

## CAS Mission

The mission of the Connecticut Association of Schools (CAS) is to promote excellence in the education of all students by developing the skills and effectiveness of school leaders including administrators, staff and students.

## CAS Purpose

The Connecticut Association of Schools (CAS) is a private, non-profit organization whose purpose is to improve the learning of every student in Connecticut by contributing to the improvement of elementary and secondary education. CAS, through its divisions including the Connecticut Interscholastic Athletic Conference (CIAC), works to serve the collective interests and needs of Connecticut schools by providing leadership and professional development services to promote excellence in the education of all students.

## CAS Theory of Action

We believe that the intellectual, physical and emotional growth and development of students will improve and be sustained through strengthening and aligning organizational systems closest to the instructional core within schools. We also believe that athletics and other student activities enrich and support student engagement in the learning process. We believe further that because improved student growth and learning are significantly influenced by adults, the primary responsibility of leadership is to improve the knowledge, skills, and dispositions of the adults in the system. Finally, we believe that through effective support and accountability systems, school leaders can develop their instructional and organizational leadership capacities for the purpose of promoting high degrees of student learning.

**IF** CAS, as an organization guided by a common vision and belief system,

- engages school leaders in determining the scope of its work;
- implements quality programs to attract and develop future school leaders;
- provides quality research-based leadership development programs for beginning and experienced leaders;
- advances the understanding of and advocacy for issues relevant to school leaders;
- recognizes, celebrates, and shares the exemplary achievements and best practices of school leaders;
- provides oversight to ensure fair and equitable athletic and other competitions among schools;
- promotes the development of student leadership and involvement in activities in the school community beyond the classroom;

**THEN** the performance and effectiveness of school leaders and their leadership teams will be enhanced and student growth and development will occur.

# CAS Belief Statements

## Leaders\* . . .

- model the behaviors they expect others to follow.
- enlist others in creating a shared vision for the future.
- challenge the status quo recognizing that change involves experimenting and taking risks.
- foster collaboration, build trust and strengthen everyone's professional capacity to act.
- encourage humanity, recognize contributions and celebrate values and victories.

## Students . . .

- learn and achieve at high levels when given the necessary and appropriate resources and time.
- need to be active participants in learning.
- have the potential to effect positive change in society using what they learn in school.
- enhance their learning through participation in athletics and other activities including community service.

## Schools . . .

- exist to prepare students for worthwhile lives as contributing members of society
- maintain a positive school climate with an atmosphere of mutual trust and respect.
- encourage athletics and other student activities as an integral part of the intellectual, social, emotional, and physical development of students.
- have a shared responsibility with the community – including parents – in a child's education.
- are workplaces focusing on high expectations, accountability, and the development of fundamental life skills.

## The Association . . .

- advocates for the benefit of students, staff and their leaders in the schools of the state.
- develops and supports activities that enhance the capacity of school leaders to promote student growth and development.
- recognizes that, while the primary responsibility for the development of effective educational programs is vested in the school principal, diversified leadership is the goal. As such, CAS strives to enhance the competency of school leaders at all educational levels.