



BULLETIN

The Connecticut Association of Schools
The Connecticut Interscholastic Athletic Conference



Affiliated with: National Federation of State High School Associations • National Assoc. of Secondary School Principals • National Middle School Assoc. • National Assoc. of Elementary School Principals

VOL. 82 / NO. 1

OCTOBER 2007

CAS-CIAC PARTNER OFFERS TIPS FOR WINTER DRIVING

A Connecticut insurance agency focused exclusively on auto, home and other personal lines protection, Bearingstar Insurance serves customers through ten different offices across the state. These offices previously operated under ten different names. We've now chosen one new name so all of our offices share a single identity and our customers can enjoy the convenience of all of our locations. Bearingstar Insurance has been a corporate sponsor of CAS for the past three years and we are a proud sponsor of the Connecticut High School Boys' & Girls' Lacrosse and Soccer Championships.

As a local Connecticut insurance agency that's been part of the community for generations, we'd like to take this opportunity to offer a few tips and suggestions that could help you drive more safely this winter. And, with cold weather fast approaching, it's a good time to remember that driving in winter weather is an entirely different enterprise than driving in good weather.

Bearingstar Insurance Agency is a member of the Arbella Insurance Group.

Winter Weather Driving Tips

Brought to you by Bearingstar™ Insurance

First, have your car serviced before winter for safety and fuel economy. Know current road conditions and check local news for weather and traffic reports. If the weather's terrible and you don't need to drive, please don't. Your safety is more important.

However, if you must drive:

- Turn your headlights on.
- Make no sudden turns or stops, if possible.
- Allow a good amount of distance between your car and the car ahead of you.
- Remove all ice and snow from your windows, hood, and trunk before you begin driving.
- Use snow tires and/or chains if needed.
- Ice may be on the road, whether you see it or not.
- Bridges and overpasses freeze before roads.
- Have an emergency kit in your car. Also include a blanket, gloves, a hat, warm boots, and a warm coat.

Finally, use common sense. Even if you're confident of your driving skills, take it easy and slow down. Getting there safely is the only thing that matters.

CAS/CSDE EXECUTIVE COACHING INITIATIVE

by Mike Buckley, Director, CT Principals' Center

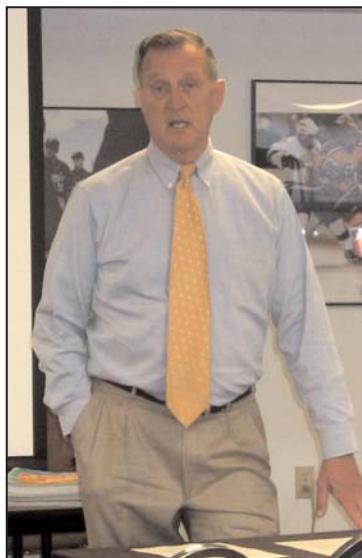
The Connecticut State Department of Education (CSDE) and the Connecticut Association of Schools (CAS) have formed a partnership for the purpose of recruiting, training, supervising, and evaluating executive coaches in order to support the leaders of Connecticut's low-performing schools. Recently retired administrators who have been active with CAS and other professional organizations in the state are being recruited and the first cohort of "coaches" has completed their initial training. Cambridge Education, under contract with CSDE to complete assessments with schools in twelve priority districts, conducted the professional development.

Executive coaching is a component of professional development and assistance under the Connecticut Accountability for Learning Initiative (CALI). Consistent with *Connecticut's Common Core of Learning*, it focuses on improving the instructional and organizational leadership capacity of principals including systems thinking, vision, teaching and learning, human relationships, and morals and ethics for the purpose of improving student achievement. It entails what Mumford (1993) describes as "...a process in which someone else, with expertise in the field, through directed discussions and guided activity, helps a colleague solve a problem or do a task better than would otherwise have been the case."

continued on page 6

TWO VETERAN EDUCATORS JOIN CENTRAL OFFICE STAFF

See story page 5



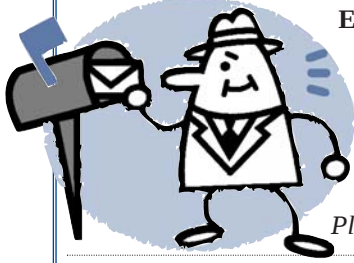
Robert Lehr,
Retired Coordinator of Health,
Physical Education and Athletics,
Southington Public Schools



David Maloney,
Retired Assistant Principal,
Branford High School

LEGAL MAILBAG

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



Editor's Note: *Legal Mailbag* is a regular feature in the CAS 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>](mailto:legalmailbag@casciac.org)

Q. Dear Mailbag: One of the parents at my school is driving me nuts. She is a lawyer, and she has been volunteering in her son's third grade class. She is an OK volunteer in the classroom, but she keeps asking me what happens if she gets sued. I have been putting her off, and it wouldn't break my heart if she quit. But rather than quit, she has been upsetting the other volunteers with horror stories about how costly it is if they get sued. Now, I have a whole group of volunteers threatening to walk unless I provide "written assurance" that they are protected. Can I do that?

- Not So Sure

A. Dear Not: As you must know, a statute protects you and your colleagues against personal liability for claims made against you for actions you take within the scope of your employment. What you may not know is that volunteers may also be covered by that statute. The indemnification statute protects "any volunteer approved by a board of education to carry out a duty prescribed by said board and under the direction of a certificated staff member." Given this statutory provision, it is important to follow procedures established by your school district for approving volunteers so that you know exactly who is protected by the statute. For that group, you can provide the requested assurance (after checking with your superintendent if you know what's good for you).

Q. Dear Mailbag: Last week, a student came to school with a white T-shirt that said in large red letters, "Hold My Beer While I Kiss Your Girlfriend." I followed my gut and made him turn the T-shirt inside out. But I got a little worried when the student told me that I had violated his free speech rights. I find it hard to believe that we would have to put up with such an obnoxious T-shirt, but these days you never know. Things are not that far gone, are they?

- Holding the Fort

A. Dear Holding: That's a tough one. Last June, the United States Supreme Court considered the case of a student who was suspended for unfurling a banner at a school event that said, "BONG HITS FOR JESUS." The court rejected the student's free speech claim, holding that the First Amendment does not protect speech that advocates the illegal use of drugs. By contrast, the Second Circuit Court of Appeals ruled less than a year before that a student's free speech rights were violated when he was forced to cover images of drugs and alcohol on a T-shirt criticizing President Bush as "Chicken Hawk-In-Chief." The court held that these images were neither plainly offensive nor disruptive of the educational process. Here, I think (but I do not know) that the T-shirt you describe would not be protected, because it seems to advocate illegal use of alcohol.

Q. Dear Legal Mailbag: Last week, a student got into a fight and was suspended as required by our student handbook. His father was in my office today asking me to expunge the record of the suspension, given his previously clean record. I must admit that I am sympathetic, because this student has never before caused a bit of trouble. But I told him that the law is the law. Right?

- Just Checking

A. Dear Just: The law is the law until it is changed. Effective last July 1, school administrators were given new flexibility as regards suspension. Public Act 07-122 provides: "For any pupil who is suspended for the first time . . . and who has never been expelled . . . the administration may shorten the length of or waive the suspension period if the pupil successfully completes an administration specified program and meets any other conditions required by the administration." Even more, if a suspension is waived or shortened as so provided, notice of the suspension that would otherwise remain in the student's cumulative record until high school graduation may be expunged at the option of the administration. If you wish, you can work with this family to expunge the notice of suspension.

ct news & notes

URGENT REMINDER

To Member School Principals

All member schools were required to update their school information in the online CAS membership database by **October 15th**. It is vital that we keep our membership data as current as possible. This allows member schools to take full advantage of the benefits of CAS membership and ensures that our online membership directory information is up-to-date. **Please keep in mind that if we don't have the correct e-mail address on file for the building principal, he/she will miss out on important news and announcements.**

Visiting the on-line membership database also provides principals with an opportunity to review and sign off on the CAS membership agreement for the 2007-2008 year. Acceptance of this agreement is a requirement of CAS membership.

All member school principals should have received an e-mail containing their school number and login ID for accessing the on-line membership database. Principals who did not receive this message should contact Karen Packtor at 203-250-1111, ext. 3910 or kpactor@casciac.org.

■ The State Department of Education has published a summary of all of the education-related legislation that was passed during the 2007 regular session. A number of bills were enacted that affect education both directly and indirectly. The summary document can be downloaded at http://www.casciac.org/pdfs/SDE_Legislation_Summary_2007.doc

■ In *State of Connecticut v. Van Clifton McKenzie-Adams*, a public school teacher challenged the Connecticut statute making it a crime for a teacher to have intercourse with a student, asserting that the law was unconstitutional in that it violated his right to sexual privacy. The defendant was a male teacher who had consensual sexual relations with two 16-year-old female students and claimed a "right to engage in noncommercial consensual sexual intercourse with individuals over the age of consent." In February, the Connecticut Supreme Court ruled against him, pointing out that a teacher-student relationship is inherently coercive and therefore voluntary consent is impossible.

... more ct news & notes

■ Congratulations to Randy Collins, superintendent of the Waterford Public Schools, who has been named the 2007 president-elect of the American Association of School Administrators (AASA).

■ **Technology Quick Facts:**

- 33% of Connecticut classrooms have digital whiteboards;
- Connecticut is one of eleven states to have a state financed laptop program;
- Students have access to over 47,000 periodicals on IConn, Connecticut's research engine; and,
- Connecticut is one of 39 states to offer online professional development.

■ The FY 08 budget adopted by the Connecticut State Legislature contained record-breaking funding for public education.

Some of the funding highlights include:

- State aid for pre-K through grade 12 increased from \$2.085 billion to \$2.323 billion, an 11.4% increase over last year.
- The Special Education Excess-Cost student-based grant will rise from \$106.6 million to \$124.6 million in FY 08, reflecting an increase of 17% over last year.
- The amount of money allocated for magnet schools rose by \$17.38 million, or 20.2%.
- The Education Cost Sharing Foundation increased from \$5,891 to \$9,687 per student, thereby increasing grant amounts to all towns in the state.

(Source: Connecticut Town & City, July-August 2007)

Neag School of Education Seeks Nominations

The Neag School of Education at the University of Connecticut is accepting nominations for the following alumni awards:

- **Outstanding School Administrator** - A principal, assistant principal, central office administrator or director
- **Outstanding Higher Education Professional** - Faculty member or administrator at a college/university
- **Outstanding School Superintendent** - Leader of a public or private school system
- **Outstanding School Educator** - Pre-K through 12th grade teacher, including support service educators
- **Outstanding Kinesiology Professional** - An educator, researcher, or health/fitness advocate
- **Outstanding Physical Therapy Professional** - A physical therapist leader in education, research or clinical practice
- **Outstanding Professional** - A professional working within the public or private sector

Nominees should meet the following criteria:

- Alumni status from the Neag School of Education
- Demonstrated excellence in the award category
- Significant contributions to her/his educational environment
- Professional and/or community service
- A minimum of five years of service in the award category

For details or a nomination form, visit www.casciac.org/pdfs/Neag_alumni_awards_08.pdf. The deadline for all nominations is December 30, 2007.

national news & notes

■ The National Association of Attorneys General (NAAG) Task Force on School and Campus Safety has released recommendations for preventing and responding to incidents of violence on school grounds. The report addresses issues such as threat assessment, dealing with the mentally ill, and information sharing. It also focuses on preparation, revision and exercise of emergency plans, and the implementation of crisis communication systems. To view the report in its entirety, visit www.casciac.org/pdfs/NAAG_FINAL_REPORT_090407.pdf.

■ President George W. Bush signed into law a student loan bill that will provide more than \$20 billion in federal aid to college students over the next five years. The College Cost Reduction and Access Act, H.R. 2669, will provide the single largest increase in college aid since the GI Bill. Among other measures, the bill will cut interest rates in half on subsidized student loans over the next four years, saving the average student \$4,400 over the life of his/her loan; increase the maximum Pell Grant scholarship to \$5400 over the next five years, up from \$4050 in 2006; and provide upfront tuition assistance to qualified undergraduate students who commit to teaching in public schools in high-poverty communities or high-need subject areas.

■ Since 1996, the American Academy of Pediatrics has called for mandatory seat belts on school buses. A newly published report reaffirms this position, adding that those restraints should be the three-point lap/shoulder variety. The article, "School Transportation Safety" in the July issue of *Pediatrics* recommends that all newly manufactured school buses be equipped with lap/shoulder restraint systems that can also accommodate car safety seats, booster seats and harness systems. The AAP added that such restraints systems may improve student behavior and consistent habits of restraint use when traveling in motor vehicles. (Source: *School Transportation News*, Aug. 2007)

■ Schools could lose an estimated \$635 million in 2008-2009 if a new proposed regulation by the Centers for Medicare and Medicaid Services (CMA) goes into effect. Under the proposed rule, federal Medicaid payments would no longer be available for transporting students with disabilities to and from school. Medicaid funds would also no longer be available for outreach efforts aimed at identifying students who are eligible for Medicaid. In response, lawmakers have introduced the *Protecting Children's Health in Schools Act* in both chambers to preempt the rule and to allow schools to continue receiving reimbursements for transportation and related administrative costs.

■ The National Institute for Early Education Research has released "Is More Better? The Effects of Full-Day vs Half-Day Preschool on Early School Achievement," a report detailing the results of a randomized trial that compared children from low-income families in half-day and full-day public preschool programs. The report shows that children attending full-day programs did better on mathematics and literacy tests than children in a 2.5 to 3-hour public preschool program and that the achievement gains continued at least until the end of first grade. To download the report, visit <http://nieer.org/resources/research/IsMoreBetter.pdf>.

... more national news & notes

■ National ACT scores of the 1.3 million high school students in the class of 2007 who took the exam demonstrate that a small but growing number of U.S. high school graduates are better prepared for college-level coursework in science and math, according to the *2007 ACT College Readiness Report* released last month. The national average ACT composite score rose in 2007 for the third time in the past five years, and scores improved on all four of the exam's required subject-area tests: science, English, mathematics, and reading.

■ In August, Representative Raul Grijalva (D-AZ) introduced the *Success in the Middle Act*, the first school improvement bill of its kind directed specifically at the middle grades. The bill targets the schools that have middle level grades that feed into the nearly 2,000 "dropout factories" that are spread throughout the country. Dropout factories are high schools in which 60 percent (or fewer) of freshmen will have become seniors three years after finishing their ninth-grade year. These schools account for approximately half of the nation's dropouts. Said Grijalva, "If we want high schools to be successful, we must start investing in middle schools in order to stem the dropout crisis." Grijalva's legislation would authorize \$1 billion a year in formula grants for states to improve low-performing schools that contain middle grades. "The middle grades have been neglected for far too long," said Bob Wise, president of the Alliance for Excellent Education and former governor of West Virginia. "In order to close the achievement gap in high school, we must also have high-achieving feeder middle schools."

■ America's schools remain unequal when it comes to disciplinary sanctions (e.g., suspensions and expulsions), according to data collected by the U.S. Department of Education for the 2004-05 school year. On average, African American New Jersey public school students are almost 60 times as likely as white students to be expelled; Minnesota black public school students are suspended six times as often as whites; and, in Iowa, black students, who constitute only 5% of public school enrollment, account for 22% of suspended students. In every state except Idaho, black students are suspended in numbers greater than would be expected given their proportion of the student body. In 21 states alone, the percentage of black suspensions is more than double their percentage of the student body. Unfortunately, this is not purely a socioeconomic issue, as middle- and upper-class black students are being disciplined more often than their white peers as well. The problem goes beyond being unfair to black youths, as research shows that a history of school suspensions is a strong predictor of future trouble, or the first step on the "school-to-prison pipeline" for black youths.

NCES Publishes Stats on Internet Use in Schools

The National Center for Education Statistics has published a report which presents 11 years of data on Internet access in U.S. public schools. It provides trend analysis from 1994 to 2005 on the percent of public schools and instructional rooms with Internet access and on the ratio of students to instructional computers with Internet access. The report also contains information on the types of Internet connections, technologies and procedures used to prevent student access to inappropriate material on the Internet, the availability of handheld and laptop computers to students and teachers, and teacher professional development on the integration of Internet use into the curriculum. Report highlights include:

- Forty-five percent of public schools with Internet access used wireless connections in 2005, an increase from 32% in 2003.
 - In 2005, as in previous years, large schools were more likely than small schools to use broadband connections. Ninety-four percent of small schools reported using broadband connections, compared with nearly 100% of large schools
 - In 2005, the ratio of students to instructional computers with Internet access in public schools was 3.8 to 1, a decrease from the 12.1 to 1 ratio in 1998, when it was first measured.
 - In 2005, 83% of public schools with Internet access indicated that their school or school district had offered professional development to teachers on how to integrate the use of the Internet into the curriculum.
 - Among schools using technologies or procedures to prevent student access to inappropriate material on the Internet in 2005, 99% used blocking or filtering software. Ninety-six percent of schools reported that teachers or other staff members monitored student Internet access; 79% had a written contract that parents have to sign; 76% had a contract that students have to sign; 67% used monitoring software; 53% had honor codes; and 46% allowed access only to their intranet.
 - In 2005, 10% of public schools lent laptop computers to students.
- The Report is available at <http://nces.ed.gov/pubs2007/2007020.pdf>

SUPER STATS

The State of the American School Superintendency, released last month by the American Association of School Administrators (AASA), offers a glimpse of school leadership in the United States, based on a representative sample of school system superintendents nationwide. The report offers insight into the changing role of the superintendent since the enactment of *No Child Left Behind* in 2002. Key findings of the new report include:

- More women are entering the profession. Women make up more than 20% of superintendents, up from 16% in 2000 and 6.6% in 1992.
- A majority of superintendents believe the *No Child Left Behind* law has had a negative effect on the nation's schools. They say the top two challenges in implementing the law are getting all students to proficiency despite variables in socioeconomic status and special education placement, and insufficient funding.
- Superintendents have positive relationships with their school boards. When asked if their relationship with their board is very good, good, poor or very poor, 93% of superintendents characterize the relationship as very good or good.
- Superintendents have longevity in their jobs. Mean tenure for superintendents is 5.5 years and median tenure is near 6 years. This finding is significant because superintendent tenure is positively correlated with student achievement.
- Superintendents are satisfied in their jobs, despite the stress. Despite feeling high levels of stress, 9 out of 10 superintendents find their work serving students rewarding and believe they made the right career choice.

The study is available at www.aasa.org/leadership/SuperintendentStudy.cfm.

CENTRAL OFFICE EXPANDS OPERATION AND STAFF - AGAIN!

In its efforts to meet the ever changing needs of its membership, CAS continues to expand its operation, recently adding several new programs and services that will benefit both CAS and CIAC member schools (see related item page 1). And, with the increase in services comes an increase in staff. CAS is pleased to announce that two veteran educators have joined the central office administration: Dr. Robert Lehr, recently retired athletic director of Southington High School is a new CIAC executive staff member; and, David Maloney, retired assistant principal of Branford High School, is a newly appointed CAS assistant executive director.

Dr. Robert Lehr, long-time Coordinator of Health, Physical Education and Athletics for the Southington Public Schools, brings a wealth of talent and experience to the association. He began his career as a teacher and multi-sport coach in high schools in Pennsylvania and Maryland. His early successes led to a position as dean of students at Penn State University and later as associate athletic director at Yale University. A decorated athletic administrator, Bob garnered numerous awards during his tenure as an athletic director in Connecticut, including the Connecticut High School Coaches Association (CHSCA) Athletic Director of the Year Award; the National High School Athletic Coaches Association Athletic Director of the Year Award; and the NIAAA State Award of Merit. Bob's extensive background in both high school and college athletics provides a rich framework for his work as a new CIAC executive staff member. As part of his new duties, Bob will be overseeing six CIAC sports committees/tournaments and will assist Paul Hoey in the administration of the new CIAC program evaluation initiative. He will also be responsible for implementing CIAC corporate sponsorship agreements.

As a new assistant executive director, David Maloney will assume a number of responsibilities, including oversight of all non-athletic student activities (K-12). He will also serve as a UCAPP clinical supervisor and will manage eight CIAC sports committees as well as the CIAC Cheerleading Committee. The 1998 High School Assistant Principal of the Year, Dave joins the central office staff following a long and distinguished career in educational administration. In his nineteen years as assistant principal at Branford High School, Dave was the driving force behind a number of successful student activities programs, including the state and nationally recognized Student Assistance Program and the state-recognized Student Volunteer Community Service Program. A sports enthusiast, Dave was an active and dedicated member of the CIAC, serving on the CIAC Board of Control, the CIAC Girls' Basketball Committee and the CIAC Golf Committee. He was the girls' basketball tournament director for thirteen years. An accomplished coach, Dave was inducted into the Connecticut Women's Basketball Hall of Fame (2005) and the Branford Sports Hall of Fame (1997). He was also named CHSCA Girls' Basketball Coach of the Year in 1986.

Bob and Dave have assumed responsibility for Assistant Executive Director Pat Llodra's CIAC work now that Pat has taken on the role of administrator of the new executive coaching program (see related item page 1).

CAS PRINCIPALS GO TO CAPITOL HILL

By Lou Pear, Assistant Executive Director



U.S. Rep Christopher S. Murphy (center) meets with CAS representatives (left to right) Mike Rafferty, Kit Bishop, Don Macrino, Rosie O'Brien-Vojtek and Mike Savage

Each summer, principal representatives from around the country put on their lobbying hats and speak to congressmen, senators, and their aides to hammer home how important a quality education is to the future success of this nation. This year was no exception. Representing Connecticut at the joint NAESP-NASSP National Leaders Conference in July were Michael Savage, CAS Executive Director; Lou Pear, CAS Assistant Executive Director; Michael Rafferty, CAS President; Kit Bishop, CAS Vice President; Don Macrino, CAS Vice President and NASSP Coordinator; and Rosie O'Brien-Vojtek, NAESP Representative.

In preparation for these conversations, all Connecticut representatives were given a briefing on lobbying techniques and frameworks for discussions on *No Child Left Behind* (NCLB) (a/k/a the *Elementary and Secondary Education Act* (ESEA)). The opening address of the conference focused on the reauthorization of NCLB, calling it an opportunity for a refocused national discussion about public education that offers members of congress the opportunity to elevate this dialogue, to be bold, to embrace not only the call for equity in American education, but the demand for innovation as well. A number of recommendations were made for improving the legislation.

In the area of accountability, the federal accountability framework should be redesigned to improve our public schools and to focus on multiple measures including growth and progress models. When it comes to assessments, there should be alternative instruments of assessment to address the needs of English language learners and students with disabilities. To effectively address school improvement, the reauthorization of NCLB should not carry punitive sanctions but should focus on helpful interventions that are tailored to the needs of specific schools and their communities.

As our Connecticut delegation carried these messages to Capitol Hill, we felt confident that there would be some positive changes in the reauthorization of NCLB. However, there is still more work to be done and our collective voice must be heard. One suggestion which was made many times during our conference was to invite local and state legislators to the schools so they can see first hand the successes and challenges principals face everyday. We will continue to speak to these issues in support of the administrators of Connecticut.

Executive Coaching, continued from page 1

The precepts of the Coaching Leaders to Attain Student Success (CLASS) program (U.C. Santa Cruz) form the basis for the executive coaching model (Bloom 2003):

- The coach is a "different observer" of the principal and his/her context. Bringing a different perspective to the relationship, the coach can see both the circumstances and possibilities that the principal can't.
- The coaching relationship is based upon trust and permission.
- The coach moves between instructional and facilitative coaching strategies based upon assessment of the principal's needs and in pursuit of agreed-upon goals.
- The coach's fundamental commitment is to student success, and the coach will appropriately push the principal to that end.
- The *Connecticut Standards for School Leaders* as well as the *Common Core of Leading* are frameworks for goal-setting and ongoing formative assessment.

Executive coaching with a principal will be implemented in four phases:

- **Phase 1 - Assessment and Reflection.** Following initial communication among coach, principal, superintendent and CSDE, parties will meet to discuss the overall process. The coach and principal will then begin a self-reflection and review of school data process. The principal will complete his/her reflection.
- **Phase 2 - Principal and Executive Coach Planning.** The coach and principal will review the self-reflection, discuss key focus areas, and mutually agree on 2-3 key objectives for improvement. They will also discuss the coaching process including expectations of participants, indicators of success, the monitoring of objectives, and assessing progress.
- **Phase 3 - Executive Coach Work Plan Development.** The coach and principal will identify action steps to achieve the principal's targeted objectives and the coach will complete the executive work plan.
- **Phase 4 - Implementation, Monitoring, and Evaluation.** The executive work plan will be implemented. Results will be monitored on a weekly, monthly, and quarterly basis. The coach will complete an annual assessment and, in turn, will be evaluated on the results of the coaching process.

The level of support coaches are expected to offer includes thirty on-site coaching days, including observations as



Trevor Yates (left) from Cambridge Education trained twenty-five executive coaches at the CAS office on September 26th & 27th.

appropriate to goals; ten off-site sessions with the leadership team, superintendent, and/or grouped cohorts; unlimited phone and email access; and individualized goals (system and personal/professional).

The duties/functions of the executive coach include:

- analyzing the school improvement plan and school data;
- engaging the school leader in dialogue that explicitly identifies goals and objectives that will impact student achievement;
- collaborating with the school leader to identify the areas of focus for coaching, the norms and expectations in the coaching relationships, and the indicators of success;
- completing a work plan with the school leader, including targeted professional development;
- maintaining an on-going record of meetings and contacts with the school leader;
- working with the technical assistance support team to focus and align needed services;
- establishing a calendar of weekly on-site meetings and contacts with the school leader;
- participating in off-site team and cohort meetings; and
- completing status reports as needed.

CAS is uniquely positioned to assume responsibility for the executive coaching initiative. Some of the CAS advantages include the following.

- With over 1,100 member schools, CAS already has credibility, a supportive relationship, and accessibility to Connecticut's principals.
- CAS has demonstrated over time an ability to recruit, train, and retain mentors for both its induction (mentor-mentee) and UCAPP programs. Presently, close to 200 active principals are participating as mentors in these programs.
- The CAS facility is centrally located and designed to host a variety of types and sizes of professional development programs. It is a site that, in addition to CAS offerings, is already frequently used at no or low cost by CSDE, the RESCs, and other professional development providers.
- CAS has, during the past year, developed a resource "bank" of recently retired principals who wish to remain active with professional service.
- CAS - with support from member dues, sponsors, and the CSDE ITL Grant - already offers an extensive variety of professional development opportunities serving aspiring, new, and career administrators. Many of these programs could readily and appropriately accommodate the principals of schools to whom coaches have been assigned.

Retired administrators who would like more information about the executive coaching initiative are encouraged to contact Mike Buckley mbuckley@casciac.org or Pat Llodra pllodra@casciac.org, CAS assistant executive director in charge of the program.

NINTH ANNUAL CAS-CAPSS CONVOCATION



More than five hundred principals, superintendents, and central office administrators from around the state attended the Ninth Annual Fall Convocation on September 18th. Pictured above are (clockwise from upper left corner): CAS President Mike Rafferty; Commissioner of Education Dr. Mark McQuillan; Keynote Speaker Dr. Fred Carstensen; administrators from the West Hartford school district; and, CAPSS President Ann Clark.

CHANNEL 30, CVS AND CAS TEAM UP TO DELIVER SCHOOL SUPPLIES TO SCHOOLS IN NEED

By Lou Pear, Assistant Executive Director

Channel 30, CVS and CAS recently joined forces to provide school supplies to needy schools in New Britain, Hartford and Middletown. The Smalley Academy Magnet School in New Britain, the Milner School in Hartford, and the MacDonough School in Middletown were recipients of hundreds of school supplies, including backpacks, pencils, markers and more. Through this generous community service project, students at these schools and sister schools in these towns are off to a great start to their school year.

Braulio Santiago, principal at the Smalley Academy Magnet School, says, "It was very overwhelming to see the generosity which is being extended to our students. I just cannot begin to tell you how much these supplies will mean to our students as many of them are unable to purchase their own school supplies."

This is an annual project led by Bob Ford, director of development at CAS; Emma Asante, community projects manager for WVIT Channel 30; and the staff of CVS.

A special thank you goes out to Bob and Emma, as well as to the generous contributors to this educational enrichment program for our Connecticut students and their schools.

Do you know an outstanding middle or high school principal?

The Connecticut Association of Schools has opened nominations for the **2008 CAS Principal of the Year Awards**. The program is designed to recognize outstanding principals who have demonstrated extraordinary leadership, a passion for educational excellence, a commitment to their students and staff, and service to their communities.

If you feel that a middle or high school principal* that you know may be eligible for and worthy of this honor, please complete a nomination form, or have it completed by someone in his/her district, by **November 16, 2007**. Specific award criteria, program guidelines, and procedures for submitting a nomination can be found at http://www.casciac.org/pdfs/POY_Application_2008.pdf.

NOTE: All nominees must be members of CAS and have at least three years of experience as a school principal.

Please contact Karen Packtor (203-250-1111, x. 3010 or kpacktor@casciac.org) if you have any questions.

* CAS sponsors a separate recognition program for elementary level principals.

middle school news

GRANBY MEMORIAL M.S. GARNERS ARTHUR DIRECTOR LEADERSHIP AWARD

By Earle Bidwell, Assistant Executive Director

At an all school assembly at Granby Memorial Middle School on September 20, 2007, a student leadership team was presented with the 2007 Arthur Director Student Leadership Award for outstanding application of the themes of the Connecticut Association of Schools' (CAS) middle level student leadership conference. The theme of the conference "Making Acceptance Acceptable," focuses on creating climates of respect for all students in all schools.

Named for Arthur Director, founder and chairman of the board for the Connecticut Lighting Centers, the award is signified by a plaque and a check to help further the work of the student leaders. Connecticut Lighting Centers are corporate partners with CAS in presenting the annual student leadership conference and are supporters of a wide variety of civic and charitable causes. CAS is proud of its association with the Director family, and it is most fitting that the award is named for one who symbolizes civic responsibility and philanthropic endeavors. Granby Memorial was chosen in part because of its work in promoting a healthy school community, character education and by its kindness, acceptance of differences, using power to help others and being open-minded. Furthermore, it shows a concern for others beyond the school environment by supporting Juvenile Diabetes Foundation, Toys for Tots, The Heart Association, the Leukemia and Lymphoma Foundation, The Salvation Army, the food bank and cancer research.

The assembly was attended by the faculty, staff and student body of Granby Memorial, Granby superintendent of schools Gwen Van Dorp, Arthur Director and CT Lighting Centers CEO, David Director. Representing the CAS staff were Director of Development Robert Ford and Mrs. Ford, Assistant Executive Director Earle Bidwell and Administrative Assistant for Middle Level Janice Grecco.

Speaking for the students were former students, now at Granby High School, Nick Moon and Gipper Gailor and current students Lexi Rome, Cailene Gunn and Katherine Blessis. Also speaking for the school was Ms. Sue Sojka, advisor to the student council. Accepting the plaque and check on behalf of all was Principal Paul Osypuk.

The 2008 CAS leadership conference will be on January 15, 2008 at Quinnipiac University.



Left to right: Arthur Director, Superintendent Gwen Van Dorp, Gipper Gailor, Nick Moon, Cailene Gunn, Lexi Rome, Katherine Blessis, and David Director

elementary school news

SAVE THE DATES

Elementary Division - Upcoming Events 2007-2008

October 23, 2007	Fall Conference, Farmington Marriott
November 8, 2007	Early Childhood Conference (Location TBD)
November 15, 2007	Early Childhood Conference (Location TBD)
November 27, 2007	Program Recognition Banquet, Aqua Turf
December 6, 2007	Early Childhood Conference (Location TBD)
January 3, 2008	Elementary Leadership Conference, Asnuntuck Community College, Enfield
January 10, 2008	Elementary Leadership Conference, Naugatuck Valley Comm. College, Wtby
February 4, 2008	Elementary Celebration of the Arts, Aqua Turf
February 5, 2008	Elementary Celebration of the Arts, Aqua Turf
February 6, 2008	Snow Date, Elementary Celebration of the Arts, Aqua Turf
March 18, 2008	Parent/Volunteer Banquet, Aqua Turf
March, 2008 (TBD)	Environmental Science Day, Wesleyan University
April 4-8, 2008	NAESP Convention, Nashville TN
April 25, 2008	School Secretaries' Seminar, Waters Edge, Westbrook
May 13-14, 2008	Spring Conference/Data Showcase, Crown Plaza, Cromwell
May 14, 2008	Marine Science Day, Univ. of Connecticut at Avery Point

CAS ELEMENTARY SCHOOLS' SUCCESS CELEBRATION SLATED FOR NOVEMBER 27

By Regina Birdsall, Assistant Executive Director

The elementary division of the Connecticut Association of Schools is pleased to announce that the 14th Annual Elementary Program Recognition Banquet will take place on Tuesday, November 27, 2007, at the Aqua Turf Club in Southington. This important evening publicly acknowledges exemplary programs and dedicated staff that have brought about significant school improvement, promoted school success or have had a positive impact in their school. Please save this date and plan to attend with your staff. Information for registration will be available online at www.casciac.org. We encourage all principals and staff to join us in celebrating their school programs and staff contributions. We are excited about the new format that will include a slide show recognizing each school, with a copy for each principal to bring back to his/her school.

... more elementary school news

BETH BREN NAMED THE CAS 2007-2008 ELEMENTARY EXEMPLARY EDUCATOR

By Regina Birdsell, Assistant Executive Director



Left to right: Mary Grace Reed, chairperson of the Farmington Board of Education; Regina Birdsell, assistant executive director of CAS; Beth Bren, awardee; Robert Villanova, superintendent of the Farmington Public Schools; and Michael Galluzzo, principal of East Farms.

Beth Bren, a fourth grade teacher at East Farms School in Farmington, is the CAS 2007 Elementary Level Exemplary Educator for Connecticut. A team of Connecticut elementary principals oversaw the selection process that included the review of the written nominations of educators from across the state and candidate interviews. On Friday, September 21st, CAS Assistant Executive Director Regina Birdsell presented Beth with a plaque in recognition of her selection.

Principal Mike Galluzzo nominated Beth because of her effectiveness in promoting learning among all of her students as well as for her leadership within the school. In his nomination he writes: "Beth's students learn. They make continuous progress on all measures of academic achievement. The percentages of her children meeting district standards for reading, writing and mathematics and excelling on standardized and criterion referenced tests, including CMTs, well exceed district averages in a high achieving district. Beth holds all of her children to the highest standards for quality work, positive peer interactions and personal effort, and she provides classroom structures that support

and reinforce these expectations. Her children know that she will accept nothing less than their best; they relish the challenges that she presents to them and they rise to the level of her expectations."

Her care and concern extend to her students' personal and social development as well as their academic growth. Once you are her student, you are forever her student. She keeps in contact with many of her former students and she has counseled, tutored, and even provided transportation so that her students might experience greater success in school and participate fully in the community.

Beth is committed to the improvement of teaching and learning and to the collaborative processes and culture that the school and district have fostered. She has served as a team leader for several years. In that role, she has facilitated the collegial activities of a team that has experienced several changes in its membership. Despite this challenge, she has kept the members working together harmoniously on essential instructional priorities. As a result, instruction has improved for all of their students. Achievement gains are clearly evident in exceptional CMT scores

and other performance indicators. At the district level, she has worked on numerous curriculum-writing projects. She teaches summer school annually for the opportunity to affect student learning as well as for the collaborative professional meetings that are structured into the summer teaching program.

Beth exemplifies the very best qualities of a successful professional and will be an excellent representative for Connecticut's teachers. She is a West Hartford resident who, in addition to her nine years of teaching at East Farms School, taught third and fourth grades at the Solomon Schechter School for ten years. She entered the field of education after seven years of public service as a federal employee in Washington D.C. She completed the Alternative Route Program in the year that the program was introduced. Beth will serve on several CAS committees this year.

CAS OFFICERS: 2007-2008

President: Michael Rafferty, Old Saybrook M.S.
 President-Elect: V. Everett Lyons, Bristol Eastern H.S.
 Vice President (H): Donald Macrino, Waterford H.S.
 Vice President (M): David Russell, John Winthrop M.S.,
 Deep River
 Vice President (E): Katharine Bishop, Daisy Ingraham
 School, Westbrook
 Treasurer: Janet Garagliano, Jonathan Law H.S.

CENTRAL OFFICE STAFF

Michael Savage.....Executive Director
 Earle Bidwell.....Asst. Executive Director
 Regina Birdsell.....Asst. Executive Director
 Michael Buckley.....Director, Principals' Center
 Dennis Carithers.....Asst. Executive Director
 Matt Fischer.....Director of Information Services
 J. Robert Ford.....Director of Development
 Paul Hoey.....Assoc. Executive Director
 Dr. Robert Lehr.....CIAC Executive Staff
 E. Patricia Llodra.....Asst. Executive Director
 Ann Malafronte.....Director of Unified Sports®
 David Maloney.....Asst. Executive Director
 Karen Packtor.....Editor, Asst. Exec Director
 Louis Pear.....Asst. Executive Director
 Joseph Tonelli.....Director of Officials

THE BULLETIN

Published monthly except July, August and Sept. by the Connecticut Association of Schools at 30 Realty Dr, 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 Dr, Cheshire, CT 06410.

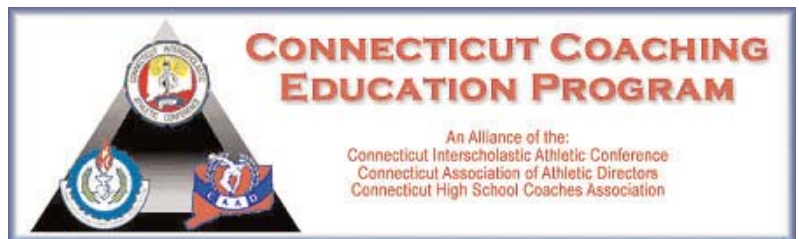
THE CONNECTICUT COACHING EDUCATION PROGRAM LAUNCHED

This past June, the leadership of the Connecticut Interscholastic Athletic Conference (CIAC), the Connecticut Association of Athletic Directors (CAAD), and the Connecticut High School Coaches Association (CHSCA) agreed to merge each organization's efforts in order to offer one unified program in the area of coaching education. This alliance formed what is now called the Connecticut Coaching Education Program and will be overseen by retired East Haven Athletic Director Fred Balsamo. This collaborative effort will serve to: (1) increase the amount of offerings for the 45-hour permit course and CEU workshops; (2) facilitate the tracking and data entry of each coach's continuing education records; and (3) minimize the confusion that has historically been generated concerning the state requirements for continuing education for coaches.

More Offerings - The Connecticut Coaching Education program intends to make both the 45-hour permit course as well as any CEU workshops more user-friendly. The 45-hour permit course will continue to be offered during each semester on Wednesday night's; however, additional classes will be designed to better fit the busy schedules of coaches. This past summer a "power" class was offered which covered the 45 hours over a 6-day period and it received high praise. This intensive program will be repeated periodically throughout the year for those coaches who cannot commit to the 13-week course. In addition, "satellite" programs will be offered whereby the 45-hour permit course can be taught in other areas of the state and the schedule can be modified to fit the specific needs of the participants.

All CEU workshops offered in the past by the CIAC, CAAD and the CHSCA will now be referred to as "modules" and each has been assigned a number. This will help coaches better understand what they have taken to prevent duplication. New modules are also being developed in order to continually pique the interest of coaches. Modules which currently exist as well as those being developed include:

- Module 1Rev - Coaching Principals, Philosophy & Motivation
- Module 2Rev - Communication, Public Relations & Organization
- Module 3Rev - Safety Rules, Care & Prevention of Athletic Injuries
- Module 4 - Legal Aspect in Coaching I (14 Duties)
- Module 5 - CIAC Rules & Regulations
- Module 6 - Legal Aspect of Coaching II -
(Hazing, Harassment & Revocation)
- Module 7 - CIAC Guide to the Roles & Responsibility
of a Coach
- Module 8 - Principals of Strength and Conditioning
- Module 9 - Psychology of Coaching
- Module 10 - Gender Equity and Diversity Training
- Module 11 - Coaching the Female Athlete
- Module 12 - Adult Construct of Coaching
- Module 13 - Nutrition & Performance Enhancing Supplements
- Module 20 - Coaching at the Middle School Level



These course will offered in groupings of 5-6 at a time on November 16, 17 & 18, 2007; January 11, 12, & 13, 2008; March 14, 15, & 16, 2008; and May 23, 24 & 25, 2008.

Data Entry and Tracking - Director Fred Balsamo is working to merge the existing data bases with the aim of making all records accessible to coaches through a password-protected website. At the least, a centralized data base will be available to the State Department of Education which will make its auditing efforts less cumbersome for coaches.

Dispelling Confusion - In addition to the renaming of the course offerings to modules and the merging of data, the Connecticut Coaching Education Program staff is available to handle all coaching education questions and inquiries. Fred is in the office daily and can be contacted directly at (203) 651-3921 to answer questions, provide direction, or accommodate needs. Additionally, the CIAC website has been redesigned to make it easier for coaches to access relevant information. A separate page for the Connecticut Coaching Education Program has been created on the CIAC website (www.casciac.org); and online registration for the 45-hour coaching permit course and the coaching modules will now be available.

If there are any questions or suggestions on how the Connecticut Coaching Education program can better serve the needs of coaches, please call (203) 651-3921 or email fbalsamo@casciac.org.

... more ciac news

WOMEN IN SPORTS

Ann Malafronte to be honored at gala for 35th anniversary of Title IX

The Connecticut Convention Center will be the site of the 14th Annual Gala and Induction Ceremony for the Connecticut Women's Hall of Fame on Thursday, October 25, 2007, from 6:00 – 9:00 p.m.

Hall of Fame inductees will include Dorothy Hamill (figure skating), Joan Joyce (softball), and Glenna Collett Vare (golf). Special Recognition Awards will be presented to CPTV, ESPN and UConn Women's Basketball.

The event is being chaired by Lisa Wilson Foley, Pat Meiser, and Doc Hurley. Honorary Chairs are Jen Rizzotti, Dee Rowe and Tony DiCicco. Meghan Pattyson will serve as the master of Ceremonies and Donna Lopiano, CEO of the Women's Sports Foundation and CWHF Inductee, will make a special presentation on Title IX. Festivities will begin with a reception and silent auction.

CAS' Ann Malafronte, director of Unified Sports®, will be one of 40 female athletes participating in the first "Walk of Fame," designed to recognize individuals who have made significant contributions to women's sports.

Tickets may be obtained by calling (860) 768-5642 or going online at www.cwhf.org.

KEY DATES FOR EVENT PLANNING

2007-2008 SAT, PSAT AND ACT TEST DATES

<u>TEST DATE</u>	<u>TEST</u>	<u>CIAC ACTIVITIES</u>
OCTOBER 6	SATs	
OCTOBER 17	PSAT	
OCTOBER 20	PSAT	
OCTOBER 27	ACT	CROSS-COUNTRY CLASS MEET
NOVEMBER 3	SATs	CROSS-COUNTRY OPEN (NOV. 2) BOYS' SOCCER TOURNAMENT BEGINS
DECEMBER 1	SATs	FOOTBALL PLAYOFFS
DECEMBER 8	ACT	
JANUARY 26, 2008	SAT	
FEBRUARY 9	ACT	
MARCH 1	SAT	GYMNASTICS OPEN NEW ENGLAND WRESTLING
APRIL 12	ACT	
MAY 3	SAT	
JUNE 7	SAT	BASEBALL PLAYOFFS SOFTBALL PLAYOFFS BOYS' AND GIRLS' LACROSSE BOYS' TENNIS BOYS' & GIRLS' TRACK (NEW ENGLANDS) BOYS' VOLLEYBALL FINALS
JUNE 14	ACT	

NOTE: March 4th-6th will be CAPT administration. Please plan accordingly.

SUPREME COURT RULES IN FAVOR OF TSSAA IN BRENTWOOD CASE

The U.S. Supreme Court has ruled in favor of the Tennessee Secondary School Athletic Association (TSSAA) in its case against Brentwood Academy, which questioned the authority of state athletic associations to restrict recruiting of high school student-athletes. Brentwood Academy, a private school in the Nashville area, ran afoul of the TSSAA rules in 1997 when its football coach sent a letter to 8th grade students inviting them to a spring football practice. The students had already agreed to enroll at the school the following fall, but under TSSAA rules, the football coach could not communicate with them until they had attended the school for three days. As a penalty, the TSSAA excluded the academy from football and basketball playoffs for two years. The school, in turn, sued the association in federal district

court, claiming that the TSSAA recruitment rules violated the coach's right to freedom of speech. The TSSAA contended that the school agreed to the recruiting rules when it voluntarily joined the association, and that the rules protected an important state interest in ensuring fair athletic competition. The district court ruled in favor of Brentwood on its free speech and due process claims. The U.S. Court of Appeals for the Sixth Circuit affirmed. The case made its way to the U.S. Supreme Court, where the ruling was overturned in June.

The following statement was made by National Federation Executive Director Bob Kanaby following the U.S. Supreme Court ruling.

"The NFHS enthusiastically welcomes the Supreme Court's decision in Brentwood

Academy vs. TSSAA. The Court has recognized that athletic recruiting has no place at the high school level. Such recruiting has been prohibited by state high school associations in all 50 states plus the District of Columbia. The educators who oversee such associations have determined that the best interests of young people are served if athletics are kept in proper balance. College-bound student-athletes may be able to maintain perspective in the face of athletic recruiting, but younger children are at greater risk. The Supreme Court's decision will let rules stay in place that enhance the primacy of academics over athletics. The nation's young people are well served by the decision, which reinforces the role and supports the core mission of education-based athletics at the secondary school level."

... more ciac news

■ Edith Olson Buckley (a/k/a Principals' Center Director Mike Buckley's mother!), was posthumously inducted into the Portland Sports Hall of Fame this year. Edith set a national women's basketball scoring record by scoring 125 points in a single game while she was a student at Meriden High School.

■ Connecticut has a lower proportion of obese adults than all but three other states - yet more and more youths across the nation are carrying excess pounds, a new national study released in August showed. According to the "Trust for America's Health" survey, the South, led by Mississippi with 30.6 percent of adults being obese, was once again the fattest region in the country, while the Northeast and the West tended to be on the slimmer side. In a state-by-state comparison, Connecticut - with 20.6 percent of adults classified as obese - tied for 47th place with Hawaii. Only Colorado, Vermont and Massachusetts had lower percentages of people meeting the definition of obesity - having a body mass index greater than 30. Obesity rates rose in 31 states and declined in none, according to the report. Connecticut's adult obesity rate posted a slight increase, up from 19.7 in the earlier period. But it was the increasing number of obese young people that continued to be of most concern to experts. Connecticut's youths did not fare as well as the state's adult population, coming in 37th among all states. The obesity rate among 10- to 17-year-olds was 12.3 percent, compared with a national average of 14.8% for the age group. (Source: Hartford Courant, article by William Hathaway, 8/28/07)

■ In a comparative study of Illinois high school baseball teams using wood bats and non-wood bats during the same season, researchers at Illinois State University found games with non-wood bats lasted longer and produced more hits than those with wood bats. Furthermore, they concluded that there was no statistically significant difference in injuries. The research project was commissioned by the Illinois High School Association (IHSA), with research conducted by the School of Kinesiology and Recreation at Illinois State University. Funding was provided by the NFHS Foundation. "Based on the results of this study, we have determined that using non-wood bats results in a greater number of hits per game and a longer duration of games when compared to wood bats among high school baseball players. However, there was no statistically significant evidence that non-wood bats result in an increased incidence or severity of injury," said Kevin Laudner, assistant professor at Illinois State and principal investigator for the Illinois bat study. Thirty-two IHSA member schools submitted data on wood bats from spring 2007 baseball games. The comparative research of teams using both kinds of bats during the season indicated an average of 8.77 hits per game in games with non-wood bats compared to 6.50 hits per game in games with wood bats. In addition, non-wood bat games lasted 12.35 minutes longer (2:05 compared to 1:53). Although there were also more extra-base hits, at-bats and runs scored in non-wood bat games, the length-of-game and total hits categories were, according to Laudner, the only ones with statistically significant differences. The participating schools reported five injuries in games with non-wood bats in a total of 4,682 at-bats, compared with two injuries in games with wood bats in a total of 4,462 at-bats; however, ISU researchers said, after analysis, these data show that there is no statistical difference.

CIAC Tournament Notes:

- The CIAC is in need of suitable sites for the semifinal and final games in boys' and girls' soccer on November 13, 14, 16 & 17. If you can meet this need, please contact tournament director Charlie Sharos at 860-688-9940.
- The disqualification/ejection rule is the same for players and coaches in that neither can be present at the game site for any contest while serving his/her penalty. However, he/she is treated differently at the time of the ejection in that the coach must vacate the area of the game while the player can remain for supervision purposes.
- A complete list of the football tiebreaker games can be accessed on the football page of the CIAC website. Those schools that play the tie-breaker must use the one in the football packet. Please note that starting with the 3rd overtime, the system requires teams to go for the 2-point conversion after a touchdown. Thanks for your excellent cooperation in providing the data to develop this comprehensive list.
- Schools that have a field hockey field that overlaps a baseball or softball infield cannot host a game on that field in any round of the CIAC tournament. This applies only to CIAC tournament games. Please refer to the tournament packet for further information.
- There is no change to the course distance for the girls' cross country state meet. It will remain as a 4K race.
- The approved CIAC tournament balls for 2007-08 are as follows:
Football -- Spalding J5V Advance
Volleyball -- Spalding TF 5000
Boys' & Girls' Soccer -- Baden Lexum SX 550/551/SX 651
Boys' Basketball -- Spalding TF1000ZK Pro Basketball
Girls' Basketball -- Spalding TF1000ZK Pro Basketball 28.5
Baseball -- Rawlings RCIAC
Softball -- WT 12 YFP NFHS (Thunder Heat)

BE A FAN of Special Olympics/Unified Sports By Ann Malafronte, Director of Unified Sports®

Special Olympics has launched a new program, entitled, "Be A Fan." It is aimed at students and asks for their support in four different ways.



JOIN - Campaign to ban the "R" word (retard) from use in name calling. Do your part to eliminate its use and discourage those who do continue to use it.

VOLUNTEER - Get into the game. Play. Coach. See if your school has sufficient numbers to start your own Unified Sports team. Get certified as a Special Olympics coach and helps others to enjoy sports!

SHARE - Tell your story. Share your success in the school or local paper or create a video for others to see.

SUPPORT - Donate or raise funds. Visit the CAS-CIAC website (www.casciac.org) to find the nearest school-sponsored Unified Sports® team and offer your support. Your fundraising could supply a medal or snack for a team near you that would really appreciate it!

CIAC has a website listing of active school teams. We would like to involve ALL children with disabilities and YOU can help to make that happen. See if your student council or honor society is willing to BE A FAN!

... more ciac news

CAS-CIAC AND CORPORATE SPONSORS: OPPORTUNITIES AND BENEFITS FOR ALL

By J. Robert Ford, Director of Development

Throughout the past two decades, educational and athletics entities have become increasingly dependent upon resources from the corporate/business world in order to both maintain the programs they had in existence as well as to fund the development of important new initiatives. Both CAS and the CIAC are good examples of organizations benefiting from those external resources.

Many of the current CAS programs as well as all of the CIAC athletic offerings benefit as a direct result of the resources generated from corporate sponsorships. Currently there are thirty sponsors that provide revenue or services to nearly eighty different events. It would be difficult to sustain many of these events without the support of the sponsors.

It is, of course, reasonable for the sponsors to expect a return on their respective investments. While a spirit of altruism may play a part in some of the investors' reasons for offering support, it is also an expectation that sponsoring the various CAS-CIAC activities will result in a positive return on their investments. Thus, sponsorships may provide opportunities as well as benefits to the entities sponsoring activities while providing CAS-CIAC opportunities to offer wonderful programs and activities.

CAS-CIAC seeks to maintain a positive relationship with all of its current sponsors and, at the same time, develop new relationships with the corporate/business world. This helps assure the continued growth of new programs, which ultimately benefit the students from CAS-CIAC member schools.

It is beneficial when everyone sees the CAS-CIAC marketing efforts as a team endeavor. When everyone participates, everyone benefits. There are several substantive ways in which individuals from member schools can help in the marketing endeavors that are important to the CAS-CIAC mission. Here are a few:

1. Acknowledge the sponsors whenever the opportunity presents itself. In many instances, a simple "thank you" to a sponsor is sufficient.
2. Support the sponsors whenever possible, and let the sponsors know that you appreciate their support of CAS-CIAC activities.
3. Let CAS-CIAC know of potential sponsors.

The future will see the need for more programs and more activities, and the support of corporate sponsors will help make them possible.

High School Sports Helps Girls Stick with College

Girls who played sports in high school are far more likely to gain a college diploma than their peers, a recent study says. The correlation shows how important extracurricular activities are to girls' academic achievement, says Brigham Young University Professor Mikaela Dufur, one of the authors. With data from more than 5,100 female students, the study found the girls were 73% more likely to earn a bachelor's degree within six years of graduating high school than non-athletes. Among the girls who faced the largest socioeconomic obstacles, athletes still had completion rates more than 40% higher, whether they continued to play sports in college or not. Students told *U.S. News & World Report* that playing sports taught them to persevere. "It keeps you grounded, puts you in a situation that keeps you out of trouble, and puts you with a group that has the same mind-set," says Molly Skimmer, a sophomore at the University of North Carolina Chapel Hill.

(Source: *U.S. News & World Report*, Aug. 6, 2007)

COACHES' CORNER

News from the National Federation



■ **Softball Rules Changes:** High school softball players will be permitted to wear metal cleats and metal toe plates beginning with the 2008 season. This change in Rule 3-2-11 is one of three rules revisions approved by the National Federation of State High School Associations' (NFHS) Softball Rules Committee. Current rules prohibit runners from illegal tactics when sliding, and if sliding is executed correctly, the risk of defensive players being "spiked" will decrease. In another change, Rule 7-3-1 states that a batter shall take her position in the batter's box within 10 seconds after the ball is returned to the pitcher in the circle. Previously, the batter was permitted 20 seconds to enter the box, and the pitcher was also allotted 20 seconds to deliver the pitch. For more information on the newly adopted softball rules changes, visit www.nfhs.org/sports.aspx and click on "Softball."

■ **Track and Field Rules Changes:** Beginning with the 2008 season, it will no longer be considered a foul if a pole vaulter leaves the ground without breaking the plane. This change in Rule 7-5-29b is one of five rules revisions approved by the National Federation (NFHS) Track and Field Rules Committee. There has also been a revision in the length of the stopboard used for shot put. Rule 6-5-4 will revert back to the 4-foot measurement of a standard or international-length stopboard instead of converting to a shorter stopboard for the 34.92-degree sector. Rule 2-3-2 will replace Rule 2-3-3, allowing meet results to be corrected at any time when a participant, who has been disqualified from further participation in the meet and/or should not have participated in the meet at any time, has participated and scored points. For more information on these and other track and field rules changes, visit www.nfhs.org/sports.aspx and click on "Track and Field/Cross Country."

■ **Baseball Rules Changes:** Beginning with the 2008 high school baseball season, fielders without possession of the ball will not be allowed to deny access to the base that a runner is attempting to achieve. Additionally, multiple rules changes were made regarding head coaches. Rule 3-2-4 requires the head coach to be in attendance at the pregame conference if available. If he or she is not present, the head coach will be restricted to the dugout for the remainder of the game unless he or she must attend to a sick or injured player. Rule 1-1-2 suggests the importance of both the captain and the head coach being in communication with the umpires. Both must be present at the pregame conference, and the head coach is responsible for ensuring that his or her team is in compliance and will adhere to good sportsmanship. The rule also requires the name, shirt number, position and batting order of each starter to be placed on the lineup card. The name and shirt number of each eligible substitute should also be placed on the card, but are not required. For more information on the new baseball rules changes, visit <http://www.nfhs.org/sports.aspx> and click on "Baseball."

■ **Boys' Lacrosse Rules Changes:** The National Federation (NFHS) Boys Lacrosse Rules Committee adopted several rules revisions to minimize risk in high school boys lacrosse. Heading the list of revisions, which take effect in 2008, is Rule 2-1-1, which states that a team must begin the game with at least 10 players, or it must forfeit. Rule 1-6-1 was also revised to state that there must be one crosse with a measurement of 10 to 12 inches inside at its widest point at the bottom and top of the wall, and this crosse shall be used by the required designated goalkeeper. This rules revision was enacted to clarify that a properly equipped goalkeeper must be on the field at all times. For more information on these and other boys' lacrosse rules changes, visit <http://www.nfhs.org/sports.aspx> and click on "Boys' Lacrosse."

...more ciac news

GETTING A SECOND WIND

by Rick Reilly

(Reprinted from the "Life of Reilly" column, *Sports Illustrated*, September 3, 2007)

One day five years ago bubbly, gorgeous soccer goalie Korinne Shroyer came home from eighth grade, found her father's revolver in his closet and fired a bullet into her skull.

This is about the lives she saved doing it.

Out of a million kids you'd pick Korinne last to commit suicide. She was a popular kid in her class in Lynchburg, Va. But then she started feeling sad for no reason. Her parents took her to a therapist, who recommended Paxil. But one worry with Paxil is that it can give teenagers suicidal thoughts when they first start taking it. Korinne made it through 10 days.

The bullet tore a hole in her father, Kevin, that you could drive an 18-wheeler through. Korinne was Kevin's best friend, the kid who would rollerblade with him as he ran for hours, the kid who'd come with him to Orioles games and chat with him until his ears hurt. "I used to run all the time," says Kevin Shroyer, 46. "I loved it because it gave me time to think. But [after the suicide], thinking was the last thing I wanted to do."

Kevin, an investigator in the public defender's office, and his wife, Kristie, a hairstylist, were able to think one clear and brave and terrifying thought during the six days Korinne survived after the shooting. They decided to send out her organs like gifts.

Her green eyes would go in one direction, her glad heart another, her kidneys still another. Her liver and her pancreas went somewhere else, and her two good lungs – the ones that played the saxophone – went to a Gainesville, Ga., man named Len Geiger, who was so close to dying that he was practically pricing caskets.

A runner and swimmer and nonsmoker, Geiger suddenly found one day that he only had enough breath for walking or talking, not both. Turns out he had genetic emphysema, also known as Alpha-1, and a lung transplant was his only hope for survival.

He was on his fifth year on the waiting list and "life wasn't worth living," he says, when Korinne pulled the trigger. Geiger received those two young lungs six days

later in an operation at the University of Virginia Medical Center.

And that's where this story gets good.

Geiger, now 48, went from 15% lung function to way above average for his age. He got his second wind and his second life. He was so grateful, he wrote Korinne's parents to say thank you. And that letter changed everybody's lives.

Korinne's parents wrote back, and Geiger asked to meet, and next thing you knew Geiger was at a bittersweet gathering that became soaked with every kind of tears.

The Shroyers and their other daughter, Kolby, now 16, gave Geiger a photo album of the girl whose life was now inside him. "She starts out as this beautiful baby," Geiger says. "Then she's a little girl in a Halloween costume. Then a gorgeous teenager. And then the pictures just stop. It was the saddest thing I've every experienced."

Hours later the group was parting when Kristie said, "Len? Can I ask you a favor?" She walked over and stood before him. "Anything," Geiger said.

"Can I put my hands on your chest for just a second?"

And she stood there, crying, as she felt her dead daughter breathe.

Kevin started to run again. And someone had a great idea. Why didn't he and Len run together? So they did. They ran an 8K together, step for step, next to each other. One man's overflowing joy coming straight from the other's bottomless sorrow.

That whole run, Kevin never shut up. It was so unlike him that, at the end, Geiger asked him, "Why?"

"I had to," Kevin admitted, "because very time there was silence, I could hear Korinne breathing."

Next they ran a half marathon, then a full one. By then, though, the steroids that Geiger had taken for years just to stay alive had damaged most of his joints, and he was

running on two artificial hips. The best he could do was race-walk. At the 17-mile mark his hips were screaming. But he refused to quit.

It took them six hours and 25 minutes – with Shroyer matching him step by agonizing step – but they finished, hands clasped together, the three of them.

Kevin and Kristie aren't whole yet, but they're getting on with their lives. Geiger, meanwhile, is relishing his. He met a woman, Christina, married her, and they named their first baby after Korinne – Ava Corinne. Sometimes he stares at her, awed. "I know that without Korinne, I'm not here today and neither is Ava Corinne."

Sometimes life just takes your breath away, doesn't it?

INVESTORS IN CT YOUTH

- ★ AT&T ★
- ★ Baden Sports ★
- ★ Bearingstar™ Insurance ★
- ★ Big Y Supermarkets ★
- ★ Coca Cola ★
- ★ CT Lighting Centers ★
- ★ CT Sun ★
- ★ Dove Soap ★
- ★ Dick's Sporting Goods ★
- ★ eEsports ★
- ★ Grynne & Barrett Studios ★
- ★ Horace Mann ★
- ★ IGA / Bozzutos ★
- ★ Konica ★
- ★ Liberty Mutual ★
- ★ Martin Screen Printing ★
- ★ McDonald's ★
- ★ NBC-30 ★
- ★ Nationwide Insurance ★
- ★ N.E. Fitness Distributors ★
- ★ Pfister Energy ★
- ★ PureTech Water ★
- ★ Rawlings ★
- ★ Spalding ★
- ★ Subway ★
- ★ Teachers' Insurance Plan ★
- ★ U.S. Army ★
- ★ U.S. Marine Corp ★
- ★ Waterbury Republican-American ★
- ★ Westfield Corporation ★
- ★ Wilson Sporting Goods ★

C.A.A.D. GOALS

2007-2008

1. To enhance the position of Athletic Director by:
 - surveying the membership to identify job expectations;
 - using the results of the survey to help better define the AD position;
 - making recommendations to help improve the position of Athletic Director;
 - providing professional development opportunities.
 - fostering participation in CAAD and NIAAA conferences and other activities;
 - encouraging mentoring of new athletic directors with veterans; and,
 - encouraging efforts on the State Government level that will clarify and enhance the position of Athletic Director.
2. To assist with the development and organization of middle school athletic programs by:
 - encouraging those responsible for middle school athletics to join CAAD;
 - providing professional development activities specific to middle school sports at the CAAD conference; and,
 - working with the CIAC to improve the middle school portion of the scheduling website.
3. To provide educational opportunities and experiences for professionals interested in becoming high school athletic directors by:
 - offering LTC courses to interested individuals;
 - assisting them in getting the RAA certification; and
 - hosting a Future Athletic Directors Workshop.
4. To support and assist the CIAC with their sportsman-ship and coaching education initiatives.
5. To assist the CHSCA whenever possible

Proposed 8-23-07

CAAD MEETING DATES

2007-08

Wed, November 7 CIAC Office	Board of Control	12:00 p.m.
Wed, Dec. 14-19 Nashville, TN	National Conference	
Wed, January 9 CIAC Office	Board of Control	12:00 p.m.
Wed, March 5 Rocky Hill Marriott	Board of Control	12:00 p.m.
Thur/Fri, March 27-28 Rocky Hill Marriott	CAAD Conference	8:00 a.m.
Wed, April 30 CIAC Office	Board of Control	12:00 p.m.
Wed, May 21 Rocky Hill Marriott	General Meeting	8:00 a.m.

CAAD President's Message

Dear CAAD Colleague,

Welcome back to another school year! As you read this newsletter you are probably sitting at your desk with a long list of to-do's, wondering how you will get everything done and whether you really have time to read what's going on with your professional organization CAAD. With that in mind, I will try to keep my comments brief but at the same time encourage you to get involved. We need your help more than ever.

Who are Athletic Directors? What do they do? Why has there been such a large turnover in recent years? These are just some of the questions that CAAD is trying to clarify with a survey that has been developed and circulated to the membership. Our goal is to better define the position of Athletic Director while at the same time providing information to schools to help improve the management of their interscholastic athletic programs. We expect the results to be very revealing and look forward to analyzing the returns. Many thanks to Jeff Sunblade, the Athletic Director for Avon High School, and his support staff for their efforts in creating and tabulating this survey.

Middle School sports is rapidly growing throughout the state. CAAD is striving to include those professionals responsible for these programs in our membership. As we include middle school athletic directors, we will be exploring professional development opportunities for them and identifying ways to improve middle school sports for our young athletes.

Improving sportsmanship and coaching education are two initiatives the CIAC has emphasized for the coming year and CAAD is pleased to be an active participant in both these important areas. We are pleased that so many of our colleagues participated in the recent Sportsmanship Conference sponsored by the CIAC and we plan to have on-going dialogues to support these efforts. The reorganized Coaching Education Program under the direction of Fred Balsamo is an exciting venture for us all. CAAD members are extensively involved by providing expert instruction and materials for the coaching education modules.

The National Conference for Athletic Directors will be held in Nashville, Tennessee from December 14-19. This is a wonderful opportunity to gather with professionals from around the country to discuss the current issues facing our profession. Leadership training courses along with general sessions and breakout sessions make this event a life-changing experience. Please make an effort to attend. Detailed information and registration can be found on the National Federation website at www.nfhs.org.

CAAD is dedicated to providing our membership with professional development activities, resources that members can utilize to enhance programs and mentors who can assist with the day to day issues that we all face. We hope that our efforts are beneficial to our membership and that you consider being actively involved with our activities.

Best wishes for a great year!

Sincerely,

Chip Dorwin, CAA,
President, CAAD
Guilford High School Athletic Director

Retired AD's Corner

By Ed Tyburski

Milestone - Fred Balsamo has retired after 33 years in education. Fred served as an athletic director in Connecticut for 27 years—17 years at Middletown High School, and 10 years at East Haven High School; served as CAAD President 1988-89 and NIAAA President 1989-1990 and continued on the board of directors through 1991; was a charter member of the Michaels' Achievement Cup Committee and served from 1987-2007; and developed Connecticut's first 45-clock hour course curriculum to meet the state department of education's requirement for coaching certification and has been a Coaching Certification Instructor for CAS-CIAC since 1989. From 1997-2007, Fred was the Connecticut State Department of Education liaison in the development of a coaching education certification curriculum and the development of CEU standards for the 15-hour coaching requirement.



Fred Balsamo

Fred was the recipient of the following awards: NIAAA - Leadership Commendation and Distinguished Service Award; National Federation - Outstanding Contribution Citation; Athletic World - AD of the Year; CAAD State Award of Merit and Distinguished Service Award; CAS - Special Commendation and the 2007 CAS/CIAC Citation.

Fred co-chaired the first annual CAAD conference in 1982. He became the conference's sole chairman in 1983 and for 23 years thereafter. The annual conference demands an enormous amount of work behind the scenes and Fred, almost single-handedly, made these annual events an enormous success story. Fred will continue his association with CAAD as executive director and will be the director of the Connecticut Coaching Education Program for CAS-CIAC.

2007-08 CAAD OFFICERS

Officers:

President	Chip Dorwin, CAA, Guilford High School
President-elect	Ray DeAngelis, Emmett O'Brien Tech. School, Ansonia
Recording Secretary	Trish Witkin, Glastonbury High School
Treasurer	Ken Marcucio, CAA
Past President	John Shukie, CAA,
Exec. Secretary	Paul Maskery, CAA

League Representatives:

NCCC	Nancy Woicik, Somers High School
Constitution State	Dan Nemergut, Wilcox Tech. High School, Meriden
Shoreline	Joe Canzanella, CAA, Hyde Leadership School, New Haven
NWC	Brian Fell, Rocky Hill High School
CCC	Jay Cottone, Wethersfield High School
NVL	Dan Scavone, CAA, Woodland Reg. High School, Beacon Falls
FCIAC	Marty Lisevick, Staples High School, Westport
Berkshire	Matt Perachi, Shepaug Valley High School, Washington
SCC	Jon Capone, West Haven High School
SWC	Joe Tonelli, Jr., Luralton Hall, Milford
ECC	Scott Mahon, CAA, East Lyme High School

At-Large District Representatives:

District #1	John Krot, Killingly High School
District #2	Dorothy Franco-Reed, Newington High School
District #3	Jeanne Cooper, Hamden High School
District #4	Newell Porch, Torrington High School

Consultants:

Awards	David Johnson, CAA, Bunnell High School, Stratford
CIAC Rep	Paul Mengold, CAA, Amity Reg. H.S., Woodbridge
Newsletter	Jeff Sunblade, Avon High School
Officials	Paula Fitzgerald, CAA, Westbrook High School
Retired AD's	Edward Tyburski
Seasons Limitations	John Shukie, CAA
Sports Consultant	Barbara Startup, CAA
Public Relations	Judy Samaha, CAA
NIAAA Liaison	Joe Tonelli, CAA

The Connecticut Association of Schools
30 Realty Drive
Cheshire, CT 06410

NON-PROFIT ORG
U.S. POSTAGE PAID
NEW HAVEN, CT
PERMIT NO. 561