off. I'm proud of the whole team and also grateful to TopCoder, CAS and UConn for hosting such a great event. We are looking forward to next year."

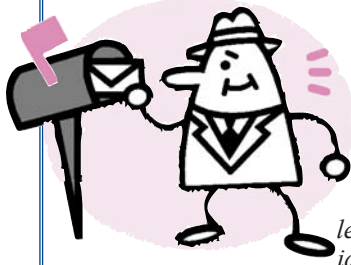
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Programming Champions Amity Regional High School!

LEGAL MAILBAG

By Attorney Thomas B. Mooney, Neag School of Education, University of CT



Editor's Note: *Legal Mailbag* is a regular feature in the monthly *BULLETIN*. We invite readers to submit short, law-related questions of practical concern to school administrators. Each month we will select questions and publish answers. While these answers cannot be considered formal legal advice, they may be of help to you and your colleagues. We may edit your questions, and we will not identify the authors. Please submit your questions to: legalmailbag@casciac.org.

Q. Dear Mailbag: The PPT chairperson has suggested that we tape-record the meetings so that we have a way to accurately document our meetings. That sounds good to me, because I am tired of parents making ridiculous claims as to who said what. I am concerned, however, that tape-recording could be a little off-putting, and I am thinking about making these tapes without necessarily letting the parents know. Can I do that?

- A Little Sneaky

A. Dear Sneaky: With all due respect, I suggest that you get a CAT scan. That is the worst idea I have heard in a long time. The rule is that either party to a PPT may tape-record the meeting, and thus if you think it necessary, you can record the meeting. If a parent insists on recording the meeting, I strongly suggest that the school district also record the meeting. A secret recording, however, is a whole different matter. While it would be a crime only if none of the participants is aware of the recording, such conduct would disastrously undermine school/parent relations.

Q. Dear Mailbag: I am in shock after chaperoning the junior prom last month. While I understand that students no longer do the Watusi and the Frug, I was not expecting such bumping and grinding. When I tried to pry two students apart, they told me that they were "freaking" and I should get a life. Another couple told me that my efforts to stop their provocative dancing were violating their rights of free expression. Is this the end of Western civilization as we know it?

- Still Faint

A. Dear Faint: Your concern is understandable, even if a little overstated. Graphic sexual conduct by students while dancing is a problem that

many school districts confront. The good news is that students do not have the right under the First Amendment to engage in such vulgar displays. A school dance is a school-sponsored activity, and school officials have the right to limit student expression (if such conduct is expressive at all) as long as they have a legitimate educational interest. Here, you and your district may ban such inappropriate dancing. Feel free to put your foot down.

Q. Dear Mailbag: I watched with horror as the television news played the video of those students out in Illinois hazing their fellow students, and it was great to see that (after some initial missteps) the school administration came down hard on the students. Then the lawyers got involved, and now I understand that the school district is being sued by the students who were disciplined. Would those students win their case in Connecticut?

- A Would-Be Avenger

A. Dear Would-be: We have special rules in Connecticut that limit the authority of school officials to discipline students for off-campus conduct. It is unlikely, however, that such students could successfully challenge discipline. By statute, students in Connecticut are subject to discipline for off-campus conduct that involves sale or distribution of drugs, possession of a real gun, or the use of certain weapons in the commission of a crime. As to other off-campus conduct, the Connecticut Supreme Court decided in 1998 that students may be disciplined only if the conduct severely impedes the day-to-day operation of the school. While the answer would thus necessarily hinge on the specifics, the aftermath of such brutal actions could well cause severe disruption and distraction in the school, which would justify such disciplinary action.

■ According to a recent study by the Connecticut Association of Public School Superintendents (CAPSS), 35% of the state's superintendents will retire within the next five years and 74% will retire within the next ten years. The survey also revealed that, while most superintendents work an average of 50-69 hours per week, 88% said that they like the job very much; and, an overwhelming number indicated that they would elect to become a superintendent again. For further information about the survey, please contact CAPSS Executive Director Dave Larson at ctcapss@aol.com.

■ The State Department of Education has released a report examining the results of the first year of the Connecticut Administrator Test (CAT). Key findings of the analysis include:

- In 2001-02, 301 candidates took one or more CAT modules. The cumulative pass rate was 72%
- Candidates taking the CAT in separate administrations performed better than those candidates who took all four modules in a single administration.
- Pass rates varied from 54% to 85% across the six Connecticut educational leadership programs.

The department will prepare annual CAT reports to assist educational leadership programs in reviewing and using results to study and, if appropriate, adapt their curriculum, and strengthen their focus on the Connecticut School Leader Standards. CAT candidates will continue to be advised to take the modules separately (e.g., two at one time). (Source: Feb-Mar 2003 SDE Board Report)

■ Overall enrollment at Connecticut's public and private colleges and universities hit an all-time high last fall, with 169,748 students, according to a new report by the state Board of Governors for Higher Education. The record number of students surpasses the previous peak enrollment of 169,132 set in 1989. The board reports that this is the fifth consecutive year of growth since 1997, when enrollment was at its lowest point in the last 25 years. Of the 169,748 students, more than 100,000 are studying full-time – another state record. And, 58% are female – also a record.

VIDEO JOURNALS AVAILABLE

The CT Principals' Center has "video journals" available for administrators and schools. Each "journal" contains a video tape, CD soundtrack, and implementation guide. If you wish to borrow one, contact Tom Galvin at tgavin@casciac.org and make arrangements to pick up and return. Choose from the following journals:

- *Closing the Achievement Gap* - Glen Singleton (*Understanding race - systemic change*)
- *Differentiating Instruction** - Gayle Gregory and Carolyn Chapman. (*Elements of planning - climate - adjustable assumptions - strategies*)
- *Reading, Writing, Speaking and Listening Across the Curriculum** - Heidi Hayes Jacobs (*Every teacher is a language teacher - putting the skills to work*)
- *All Means All - What is it about me that you can't teach?** - Eleanor Renee Rodriguez (*Experience, essential connection, high expectation, enthusiasm*)

* There are separate elementary and secondary "journals" available.

CAS EXTRA CREDIT UPDATE

Dennis Carrithers, Director of Special Programs

With the end of the school year and the multitude of wonderful activities and events, school administrators can take immense pride in the successful conclusion of another year of growth and development for students.

After the glow and reflection that come with the end of June in anticipation of summer vacations, thoughts of the coming school year are timely. Late summer and early fall is prime time for the initiation of new programs. Think of the student activities that could benefit from more financial support. Take advantage of the enthusiasm of the start of school to garner support.

Join the schools that have begun participation in the **CAS Extra Credit Partnership Program** with a kick off campaign to register your school and your supporters. Benefit from the purchasing power of your families, friends, and faculties.

Enroll your PTO, booster club, student activities program or your school in general. Identify a key leader in the school who can organize the school community to raise needed funds. The tools and strategies are available to generate revenue easily, efficiently, and quickly.

Check the CAS web site, www.casciac.org, for the latest offerings. Let Dennis Carrithers in the CAS office work with your representative by contacting him at dcarrithers@casicac.org or at 203-250-1111 in time for the beginning of next school year.

■ At its March meeting, the Connecticut State Board of Education received an evaluative report on the state's magnet schools. According to *Interdistrict Magnet Schools and Magnet Programs in Connecticut: An Evaluation Report*:

- Approximately 10,700 students from nearly 100 school districts participate in 31 interdistrict magnet schools and programs.
- Interdistrict magnet schools and programs have more economically diverse student populations than most other schools in the state.
- Twenty-one percent of the magnet school professional staff is minority, compared with seven percent statewide.
- Trends in student performance on the Connecticut Mastery Test in mathematics, reading and writing are positive, and suggest that the difference between the percentage of interdistrict magnet school students scoring at or above the state goal and the state average decreases as students complete a greater number of years in the schools.
- The high school dropout rate for interdistrict magnet schools was 6 percent in 2001, compared with a statewide rate of 11 percent and an Education Reference Group I rate of 23 percent.
- The percentage of magnet school graduates taking the SAT annually has been well above the statewide average, while total SAT performance has been at or above the local and ERG I levels.

(Source: Feb-Mar 2003 SDE Board Report)

■ The conventional view that public school teachers are woefully underpaid may be wrong, according to a new report by an expert on teacher pay. When salaries are computed on an hourly basis, public school teachers generally earn more than registered nurses, accountants, engineers and other middle-class workers, says Michael Podgursky, chairman of the University of Missouri's economics department and co-author of the 1997 book *Teacher Pay and Teacher Quality*. Some teachers also enjoy fringe benefits that are superior to those in the private sector. Under Missouri's pension system, for example, teachers with 30 years of service can retire at 55 with 84 percent of their annual salary, Podgursky said. And those same teachers will receive yearly cost-of-living adjustments in their pension income, a rarity in many private-sector pension programs, he said. Podgursky's research appears in the summer 2003 edition of *Education Next*, a school-reform journal published by The Hoover Institution, a conservative-leaning think tank at Stanford University.

■ Children who snore are at heightened risk for a host of learning and psychological problems, from poor verbal and spatial skills to anxiety and depression, Kentucky researchers report. The new study shows that snoring presents a health risk, said study author Louise O'Brien, a research fellow at the University of Louisville. "Even a condition that we all think of as benign - snoring - can have an effect on a child's daytime functioning," she told Reuters Health. Researchers studied a group of 87 youngsters, ages 5 to 7, who snored and 31 children in the same age group who slept quietly through the night. They found that the children who snored performed worse on just about every measure than those who didn't. "While their scores were still within the normal range, they were more hyperactive, more impulsive, and had more social problems. And they were more anxious and depressed than children who didn't snore." The biggest differences were seen on the cognitive test scores, she said, with children who snored having significantly worse verbal, language and spatial skills than the non-snorers. (*Reuters Health News*)

■ Roughly 1 in 10 teen boys in the U.S., and as many as 1 in 5 teen girls, borrow or share prescription medications with friends and family, according to a study conducted by the U.S. Centers for Disease Control and Prevention (CDC). Furthermore, prescription drug sharing is not necessarily a one-time-only occurrence. "These data suggest that children and adolescents, and older teenage girls in particular, need education regarding the risks of prescription medication sharing," assert CDC officials. Sharing of prescription drugs is especially risky for teen girls who may be taking Accutane, an acne medication that can cause severe

birth defects. The drug is strictly regulated for prescription holders, who need to use two forms of birth control and undergo pregnancy tests to get refills. However, sharing the medication can allow those security measures to be sidestepped.

■ Drug testing of students in schools does not deter drug use, University of Michigan researchers have concluded. The research challenges the premise that has been central to the rationale for schools adopting a drug testing policy. The contention that testing is a deterrent to drug use also was an important consideration in a recent split decision by the United States Supreme Court that upheld the constitutionality of drug testing of students as a condition of participating in extracurricular activities. The researchers looked at combined data from surveys done in 1998, 1999, 2000 and 2001, representing information from 722 secondary schools from across the nation, including 497 high schools and 225 middle schools. At each grade level studied—8, 10, and 12—the investigators found virtually identical rates of drug use in the schools that have drug testing and the schools that do not. Additional analyses focusing on specific groups of students also were conducted. In those high schools that tested athletes, use by male athletes of marijuana (or of any other illicit drugs) was not significantly different from use among male athletes in the great majority of high schools that do not test their athletes. For more information, visit www.umich.edu/news/Releases/2003/May03/r051903.html.

■ A new report by the Progressive Policy Institute, a Democratic think tank, argues that responsibility for school performance should extend to school boards as well as the administrators and teachers already held accountable for student achievement. In the report, Paul Hill, public affairs professor at the University of Washington, contends that the political nature of most school boards, combined with the convoluted and entrenched nature of school district bureaucracies, leads to widespread patronage and a focus on specific concerns of individual constituents or interest groups. Furthermore, he charges, school boards over-regulate budget allocations but often neglect student performance, which should be their central concern. To get school boards to focus more on performance, Hill suggests that states should foster competition within and among school districts by: requiring school boards to have their authority renewed every five years based on school performance; allowing districts to operate schools in neighboring school systems; and authorizing the creation of multiple school boards either within a district or in a broad geographic area. ("School Boards: Focus on Performance, Not Money and Patronage" is available at www.ppi-online.org/documents/School_Boards_0103.pdf)

... more national news & notes

■ A new report by the Broad Foundation and the Thomas B. Fordham Institute strongly advocates for alternative routes to the principalship, regardless of the training principals have received prior to entering schools. The report, entitled "Better Leaders for America's Schools: A Manifesto," faults the current certification system, saying "a certified administrator is not necessarily a qualified leader" and identifies "bureaucratic requirements" as obstacles preventing individuals from seeking the principalship. Despite the messages regarding principal training and certification, there are positive aspects of the report: it endorses increased compensation, recommending that principal salaries be 150% of the amount of the highest paid teachers in a school. In addition, the report recommends that "principals and superintendents be provided with sweeping authority over the personnel and operations of schools." Access the report at www.edexcellence.net/manifesto/.

(Source: *NASSP Federal Relations Report*, 5/23/03)

■ Summer employment for teens is becoming more and more difficult to find, due largely to the weak economy which is forcing adults to take lower-wage, part-time service jobs that teenagers have traditionally relied on for summer employment. A survey by Teens4hire.org found that more than 775 employers that usually hire teenagers, including restaurants, retailers, and summer camps, are cutting back on all hires. Many aren't even considering teen applicants this year. Officials expect the job market to worsen for youth as laid-off workers exhaust their unemployment benefits and look for any available work that will pay the bills. In many cases, teens' job opportunities are being taken by their parents, as the national unemployment rate continues to hover near an eight-year high.

■ African-American teachers are far more likely than their white counterparts to apply for National Board for Professional Teaching Standards certification, yet they are far less likely to receive the credential, a recent report concludes. Less surprising, the study found that educators of all races who win approval have higher standardized-test scores and work in higher-performing schools located in wealthier communities than those who fail. The study was underwritten by the U.S. Department of Education. To download a copy of the report, *NBPTS Certification: Who Applies and What Factors are Associated with Success*, visit www.urban.org/UploadedPDF/410656_NBPTSCertification.pdf.

■ According to a report issued in April by the National Commission on Writing in America's Schools and Colleges, most fourth graders spend less than three hours a week writing, which is about 15% of the time they spend watching TV. Furthermore, 75% of high school seniors never get a writing assignment from their history or social studies teachers. The commission's report asserts that writing is among the most important skills students can learn and that it is woefully ignored in most American schools. Further findings of the report indicate that only half of the nation's 12th graders report being regularly assigned papers of three or more pages in English class; about 40% say they never, or hardly ever, get such assignments. Part of the problem is that many high school teachers have 120 to 200 students, and so reading and grading even a weekly one-page paper per student would be a substantial task.

legal news & notes

■ A recent case involving the Bethel Public Schools which went before the Freedom of Information Commission has been resolved in favor of the school district. The case, *Paulsen v. Superintendent of Schools, Bethel Public Schools*, focused on the Bethel Public Schools' refusal to release e-mail addresses of parents to a Bethel parent who chairs the Bethel Action Committee taxpayer group. In its decision, the Commission sided with Superintendent Gary Chesley, who would not release the more than 1,200 parent e-mail addresses that the school system had always treated as confidential student information. Chesley had collected the addresses in order to privately communicate with parents about issues impacting the education of their children. After Paulsen's request for the e-mail addresses was denied on the basis that the addresses were not "public records," he filed a complaint with the Commission charging that the school district was in violation of the Freedom of Information Act. The school system argued that the addresses fell into at least two categories of information that the Act expressly exempts from the definition of "public records": (1) names and addresses of students; and (2) education records that are not subject to disclosure under the Family Educational Rights and Privacy Act. The Commission agreed with the school district and ruled in its favor. (Source: *CABE Journal*)

FERGUSON ADDRESSES ACHIEVEMENT GAP SUMMIT

By Tom Galvin, Principals' Center Director

The keynote speaker at a Connecticut State Department of Education program entitled "Closing the Achievement Gap: Connecticut Summit on Overidentification and Disproportion in Special Education" was Dr. Ronald Ferguson, lecturer in Public Policy at Harvard's Wiener Center for Social Policy.

Dr. Ferguson explained his instructional "tripod" of content, pedagogy and relationships. If one leg falls, then so do the others, rendering school improvement promoted by No Child Left Behind and standards-based reforms unfulfilled.

In reporting his research, particularly on minorities in suburban districts, Dr. Ferguson made some interesting observations. In particular, he pointed out that minorities report they receive strong "encouragement" from their teachers but not very strong "demand" for doing their work. Majorities

report a balance from their teachers – strong "demand" and "encouragement."

"I reminisced during this explanation on my first year of teaching with assignments in "General Business" and foreign language," said Dr. Ferguson. "I recall a student who happened to be in two of my classes – General Business and Latin – asking me why I didn't act the same way in both classes. He went on to say that I gave lots of work to the Latin students and made them do it. On the other hand, General Business was 'easy.'"

"I don't remember my response," he continued. "But I probably put the blame in some way on the students; their lack of motivation, work habits, etc. In retrospect, I know they were capable of a lot more. I could have demanded much more and I believe they would have liked it better and profited from it. Encouragement and demand. An important classroom balance."

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THE BULLETIN

Published monthly except July, August and Sept. by the Connecticut Association of Schools at 30 Realty Drive, Cheshire, CT, 06410. Phone: (203)250-1111. Subscriptions to the BULLETIN are a membership service; subscription costs are \$5.00 for senior high schools; \$1.00 for middle level and elementary schools; \$1.00 for associate and retired members. Third class postage paid at New Haven, CT. Permit #561. POSTMASTER: Send address changes to – BULLETIN, 30 Realty Drive, Cheshire, CT 06410.

MARK YOUR CALENDARS !

Upcoming Connecticut Principals' Center Programs for School Administrators. . .



"Reflective Leadership: Leading from the Inside Out"

July 10-11, 2003 / The Heritage, Southbury

The keynote speaker for this two-day residential program is Dr. Jamieson McKenzie, editor of "The Educational Technology Journal." His speaking focuses on using new technology to enhance student thinking and learning. Other speakers include; Jay Mathews, a Washington Post education reporter who devised the study that identified the 100 best high schools based on A.P.'s and I.B.'s in the United States published in Newsweek; and Jonathan P. Costa, Sr., founder of Performance Innovations.

"Welcome Back Cook-Out and Legal Update"

August 13, 2003 / 3:30 p.m. / CAS office

The CAS Celebration Committee, in collaboration with the Principals' Center, is once again hosting its annual back-to-school picnic and legal update. Attorney Tom Mooney of Shipman and Goodwin and UConn's Neag School of Education will present a 2003 legislative and legal update, followed by a cook-out at 4:30.

"Annual Convocation for Principals and Superintendents"

September 17, 2003 / 5:30 p.m. / Aqua Turf, Plantsville

The annual convocation, sponsored by the Principals' Center and CAPSS, will feature a short address by the Commissioner of Education followed by a keynote speech by Richard Rothstein, former national education columnist of The New York Times, research associate of the Economic Policy Institute and, beginning in 2003-2004, lecturer at Teachers College, Columbia University. Invitations will be sent to all member schools and central office staff.

On-line registration is available for all of the above events at:

<https://secure.technotrade.com/casciac/scripts/register.cgi>

MATT FISCHER JOINS CENTRAL OFFICE STAFF



CAS is pleased to announce that, on June 1st, CAS-CIAC webmaster Matt Fischer became an official member of the central office staff! Matt has served as the CAS-CIAC webmaster since 1997 and has single-handedly designed, created and maintained the CIAC Online Eligibility and Tournament Form Center. Matt moved into the CAS office three years ago and, though working as an independent contractor, assumed roles of greater and greater responsibility, becoming the office data manager, technology coordinator, computer consultant, and network administrator.

"We are very fortunate to have Matt working under the CAS auspices," says Executive Director Mike Savage. "In the past six years he has become an absolutely vital part of this organization. The on-line eligibility and tournament form center which he developed is truly an extraordinary system which is so perfectly tailored to meet all of the CIAC's needs. Connecticut has really set the standard among state associations for web-based data retrieval."

A California native, Matt relocated to Connecticut in 1994 and established his own website and communications company. His client list includes businesses and sports teams throughout the country, including Lake Compounce, the Vermont Expos, and Yale University. Prior to starting his own company, Matt was public relations director for UpperDeck, a sports memorabilia company, and for the San Francisco Giants.

Matt was honored with the CAS Appreciation Award for Excellence of Service at the annual meeting last month. When presenting the award to Matt, Assistant Executive Director Karen Packtor commented, "The greatest thing about Matt is that he truly believes that what we do as an organization is important. He devotes countless hours to finding ways to help us do more and better for all of our members. Everything that he does he does with the mind of a computer programmer, the eye of a perfectionist and the heart of an educator."

Matt's new title will be "Director of Information Services." Welcome Matt!

FLANAGAN GRANTS AWARDED AT RECEPTION

The Second Annual Flanagan Awards Reception was held on May 13, 2003, in the CAS Conference Center. Seven schools received grants totaling \$5,000 in support of programs that stimulate, broaden or improve student activities within the school community.

Representatives from the seven winning schools were welcomed by CAS Assistant Executive Director Mike Buckley and heard remarks by Janet Garagliano, SABC Chair and Principal of Wamogo Regional High School, and Rick Bossie, Manager of Big Y's Avon store. Awards were presented by Ms. Garagliano and Jenn Gomes, Manager of Big Y's East Windsor store.

A list of the seven schools and descriptions of their award winning projects appeared in the May BULLETIN and are also available on the CAS web site (www.casciac.org/scripts/shownews.cgi?story=145).



Janet Garagliano (far right) and Jenn Gomes (second from right) present a Flanagan Award to Avon Middle School students for their successful Peer Support Group.

GOVERNOR'S SCHOLARS RECOGNIZED AT LUNCHEON

By Mike Buckley, Assistant Executive Director



Claire D'Amour-Daley

Big Y Vice President for Corporate Affairs

Thirty of Connecticut's top students were feted at the Seventh Annual Governor's Scholars Luncheon at The Hartford Club on May 22nd, the culminating event in the Governor's Scholars program this year. Co-sponsored by the Connecticut Association of Schools (CAS) and Big Y World Class Markets, the purpose of the program is to recognize academically talented high school students in schools throughout the state and present thirty students for special recognition to the Governor of Connecticut.

Big Y Vice President for Corporate Affairs, Claire D'Amour-Daley, in her remarks at the luncheon, cited Big Y's history of contributing to its communities, particularly with regard to support for education. In addressing the scholars, Ms. D'Amour-Daley stated, "We are proud and honored to be able to partner with CAS in recognizing the top high school scholars in Connecticut. Like us, these students have shown that through hard work and dedication they can achieve great things in their schools and communities."

Representative Cameron Staples (D-Hamden/New Haven), standing in for Governor Rowland, told the scholars, "You are in a literal sense the best and the brightest Connecticut has to offer and you should be every bit as proud of that as we are proud of you. . . . I encourage you to regard education as a lifelong endeavor, to prepare yourselves for the mobility and multiple changes and challenges that are increasingly part of the typical working life." Commissioner of Education Theodore Sergi urged the scholars to continue to work hard, do well, and give back to their communities – and to enjoy themselves.

Each Scholar received a plaque from Commissioner Sergi designating him/her a Connecticut 2003 Governor's Scholar, a certificate denoting the same from Lt. Governor Rell's office, and a check from Big Y for \$300.00 presented by Ms. D'Amour-Daley. Thirty-three of Connecticut's colleges and universities also support this program by making gratis college level courses available to the thirty scholars. The University of Connecticut awards an Achievement Scholarship valued at one half of full tuition for four years to all Governor's Scholars who are admitted and enrolled.

A list of the thirty Governor's Scholars appeared in the April BULLETIN and is also available on the CAS web site (<http://www.casciac.org/scripts/shownews.cgi?story=146>).

Sergi, continued from page 1

more importantly, it made a measurable difference in the lives of the young people of Hartford. You have achieved great progress — progress that is all the more laudable considering the volatile political, social, and cultural climate in which you have worked.

*You are a man of **JUDGMENT**. You have taken risks; you have initiated reform; you have embraced and encouraged change. But you have done so with prudence and judiciousness. You have charged forward boldly but not blindly, willfully but not recklessly. A wise leader is not one who seeks change simply for the sake of change. Rather, it is one who sees an opportunity to build on the success of the present and to plan for the future. Good judgment is dependent upon the ability to*

listen. And herein lies your strength. You have consistently demonstrated your ability to weigh the diverse opinions and needs of a broad range of constituents and, at the same time, to be able to focus on the big picture, on the common goals that unite, not on the petty differences that divide.

*You are a man of **INTEGRITY** — a leader of purpose and persistence, of consistency and conscience. You have set forth very clear objectives — to adopt high academic standards for all students, to focus on student achievement, and to reduce student isolation — and you have never wavered from them. You have never allowed personal or political interests to divert your — or the state's — attention from these fundamental goals. You have remained unyielding and intrepid despite the public scrutiny and criticism with which you are beleaguered on a daily basis.*

Topcoder, continued from page 1

The 2003 CAS-TopCoder High School Challenge began in March with an eight-week schedule of qualifying rounds. These competitions saw dozens of Connecticut's best young programmers competing online in real time each week. To be eligible for the finals, at least three coders from each school must have competed in four of the eight qualifying rounds. During these qualifying rounds, the average of the top three scorers from each school was used to determine which school would win for the week. For more details and photos of the competition, please visit (<http://highschool.topcoder.com>).

"This competition brings the same platform that we use for college students and professionals every week to these incredibly talented high school students," said Rob Hughes, president of TopCoder, Inc. "It is clear that these students will be among the best and the brightest at whatever institution they pursue following high school. I'm sure we will see some of these same students in our collegiate and professional tournaments in years to come."

"CAS strives to bring academic competitions to the same level of excitement as high school athletic events here in Connecticut. The 2003 CAS-TopCoder High School Challenge has allowed us to take a giant step in that direction," said Mike Savage, Executive Director of CAS. "Putting technology and real-world problems in the hands of these high school students created a great competition."

CAS Assistant Executive Director Mike Buckley stated, "We've demonstrated during this first year that the model works. There are sufficient numbers of students in each of our high schools with the requisite skills to compete."

*And, finally, you have been a man of **DEDICATION**. From the outset, you stepped forward and made your expectations clear; you told each of us what our role would be in this enterprise of public education; and you have stood at our side — energizing and encouraging us — as we have worked to improve the educational opportunities of CT's students. There is a big difference between a mere desire to do a thing, and a burning passion to do it — a determination to accomplish it at any cost. You have shown us that burning passion and you have inspired us. We commend you for what may just be your most important asset: your inexhaustible confidence in the educability of ALL students.*

I heard it said that school change requires champions. Dr. Theodore Sergi, you are our champion. 🍷

ALERT:**To All Member School Principals**

Each year, CAS produces a membership directory which includes a listing of all of our member schools along with accompanying information such as school address, phone/fax number, enrollment figures, program offerings, sports, and school personnel names. The information published in the directory is culled from the "annual reporting form" which member schools are required to submit in the fall of each new school year. All of the data that we collect from the forms are entered and stored in our membership database. We have found that, very often, the information that is submitted in the fall changes throughout the year and we are looking to find a way to ensure that our membership data is as current as possible. As such, we are changing our procedures to allow member schools to submit their information electronically and to update their information on-line throughout the school year.

Beginning in the 2003-2004 school year, schools will no longer receive an "annual reporting form" in the mail. However, schools will be required to complete the form electronically through our on-line membership database. The database will be accessed through a secure, password-protected area of the CAS website. (NOTE TO MEMBER HIGH SCHOOLS: Gaining access to the on-line membership database will function in much the same way as signing onto the on-line eligibility and tournament form center. However, a different password will be assigned for this new operation.)

During the summer, principals will receive a letter from this office which will contain the username and password that they will need to gain access to the on-line membership database. They may, at their discretion, share their username/password with any member(s) of their staff. Obviously, they will need to provide this confidential information to the individual(s) who will be entering their school's data. However, please be reminded that, as building principals, they will ultimately be responsible for the accuracy of their records. By sharing their username/password, they increase the risk of providing unauthorized individuals access to their school's records.

We believe that automating this process will be faster, easier, and less expensive for both member schools and the central office. Furthermore, by allowing each school to submit, update and view its data directly through our website, we will be able to maintain more accurate and updated records.

Any questions or concerns about this new procedure can be directed to Karen Packtor at kpactor@casciac.org.

SCHOLAR-ATHLETE BANQUET A SUCCESS

By Mike Buckley, Assistant Executive Director



UConn women's associate head basketball coach Chris Dailey

Three hundred and twenty-three students from 168 Connecticut high schools were honored at the 20th Annual Scholar-Athlete Banquet held at the Aqua-Turf Club in Southington on May 4th. The event, hosted annually by CAS/CIAC and sponsored by the McDonald's Owner/Operators of Connecticut and Coca-Cola, honors one male and one female from each Connecticut high school who have excelled in both academics and athletics. To qualify for the award, each student must have accumulated a 3.5 grade average, participated in at least two years in a CIAC sponsored sport, have exhibited service and possess integrity and self-discipline.

Ms. Chris Dailey, UConn women's associate head basketball coach, was the keynote speaker for the event. She was introduced by Mr. Arnold Dean of WTIC Radio 1080. ESPN's Bob Picozzi served as master of ceremonies for the event. Welcomes were given by Dr. Allen Fossbender, president of the Connecticut Association of Schools and principal of Joel Barlow High School in Redding; Mrs. E. Patricia Llodra, chair of the Connecticut Interscholastic Athletic Conference and principal of Northwestern Regional High School in Winsted; Education Commissioner Dr. Theodore Sergi; Mr. Jay Margnelli representing Coca Cola; and Mr. Andy Santacroce representing McDonalds.

Over 1,625 students, parents, and educators were treated to an inspirational keynote address by Ms. Dailey. Her message – that success comes from having high expectations, setting goals, working hard, and subordinating self to team – resonated with an audience still basking in the glow of the UConn women's fourth national championship. Particularly pertinent were Ms. Dailey's views on the correct way to be a college student (Get to class early. Get to know your professors. Ask questions. Dress professionally.) given the academic successes over the years of the players in the women's basketball program.

DODD'S COUNSEL MEETS WITH CAS

Tom Galvin, Principals' Center Director

Lloyd Horwich, counsel to Senator Christopher Dodd, recently met with CAS administrators and staff to seek input from practitioners on the impact of the *No Child Left Behind* legislation.

There was universal agreement that changes in the legislation are necessary to avoid harming schools and students despite agreement with the overall goal of providing a high quality of education in a safe environment for all children.

Concerns were raised in many areas, including:

- g The dubious way in which annual yearly progress is calculated, leading to an inappropriate identification of many "failing" schools. An A . Y. P. may be appropriate, but a different system which is educationally and statistically valid needs to be developed.

- g The inadequate funding of the legislation, including shifting of some funds from one program to another instead of funding with new monies.

- g The unworkable aspects of public school choice options. There are insufficient options available due to the demographics of many communities. This needs attention.

- g The amount of time spent on testing and related test preparation, reducing time available for other educational areas. Is annual testing necessary to meet the school improvement goals?

- g The unfair and in many cases unkind or even cruel treatment of English as Second Language speakers. More options are needed – none exist now.

- g Identification of high schools as "failing" based on pre-legislation data.

Lloyd will report to Senator Dodd and provide feedback to CAS.

Those participating in the discussion: Tom Reale, Maloney High School of Meriden; Diane Dugas, Smith Elementary of New Britain; David Telesca, DePaolo Middle School of Southington; Carol Marinaccio of Naugatuck High School; and, Tom Galvin and Mike Savage of the CAS staff.



CAS President Dr. Allen Fossbender convenes the 51st Annual Meeting at the CAS conference center.

On May 8, 2003, member school principals and assistant principals gathered at the CAS conference center for the association's 51st annual meeting. The over one hundred administrators in attendance — predominantly from member high schools — adopted no changes to the CAS Constitution, elected a new slate of officers, and approved a nominal dues increase for elementary, middle and high school members.

President's Report

CAS President Allen Fossbender, principal of Joel Barlow High School in Redding, convened the meeting just after 2:30 p.m. He began his president's report by extending a heartfelt thanks to the hundreds of administrators and educators who so willingly devote their time and talents to the association. "I hold the contributions of the members of the CAS boards of control, the Principal's Center, and the many other CAS standing and ad hoc committees, to be heroic acts of unselfish commitment," said President Fossbender. "For that reason, I wish, first and foremost today, to thank those CAS members and CAS personnel assembled here and our CAS colleagues throughout Connecticut for their time, competence and work. They have advanced CAS's mission, and they have made a difference in the lives of children. I respect and I appreciate their professionalism, their dedication, and their contributions," President Fossbender continued.

In his comments, President Foss-

bender reflected on the association's growth and successes during the 2002-03 school year. Among the highlights were the adoption of a new CAS mission statement and the development of a three-year plan to guide the association's work in the coming years. President Fossbender also provided a glimpse of his vision for CAS' future. Noting that "there is much work to be done in order to ensure CAS' continued preeminence in educational leadership and reform," he enumerated a number of goals and objectives which he felt should be a priority in the coming year. Among them were the cultivation of a close and cooperative partnership with the new commissioner of education; increased focus on financial development activities and the long-term fiscal stability of CAS-CIAC; continued reliance on technology to expedite members services and communications and to decrease operating costs; and, the critical need to nurture interest in and commitment to the mission of CAS among the next generation of school leaders. (To view President Fossbender's report in its entirety, visit www.casciac.org/scripts/shownews.cgi?story=165.)

Executive Director's Report

In his annual report, Executive Director Mike Savage focused his remarks on the increased need for strong leadership. "It's my steadfast belief that the survival of education as we envision it and the survival of our great organization depends on strong leadership," said Mike. He remarked that, in a world where change is inevitable, it is critical to have leaders who "stand like a rock" on issues that affect the "heart and soul of our schools." "Change is all around us and greatly affecting us," said Mike. "And while we as educational leaders will change many things, we must not - and this is my plea to you today - we must not change the heart and soul of our schools." He urged members to continue to focus on the teaching of core values, such as respect, individuality, self-worth, and citizenship. "In modern day education," he continued, "there are lots of transient, superficial, don't-really-matter issues. High stakes testing may some day be seen as one of those issues. School leaders, especially superintendents and principals, must look for

the deeper, more powerful and unchanging issues, sink deeply into them and let them carry them through the daily controversies and temporary hot topics." (To read the full text of Mike's executive director's report, visit www.casciac.org/scripts/shownews.cgi?story=166)

New Business

In a rare occurrence, no constitutional changes were brought to the CAS membership for adoption this year (see page 11 for the bylaw changes that were adopted by the CIAC membership). The membership did elect a new slate of officers and board members for the 2003-2004 school year. (visit http://www.casciac.org/pdfs/nominating_report_CAS.pdf to see the complete slate).

In other action, the membership approved a budget which called for a modest \$25 dues increase for high schools, and a \$20 dues increase for middle schools and a \$15 dues increase for elementary schools.

Award Presentations

The awards dinner began with the presentation of life memberships to retiring administrators. The following individuals were in attendance to accept their life membership cards:

- William Banfe, Headmaster Shelton Intermediate School
- Richard Hadden, Principal Litchfield High School
- William McDermott, Principal Eastbury School
- Anthony Molinaro, Principal King Street Intermediate
- Anthony Piccolo, Housemaster Shelton High School
- Stephen Schachner, Principal Birch Grove Primary

Distinguished Friend of Education Awards

Dr. Joseph Gerics, principal of Immaculate High School in Danbury, presented the Distinguished Friend of Education Award to Mr. Ralph Craft, vice president of the Boehringer Ingelheim Cares Foundation, Inc. "It is difficult to imagine a corporation that has been more generous and committed to education than Boehringer Ingelheim," said Dr. Gerics. He thanked B-I for its generosity in funding a myriad of innovative educational programs for students, includ-

ing the Partners in Science program, the Scientific Scholars program, and the Science Horizons program. "The Boehringer Ingelheim Cares Foundation shares our educational goals of commitment to the common good and to service to others," Dr. Gerics remarked. We are grateful for their support and honored to be partners with them in education."

Former Danbury High School Principal John Goetz presented the second Distinguished Friend of Education Award to Mary Kiniry, a resident of Danbury and a long-time volunteer at the high school. "In my thirty-five years in education I have never come across a more dedicated volunteer who works tirelessly for the cause of public education in Danbury," said John. "Although Mary's own children graduated from Danbury high school almost twenty years ago, she continues to give enormous amounts of her time generously and without any form of compensation."

Additional Awards

Dr. Jerry Auclair, principal of Darien High School and chair of the CAS Awards and Recognition Committee, presented Letters of Commendation to four individuals for their sustained service and valuable contributions to CAS and to the member schools it serves.

Letters of Commendation Recipients:

- **Katharine Bishop**, Principal Daisy Ingraham School
- **Eugene Horrigan**, Principal Shepaug Valley High School
- **Bob Pitocco**, Principal Rocky Hill High School
- **Anne Jarvis**, Assistant Principal Glastonbury High School

Dr. Anne Richardson, principal of Strong Middle School in Durham, and **Richard Cavallaro**, principal of Wilcox RVTS in Meriden, were also selected to receive a Letter of Commendation but were unable to be in attendance to accept their awards.

The following individuals were awarded the prestigious CAS Citation:

- **Mr. Richard Hadden**, Principal Litchfield High School;
- **Michael Rafferty**, Principal Old Saybrook Middle School; and
- **Dr. Gary Rosato**, Principal Great Plain School in Danbury.

The CAS Citation, the association's highest honor, is awarded only to those members who have made extraordinary and long-term contributions to the organization.



Rich Hadden, retiring principal of Litchfield High School, receives a CAS Citation, the association's highest honor.



Daisy Ingraham Principal Kit Bishop is one of four recipients of a CAS Letter of Commendation.



Rocky Hill H.S. Principal Bob Pitocco receives Letter of Commendation for his 12 years of service to CAS.



Dr. Jerry Auclair, chair of the CAS Awards and Recognition Committee, presides over the awards ceremony.



Dr. Joseph Gerics (*right*) presents the 2003 CAS Distinguished Friend of Education Award to Boehringer Ingelheim's Frank Pomer, Ralph Craft and Peter Mueller (*left to right*).

middle school news

Scholar/Leaders Honored at Aqua-turf

By Earle G. Bidwell, Assistant Executive Director

"Compassion" and "sensitivity to others" were common themes running through several of the speeches heard by 290 honorees and over 1,500 guests at the 19th annual CAS Middle Level Scholar/Leader Banquet at the Aqua-turf Club on June 2nd.

Co-sponsored by the Coca-Cola Bottling Company of New England and McDonald's Owner/Operators of Connecticut and Western Massachusetts, the banquet annually honors one girl and one boy in each of Connecticut's middle schools for outstanding leadership and scholarship.

As they entered the banquet hall, the audience was treated to spirited vocal selections by the Stonington Select Singers, an auditioned group of talented young musicians from Mystic Middle School and Pawcatuck Middle School in Stonington. Mystic Middle School choral director Ellen Effman Gilbert directed the chorus. Later in the program, a rendition of "Joyful, Joyful," replete with improvisational solos by many of the young singers, was warmly received and followed by thunderous applause.

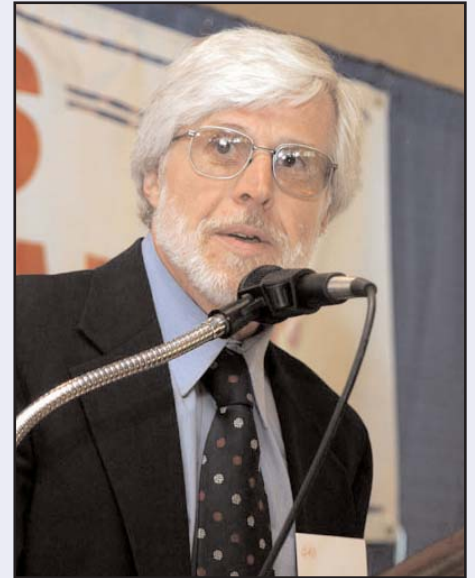
Master of Ceremonies Scott Gray from WTIC radio set the stage by welcoming and congratulating students, parents, and educators for the sacrifices that they all have made in order to be honored. He further addressed the

leadership role that the award winners would soon assume in society challenging them to break down barriers to communication and to be ever vigilant for those things that could erode the freedoms for which America stands.

Several dignitaries at the head table brought greetings and congratulations to the Scholar/Leaders. Connecticut Association of Middle School Principals' board chair, Dick Huelsmann, said, "students are the message we send to a time we will never see." Judy Young, owner of several McDonald's restaurants spoke eloquently about leadership and following one's dream. She also reiterated McDonald's long-standing commitment to youth and listed some of the many ways that owner/operators continue to support youth and education. Monica Chauvin related some of her experiences visiting Connecticut middle schools as part of Coca-Cola's philanthropic efforts in supporting schools. She urged the award recipients to apply for the many scholarships available to students and spoke about two recent award recipients from our state.

Commissioner of Education Theodore Sergi, a long-time supporter of CAS award programs, shared brief but cogent advice directed at the Scholar/Leaders. He told them, "work hard, do things for others, enjoy what you do, and say thank you."

Introduced by CAS Middle School Teacher of the Year Dan Coughlin from Mansfield Middle School, keynote speaker Jack Berckemeyer had the assembly hanging on every word as he artfully mixed observations about the uniqueness of early adolescence with advice to the recipients. His sense of humor was infectious as were his interactions with two young members of the audience. On the serious side, he reminded all that while middle



Master of Ceremonies Scott Gray

schools can be wonderful places, they can at times be cruel places for some. He urged students to be considerate and work to make school safe places for all. Berckemeyer admonished parents, teacher and administrators to remember that these are critical times in the lives of the young and that there can be no more important challenge than to help them grow into the leaders of the future. At the conclusion of Berckemeyer's address, CAS Middle School Principal of the Year, Paul G. Cavaliere Jr., Principal of Sage Park Middle School in Windsor, presented him with a special award for outstanding contributions to middle level education.

The evening concluded with the presentation of a plaque by Dr. Sergi and Mr. Berckemeyer to each recipient along with a photograph commemorating the event.



Administrator teams are invited to participate in the **2003-2004 Leadership Development for Whole Systems Change and Technology Integration program**.

This four-day professional development program is sponsored by Technology for Leadership & Learning in CT (TL²C) and supported by funds from the Bill and Melinda Gates Foundation State Challenge Grant for Leadership Development.

During the 2002-03 year, over 200 school leaders from approximately 50 districts participated in the TL²C program. All team members are provided with a wireless laptop so that all participants can have a hands on experience in using technology as a student, teacher and/or school/district leader. The cost is \$300 per team.

For further information, including a schedule of the 2003-04 sessions, please contact Carol Rocque, Professional Development Coordinator, at 860-486-0238 or email carol.rocque@snet.net with mailing address to obtain the 2003-04 flyer.



Keynote speaker Jack Berckemeyer puts scholar-leader Belinda Littlefield from Mansfield M.S. on the spot.

elementary school news

WEST HILL'S LOU PEAR NAMED CT'S 2003 NATIONAL DISTINGUISHED PRINCIPAL

Congratulations to Mr. Louis Pear, principal of West Hill Elementary School in Rocky Hill, who was named the 2003 National Distinguished Principal by the Connecticut Association of Schools. Nominated for the award by colleague Richard Watson, principal of Myrtle H. Stevens School in Rocky Hill, and parent Merilee DeJohn, Mr. Pear is described as a "remarkable leader and visionary," one who has clearly articulated a vision for student achievement and has demonstrated the leadership traits needed to succeed in that pursuit. In the words of Rocky Hill Mayor Dr. Barbara Orsini Surwilo, "The families of Rocky Hill have benefitted immeasurably as a result of Mr. Pear's commitment to educational excellence."

A 32-year veteran educator, Mr. Pear has served West Hill Elementary School and the Rocky Hill community for his entire professional career. After earning his bachelor's degree from Central Connecticut State University in 1971, Mr. Pear joined the West Hill staff as a physical education teacher and enjoyed a distinguished teaching career, garnering two "West Hill School Teacher of the Year" awards before being appointed principal in 1989. During his seventeen years as a teacher, Mr. Pear was a passionate student advocate with an extraordinary ability to relate to and empower his students, an ability he has maintained long after moving into the ranks of administration.

A dedicated and tireless administrator, Mr. Pear is a constant presence at all school-related activities, including those that take place in the evening and on weekends. Says parent Barbara Horn, "His presence at so many of the school activities validates the efforts of the students and makes them feel important and part of a community."

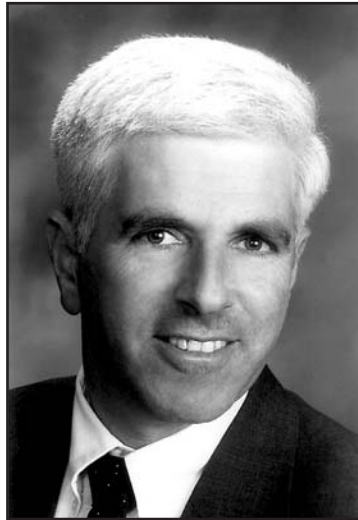
Mr. Pear is credited with creating a supportive and collegial atmosphere which allows all stakeholders — teachers, support staff, parents, students, and community members alike — to enjoy a shared responsibility for the governance of the school. He empowers his staff to be partners in the decision-making process and works side-by-side with them to develop and implement a vision for improved educational opportunities. Says fourth grade teacher Patricia Crawford, "Lou's leadership style can best be described by the collaborative atmosphere generated at West Hill. We proudly work in a school where our opinions are sought and respected."

An educational visionary and pedagogical innovator, Mr. Pear is always willing to rethink current practices and explore alternative paths. According to Crawford, Mr. Pear is open to "new ideas and practices." As a result, she says, "West Hill staff enjoy a professional climate which allows them the opportunity to try and sometimes fail, but always retain that which has worked for our students."

Assistant Superintendent Laura Boutilier explains that Mr. Pear readily embraces and initiates change, but only after careful planning, research and deliberation. "Whether it's a new literature series, science program or method for teaching writing, Lou and his staff research sound instructional practices and implement them to their fullest," says Boutilier.

Mr. Pear has been the driving force behind a number of successful initiatives which have enhanced West Hill's educational programs, including the "Don't Laugh At Me" character education program and the S.A.I.L. after-school program. Perhaps one of the most critical initiatives that has taken root under Pear's leadership is the transition to a Higher Order Thinking School (H.O.T.S.). Through Mr. Pear's persistent efforts, and with unrelenting support from his staff and parents, West Hill and neighboring Myrtle Stevens School were able to secure a \$240,000 H.O.T.S. grant from the Connecticut Commission on the Arts. The grant has allowed West Hill and Stevens to find new and creative ways to celebrate student expression and share student work with the entire community. According to DeJohn, "Through the combined efforts of Lou, staff and parents, this endowment has provided our school with the necessary tools to maintain a positive, integrated, enrichment-driven education for the entire student body."

Mr. Pear was honored by CAS at the Annual Elementary Program Recognition Banquet held at the Aqua Turf Club on May 19th. In October, he will travel to Washington, D.C., to participate in a two-day national recognition event along with National Distinguished Principals from each of the other forty-nine states and the District of Columbia.



Mr. Louis Pear

CT's National Distinguished Principal

ciac news

CIAC MEMBERSHIP ADOPTS TWO BYLAW CHANGES

The CIAC membership adopted two bylaw changes at its annual meeting on May 8, 2003. The first change affects Article IX, Section 1.A of the CIAC bylaws, better known as the Scholarship Rule. The change is simply the addition of language to clarify the CIAC academic eligibility regulation as it applies to ninth graders (see language below). The new language reflects the way in which the CIAC has always interpreted its eligibility regulation as it pertains to incoming freshman. However, this interpretation was not specifically stated in its regulations. The CIAC board felt that it was important to be able to reference its interpretation in the Code of Eligibility, especially for those students who are repeat freshman.

The second change affects Article VIII, Section B.6 of the CIAC bylaws and essentially limits a student's ability to appeal to the Eligibility Review Board for a waiver of the Transfer Rule until such time as the transfer has taken place (see revised rule below). The reason for the change is that the Eligibility Review Board continues to receive a large volume of requests for waivers/exceptions to the Transfer Rule. Many of the cases brought before the board are unnecessary and/or premature. The proposed stipulation will help to decrease some of the board's workload. Athletes will still be able to appeal to the Eligibility Committee for exceptions to the Transfer Rule. However, if an exception is not granted by the Eligibility Committee, the case will not be heard by the Eligibility Review Board until after a transfer has taken place.

CIAC Bylaw change #1:

The following language is to be added to Article IX, Section 1.A.:

A student enrolling in ninth grade for the first time will be eligible for the first grading period regardless of the previous academic achievement. Thereafter, in order to be eligible, a student in grades 9-12 must meet the requirements found in Rule I.B.

CIAC Bylaw change #2 (*changes appear in bold italics*):

Article VIII - Eligibility
Section B. Committee on Eligibility

6. A member school dissatisfied with a decision of the Eligibility Committee may, within fourteen (14) days after said decision, request in writing that the Eligibility Review Committee review the decision. ***Requests for exceptions to Article IX, Section II.C. (commonly known as the "Transfer Rule" of the Code of Eligibility) will be considered by the Eligibility Review Board only after the actual transfer has taken place.***

. . . more ciac news

■ TOP HIGH SCHOOL PITCHERS BURNING OUT EARLY

There is a disturbing nationwide trend of high school pitchers burning out early in their careers. Of the ten best high school pitchers in southern California, four have missed substantial mound time this season because of injuries. Dr. Lewis Yocum, medical director for the Anaheim Angels, says 16- and 17-year-olds often pitch almost year-round and it's too much. The problem lies in the system, which compels young pitchers who want to win top signing bonuses and college scholarships to play three months for the high school, then typically move on to scout teams, Connie Mack or American Legion teams, travel teams, and "showcases" for scouts. The California Interscholastic Federation limits high school pitchers to 10 innings a week during the season. But travel teams have no such rules. Spud O'Neil, baseball coach at Lakewood (CA) High says that these travel teams will "pitch guys four or five innings after they've pitched three or four the day before and it's nothing to them." Such a schedule "pretty much dooms these kids," Dr. Yocum said. "Their bodies aren't strong enough -- nobody's strong enough -- to endure that kind of stress. You've only got so many pitches. Use them wisely." [Los Angeles Times, 5/7]

■ PUBLIC THINKS COLLEGES GO OVERBOARD ON SPORTS

A major nationwide survey has yielded a surprise about the average person's attitude toward college sports. Sixty-seven percent of people believe colleges and universities overemphasize it. Only 35 percent think sports should be a priority for universities. And 77 percent feel athletes are not held to the same academic standards as other students. The Chronicle of Higher Education carried out the research, a telephone survey of 1,000 adults throughout the country, except Alaska and Hawaii. What do these results mean? Kenneth A. Shaw, chancellor of Syracuse University, downplayed their import. Given the widespread media coverage of college sports, he said, citizens would naturally think universities

overemphasize them. He also noted that the public tends to confuse athletes' low graduation rates with special academic privileges, and that many factors erode their graduation rate, such as transfers to other schools. However, Jon Ericson, founder of the Drake Group, an organization of professors concerned about academic fraud in athletics, said the results could spur reform of college sports. "Faculty senates and university presidents," he said, "might find it less difficult than they imagined -- and much more rewarding -- to heed the silent voices of the many rather than the clamoring of the few." [Chronicle of Higher Education, 5/2]

■ ILLINOIS BANS EPHEDRA

On May 25, Illinois Governor Rod Blagojevich signed the nation's first statewide ban on ephedra, the stimulant implicated in nearly 120 deaths. Standing beside him were the parents of a 16-year-old football player who died of a heart attack after taking ephedra. The previous week Florida Governor Jeb Bush signed a bill forbidding sale of all diet supplements to individuals under 18. [Los Angeles Times, 5/26]

■ CONCUSSIONS BOOST THE RISK OF DEPRESSION

In a major study of almost 2,500 retired NFL players, those who suffered three or four concussions showed twice the risk of developing clinical depression in later life. Those with more than four had almost three times the risk. Every regular viewer of NFL football sees concussions. While players often take a blow to the skull and then just shake it off, a head injury can often tear nerves in the brain, yank blood vessels, or damage the gray matter itself. The "mild concussion" is really a myth, and the early end to careers like that of 49er quarterback Steve Young, who suffered a string of concussions, shows the peril. The study did allay one common fear, since it found no association between concussions and either Alzheimer's or stroke. But it jibes with research linking concussions among World War II soldiers to depression they suffered decades later. [USA Today, 5/6; www.neurosurgery.org]

2003-04 NFHS Sports Rules Changes

■ **BASKETBALL:** State high school associations will have the option to adopt a "mercy" rule in high school basketball beginning next season. At its April meeting, the NFHS Basketball Rules Committee voted that a state association may institute a running clock when a specified point differential is reached at a specified time in the game. Since the committee did not approve the change as a playing rule, each state association will make its own determination regarding whether to implement a mercy rule, as well as the point differential and the time in the game such rule would be implemented. In other changes, the committee voted to change wording in specifications for the ball, which will make the new 10-panel basketball legal. Previously, the language limited the number of panels to eight. For additional rules changes as well as more information about the "mercy rule", visit <http://www.nfhs.org/rules-basketball.htm>.

■ **WRESTLING:** At its April meeting, the NFHS Wrestling Rules Committee voted to allow state associations another option for determining an individual's lowest wrestling weight during a state tournament series. State associations with weight-management programs involving hydration testing, body-fat testing and a plan to monitor an average weight loss of 1.5 percent per week now have the option of using those programs to determine the lowest weight at which an individual may wrestle during the state tournament series, instead of the "50 percent rule," which requires a wrestler to have at least one-half of his or her weigh-ins during the season at the minimum weight he or she will wrestle during the state tournament series. State associations with a three-point program may still use the 50 percent rule if they wish. In other changes, beginning next season, there will be no more ties in dual meets in high school wrestling. The Wrestling Rules Committee approved a change in Rule 9-2-2f that requires a tie-breaking plan to be implemented if a dual meet ends in a tie. Although ties are broken in tournaments for teams to advance, this will be a first for dual meets. For additional information on wrestling rules changes, visit www.nfhs.org/press/wrestling_rules_changes03.html.

■ **SWIMMING/DIVING:** The NFHS Swimming and Diving Rules Committee made four rules changes during its meeting in April. Focusing on risk minimization, the committee added clarification to Rule 8, stating that swimmers shall step into the water feet-first for the start of any "in-water" event. This addition is necessary to reinforce the correct way to enter the pool. Among other changes, Rule 4-3-1c was revised to delete the requirement of sounding a device "over the lane" of the lead swimmer when he or she is near the end of a race. The revisions still require a sounding device but do not specify where it should be sounded. For additional rules changes, visit www.nfhs.org/press/swimming_diving_rules_changes03.html.

... more ciac news

NFHS Issues Clarification Re: Soccer Headgear

According to current interpretation, protective head gear in soccer is ILLEGAL for field players. The soccer rules committee met in January, 2003, to discuss a proposal that would permit such equipment to be worn by field players (currently goalkeepers are permitted to wear head protectors that are soft in their final form). At that time, it was recommended to ask the NFHS Sports Medicine Advisory several questions to help the committee make a decision.

On April 2, a conference call was held with members of the NFHS Sports Medicine Advisory Committee and two experts in the field of biomechanics and concussions. The questions posed by the soccer rules committee were discussed and the summary of the discussion was sent to the soccer rules committee as additional information to help them decide whether to change the current interpretation or permit head protective equipment.

The soccer rules committee voted to maintain the current interpretation that head protective equipment for field players is illegal, but the committee will continue to monitor the research and keep the issue on the agenda for the January 2004 meeting. Please be sure to communicate this information to your officials and coaches, and the NFHS will update you of any changes if and when they occur.

CIAC RELEASES RESULTS OF ACADEMIC ELIGIBILITY SURVEY

One of the CIAC board goals for the 2002-2003 year was to "evaluate the CIAC scholarship rule and make recommendations regarding its status." An ad hoc committee was assigned to this task and conducted a survey to assess member school principals' opinions on the effectiveness of the existing rule. One hundred twenty-two of the 176 member high schools responded to the survey (69% response rate). The results are as follows:

- 50% of respondents indicated that their local academic regulation for athletic eligibility was identical to the academic (scholarship) regulation as stated in the CIAC Code of Eligibility.
- 33% of respondents reported that their academic regulation for athletic eligibility was more stringent than their academic requirements for graduation purposes.
- 37% reported that their academic regulation for athletic eligibility was more stringent than that required for student participation in non-athletic extra-curricular activities such as drama, bands, student council, debate, etc.
- 91% felt that the CIAC academic regulation should not be changed and that it should remain a minimal requirement, thereby allowing schools the flexibility to modify its standard in accordance with its school mission.

Based on the results of the survey, the CIAC board, at its April meeting, voted to let stand the present scholarship regulation as stated in the CIAC Code of Eligibility (I. Scholarship)

CIAC ADOPTS POLICY RE: OPEN HOUSES

At its May meeting, the CIAC Board of Control approved a new policy regarding open houses/activity fairs which was brought forth by a subcommittee composed of William Barney, Joseph Gerics, Jerome Auclair and Joe Tonelli. The new policy reaches a middle ground with respect to providing appropriate opportunities for private schools as well as public schools to publicize programs and discuss school athletic programs with parents, students and others while at the same time preventing situations which would lend themselves to academic recruitment.

The new policy, which will take effect immediately but will go before the membership for adoption at next year's annual meeting, received support from the Connecticut Association of Catholic School Presidents.

The following language will replace the existing Article X (Recruitment), Section D.

D. ACADEMIC RECRUITMENT PROGRAMS / OPEN HOUSES

1. This policy is not intended to prevent a member school from conducting academic recruitment programs or recruitment programs designed to attract students based upon the school's overall educational and extracurricular programs. However, such recruitment programs must be designed to present the overall educational and extracurricular programs of the school and not be used as a subterfuge for recruiting students for athletic purposes. Such general recruitment programs permissible under this article must be carried out under the following guidelines:

- a. With the permission of the principal, member schools may present speeches, slides, films, tapes or other similar programs to students at elementary, junior high or middle schools with grades below the ninth from which the member school can normally expect enrollment so long as said speeches, slides, films, tapes

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Resources Available

■ The following sports safety materials have been updated and are available through the NFHS web site (www.nfhs.org):

- 1) Heat Stress and Athletic Participation;
- 2) Reducing Brain and Spinal Injuries; and
- 3) Recommendations For Hydration To Prevent Heat Illness

■ The June 9, 2003 edition of the NCAA NEWS contained three articles on supplements. The three articles are titled, "The Culture of Supplements;" "Supplements in House;" and "Diligence and Education Work to Help Counter the Culture." These articles may be a useful resource for coaches and athletic personnel. The articles can be accessed through the NCAA's home page at <http://www.ncaa.org>. Once there, scroll toward the middle of the page and click on the blue button, "All the News." Next, click on "Front Page News." This will take you to a bulleted list of articles. The last three pertain to supplements. Click on them to access the articles.

HEALTH BRIEF - Although 200 million people play soccer worldwide, we have a lot to learn about injuries and safety equipment. Studies suggest repeatedly "heading" the ball (hitting it with the head) and soccer-related concussions cause problems in thinking, attention and memory. Pro soccer players have the same kinds of mental deficiencies as retired boxers who took too many blows to the head. Foam helmets and padded headbands have been developed to protect players from head injuries, but a recent study from Washington University in St. Louis reports that even though the gear can help shield the head against some severe collisions (hitting the goalposts, for instance), the models tested in the study didn't significantly soften the impact of heading. Until more research is done, the American Academy of Pediatrics advises against letting children intentionally head the ball.

EDITORIAL:**By Tony Mosa, Assistant Executive Director**

Each year the Connecticut High School Coaches Association hosts a banquet for the purpose of recognizing a "coach of the year" in all CIAC sponsored sports. In addition, six student athletes are acknowledged and receive a scholarship for their outstanding achievements in the classroom, and on the playing fields. This activity is one of the premiere events of the year. I have the honor of attending this fine occasion and speaking on behalf of the CIAC. I would like to take the opportunity to share the substance of my remarks with member school principals, athletic directors, and especially our coaches.

We can all agree that a primary mission of high school sports is to provide student athletes with an outlet for healthy competition, recreation, and enjoyment. However, there are "real life" values that athletes derive from sports; values that go beyond the traditional scope of understanding. This reality was vividly demonstrated to me when I had the unexpected pleasure of speaking with a marine reservist who had recently returned from the Iraq war.

He talked guardedly about his combat experiences and about the high level of training that prepared him for his military mission. But he immediately referred to the training that he received as a three sport athlete at his local high school four years ago. This marine specifically mentioned the discipline, commitment, teamwork, dedication to reaching a honorable objective, and the physical strength and agility that were essential training for sports, and how these important qualities carried over to, and fortified his military duties. I venture to guess that many of our soldiers could communicate this same life account.

I found our brief conversation to be compelling. It strengthened my belief in our system of education, the concept of the sports arena as a preparation for life, and the real life experiences that are developed from athletic competition. Coaches continue to demonstrate a total commitment and an unrelenting emphasis upon the total development of their athletes. In so doing, they teach "real life." skills.

Open Houses, continued from page 13

or other presentations are designed to attract students to attend the member school and are based upon the overall educational programs and not presented for the purpose of recruiting prospective athletes. No information can be distributed through such programs by the use of speeches, slides, films, tapes or written material which in any way implies that the member school's athletic program is better than any other member school's athletic program or that it would be more advantageous for a prospective student-athlete if he/she participated at that member school as opposed to any other member school.

b. Member schools may conduct open house, designed to attract students based upon the school's overall educational and extracurricular programs. No information distributed at a school's open house through any speech, slide, film, tape or written material can imply that the school's athletic program is better than any other member school's athletic program or that it would be more advantageous for a prospective student athlete if he/she participated at that member school as opposed to any other member school. The school's athletic director and member school coaches may be present as part of the administrative team and faculty that conducts an academic recruitment presentation or open house for the purpose of

answering questions or making presentations consistent with the above. Coaches must strictly adhere to the CIAC recruitment regulation that prohibits the use of undue influence and/or special inducement by anyone associated with the school in an attempt to encourage a prospective student to attend that school for the purpose of participating in interscholastic athletics.

ATHLETIC PROGRAMS/ACTIVITY FAIRS

1. Specific athletic and sport information may be distributed not earlier than April 15 by coaches and others, at any venue, to eight grade students and other students that have officially committed to attend a member school. Students considered in this group are those that have been officially assigned a program of studies; registered with the school for the next school year and have complied with all other school enrollment requirements. These students are then considered bona fide members of the member school and may be contacted by individual school personnel for specific athletic intentions.
2. Activity fairs including athletic information programs may be held during the school day on or after April 15.
3. Prior to April 15, parent initiated individual visits to schools are permitted during school hours. Student hosts or others may not be assigned for athletic consideration

RELIGIOUS ATHLETES WIN RULING

Excerpted from an article by Tracy Jan, The Oregonian, 06/06/03

The Oregon Court of Appeals ruled Thursday that the state's high school activities association must make reasonable efforts to accommodate religion when scheduling tournaments.

The ruling -- the first of its kind in the nation -- came in an appeal from Portland Adventist Academy after its basketball team was barred from competing in the state championships. But the decision extends beyond basketball to 80 state championships in 16 activities organized by the Oregon School Activities Association.

The Portland Adventist Cougars, this year's Northwest League champions, were stopped from playing in the Class 2A state tournament in March because the team does not play from sundown Fridays to sundown Saturdays, when Seventh-day Adventists observe the Sabbath.

Activities association rules say that to enter the tournament, teams must agree to play all scheduled games.

"For the OSAA to require a person to choose between a religious obligation and participation in a covered activity, without first attempting to find a reasonable accommodation for the conflict, is to act in a way that is fair in form but discriminatory in operation," the three-judge panel said in a unanimous ruling. "It is therefore illegal discrimination."

"This is the first time that any court in the country has ordered a state high school activities association to accommodate students' religious beliefs," said attorney Charles Hinkle of Portland, who argued the case for the American Civil Liberties Union on behalf of the students.

The association can appeal the ruling to the Oregon Supreme Court.

Tom Welter, the OSAA's executive director, said the ruling does not change the fact that it would be unreasonable to expect his organization to adjust its tournament schedules to accommodate every religion.

Other states, including Washington and California, are wrestling with the same issue.

"This decision opens the doors to looking at other extracurricular activities, whether it's the band concert or making religious accommodations at graduation," Evans said. "It's been something we're watching very closely. It's a big issue that is central to life in Oregon and life in the United States." (For the full text of the article, visit http://www.oregonlive.com/news/oregonian/index.ssf?/base/front_page/1054901466317960.xml.)

“RAY” of Hope

Dear Readers: I am looking to establish a regular column in the CAAD section of the BULLETIN called "Ray" of Hope. In it, I would like to address issues of concern to today's athletic directors and I would like to include thoughts and opinions from fellow administrators. In past issues, I have presented a few "hot topics" for your consideration. This month, I offer a new one. If this issue "strikes a chord" with any of you, please send your thoughts, comments or opinions to me at: raymond.deangelis@po.state.ct.us

Raymond DeAngelis, Emmett O'Brien RVTS

This month's HOT Topic:

S Heading a soccer ball (what are we thinking about?)

Have you seen any outstanding acts of sportsmanship?

Each year, the Connecticut Association of Athletic Directors recognizes a member school for an outstanding act of sportsmanship displayed by a team in its school or by its entire athletic department during the previous school year. The member school chosen to receive this award will be honored with a \$500 donation to its athletic department. To apply, download an application at http://www.casciac.org/pdfs/caad_sportsmanship_award_form.pdf.

Connecticut Association of Athletic Directors Slate of Officers 2003-04

Officers:

President	Paul Mengold, CAA, Amity Regional H.S., Woodbridge
President-elect	John Shukie, CAA, N.W. Catholic H.S., West Hartford
Secretary	Chip Dorwin, CAA, Guilford High School
Treasurer	Ken Marcucio, CAA, Derby High School
Past President	Robert Lehr, CAA, Southington High School
Exec. Secretary	Paul Maskery, CAA

Representatives:

District #1	Leo Bravakis, E. Windsor High School (2005) Trish Witkin, Enfield Public Schools (2006) John Krot, Killingly High School (2007)
District #2	Judy Samaha, CAA, Sheehan H.S., Wallingford (2004) Jim O'Neill, CAA, Waterford High School (2007) Jay Cottone, Wethersfield High School (2007)
District #3	Susan Murphy, Platt RVT School, Milford (2006) Bob Tait, CAA, Foran High School, Milford (2006) Joe Canzanella, New Haven Public Schools (2007)
District #4	Jeff Sunblade, Avon High School (2006) Matt Perachi, Shepaug H.S., Washington (2006) John Lawless, Nonnewaug H.S., Woodbury (2007)

Consultants:

Awards	David Johnson, CAA, Bunnell H.S., Stratford
CIAC Rep.	Joseph Tonelli, CAA, Notre Dame, West Haven
Constitution	Patrick Burke, Old Saybrook High School
Convention	Fred Balsamo, CAA, East Haven High School
Newsletter	Ray DeAngelis, O'Brien RVTS, Ansonia
Officials	Paula Fitzgerald, CAA, Westbrook High School
Prof. Development	Pamela Goodpaster, CAA, Joel Barlow, Redding
Retired AD's	Edward Tyburski (retired)
Season Limitations	John Novakowski, CAA, Bristol Public Schools
Sports Consultant	Barbara Startup, CAA, Glastonbury High School

19TH ANNUAL CAAD CONFERENCE FEATURES JACK RENKINS

By Raymond DeAngelis, AD, Emmett O'Brien RVT

The 19th Annual Connecticut Association of Athletic Directors' Conference was held in Cromwell on March 27 and 28. Once again, Mike Savage, executive director of CAS-CIAC, was in the lead-off position and presented the CAAD membership with an informative workshop on various CIAC hot topics. Key issues discussed included pay-to-play, the placement of cheerleading, teaching character education to high school students, the defensibility of the CIAC eligibility rule I.E. and a proposal for a softball pitching conditioning week. Mike ended his presentation with his annual quiz which always proves to be a humbling experience for the athletic directors.

The keynote speaker of Thursday's general session was Jack Renkins, CEO of Recruiting Realities. Renkins, the former AD and men's basketball coach at Assumption College woke everyone up about recruiting by saying "It's a game -- know the rules!" His on-point remarks and amusing stories made athletic directors take notice about what type of information we should give to our student-athlete parents. Renkins did leave a message for student-athletes by saying, "There are opportunities to play in all 50 states! And if you get a phone call from a college, ask who's calling and can you have an official visit?"

Day one continued with Thursday's afternoon workshop session. The athletic directors had an opportunity to choose to attend either (1) "Pre-season Parents Meeting" by Paul Mengold, Amity Reg. High School, Woodbridge (2) "Athletic Program Assessment" by John Novakowski, Bristol Public Schools or (3) "Developing a Hall of Fame" by Marge Dolan, North Haven High School. Each athletic director captivated their audience with an outstanding presentation.

Thursday night's annual awards banquet concluded the first day of activities. This year's hostess for the event was Judy Samaha, athletic director, Sheehan High School of Wallingford. Judy's humorous remarks lasted all night. The "Chip and Dave" segment will now have the awards chairpersons, Chip Dorwin, athletic director of Guilford High School and Dave Johnson, athletic director of Bunnell High School, Stratford, linked forever.

The NCSSAD (National Council of Secondary School Athletic Directors) "Athletic Director of the Year" award was Michael Gamari of the Gilbert School, Winsted. John Shukie, athletic director, N.W. Catholic High School, received the NIAAA State award of merit. CAAD's Distinguished Service Award - Outside the Field of Athletic Administration was given to Edna Fraser, Former athletic director of Foran High School, Milford. CAAD also honored with its Distinguished Service Award - Inside the Field of Athletic Administration, Barbara Startup, athletic director, Glastonbury High School. The Past President's Award was presented to Robert Lehr, athletic director, Southington High School Congratulations to all!

Day two -- CAAD's Friday Breakfast Meeting began with an informative session on the "New NCAA Clearinghouse Information." Ms. Tracy Flynn, Quinnipiac University's Director of Compliance, provided athletic directors with valuable and current information as to how the NCAA will phase in new eligibility requirements for Division I freshmen student-athletes. Please refer to page 9 of the March 2003

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Retired AD's Corner

By Ed Tyburski

■ **LIFE MEMBERSHIPS** - At the annual CAAD breakfast meeting on May 21, 2003, the following six athletic directors received their gold life membership cards:

- **Edna Fraser** - Foran High School - 1986-1992
- **Ken Hoagland** - Lewis Mills High School - 1977-2002
- **August Link** - Tolland High School - 1983-2002
- **Michael Savo** - Masuk H.S. & Pomperaug H.S. - 1964-1984
- **Lorraine Splain** - Old Saybrook High School - 1987-2000
- **Robert Suchy** - New Fairfield High School - 1971-2002

■ **MILESTONES** - The following AD's have announced their retirements.

- **Wayne Candela**, after 35 years in education. Served as athletic director at Cheshire High School for 16 years. Was a successful softball coach for 17 years.
- **Michael Ellis**, after 33 years in education. Served as athletic director at Robert E. Fitch High School for 22 years. Was a successful football coach for 15 years.
- **William Gargano**, after 38 years in education. First served as athletic director at Watertown High School for 11 years and at Seymour High School for the last 4 years. Was a successful football coach at Watertown High School for 23 years.
- **Dennis Gleason**, after 33 years in education. Served as athletic director at Ansonia High School for 7 years. Was a successful track and cross country coach.
- **Robert Pearson**, after 32 years in education. Served as athletic director for 18 years at New Milford High School. The last 4 years he was director of physical education K-12 in New Milford.
- **Anthony Volo**, after 30 years in education. Served as athletic director at H.C. Wilcox RVT School in Meriden for 14 years. Was a successful soccer coach for 12 years.

■ **READY TO RETIRE?** Athletic Directors expecting to retire this school year are eligible to receive a permanent gold lifetime CAAD membership card at no cost. Retired teachers, principals, superintendents and other educational administrators who once served as athletic directors are also eligible if they meet certain requirements. Qualifications are: (1) Must be a member of CAAD upon retirement from education or have served as an AD before CAAD was organized in 1978. (2) Must have served as AD in Connecticut for at least five years. (3) Must be planning to completely retire from education, including being a part-time AD. Currently there are 85 gold life members. Contact Ed Tyburski at (860) 824-5754 for information.

INVESTORS IN CT YOUTH



- **Baden Sports** ■
- **Big Y Supermarkets** ■
- **Bob's Stores** ■
- **Coca Cola** ■
- **CT Lighting Centers** ■
- **CT Sun** ■
- **CtCare** ■
- **IGA Supermarkets** ■
- **Konica** ■
- **Kukulsi Bros** ■
- **Martin Screen Printing** ■
- **McDonald's** ■
- **Rawlings** ■
- **Spalding** ■
- **Sports Image** ■
- **Topcoder** ■
- **Toyota** ■
- **Tricordia** ■
- **US Air Force** ■
- **US Marines** ■
- **Westfield Corporation** ■

Conference, continued from page 15

CAS Bulletin for these new requirements.

Friday's second morning session was the statewide faculty workshop. Fred Balsamo, athletic director, East Haven High School and Pam Goodpaster, athletic director, Joel Barlow High School, Redding, presented a detailed workshop and training session to equip CAAD members with the CAAD Coaching Certification Course curriculum for Module 4. Athletic

directors teaching the course are encouraged to use the "Risk Management video. (Call Paul Maskery at CIAC (203) 272-7830.) Also, athletic directors can e-mail Pam Goodpaster for the M-4 power point presentation.

The third morning workshop, session B, was divided into three segments. Athletic directors were able to receive training from John Novakowski and Barbara Startup to teach

Module I or Module II. All other athletic directors attended "Sharing Ideas."

The closing afternoon general session concluded the two-day conference. Paul Mengold, CAAD president, led the athletic directors through a general meeting and a healthy discussion of "crackerbarrel topics." The conference keeps getting bigger and better whereby we may have to move to a new location.

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