

**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
*The Sixty-First Annual Meeting*  
May 9, 2013

2012-2013 Annual Report  
**CT PRINCIPALS' CENTER BOARD OF CONTROL**  
*Submitted by Donna Hayward, Chair*

The Connecticut Association of Schools established the Principals' Center to address the professional development and related needs of practicing principals and to support the professional development of aspiring principals. The Connecticut State Department of Education has been an important partner with CAS in promoting the Principals' Center by providing both technical and financial assistance. Everett Lyons and Michael Galluzzo, associate executive directors of CAS, are co-directors of the Center. The Center is served by an advisory committee of experienced principals, superintendents, representatives of graduate and undergraduate educational leadership and education programs, and educational consultants.

In order to provide professional support for principals and advance the professional development of aspiring principals, the work of the Center has been organized into six strands of action:

- Strand #1 Future School Leaders:** Development of future educational leaders
- Strand #2 Career Principals:** Providing quality leadership development for beginning and veteran school leaders
- Strand #3 Critical Issues:** Advancing the understanding and advocacy of issues relevant to educational leaders
- Strand #4 Recognition:** Recognizing, celebrating and sharing examples of achievements and best practices

Each strand has its own committee of school administrators and consultants who plan and implement activities relevant to its focus. The existing committees have served hundreds of principals and aspiring principals throughout Connecticut this year in the provision of an impressive variety and depth of programs. In the interest of time, I will share with you here the primary activities of each committee.

☐ **Strand #1: Future School Leaders**

• **Future Leaders Program and Future Leaders Academy**

A seventh New Haven Future Leaders Program series was conducted successfully for the New Haven Public Schools. Teachers who have their 092 certification and who complete the workshop series are granted interviews for administrative positions in the district as vacancies occur. The topics addressed in these workshops included building capacity for leadership, instructional leadership in daily practice, creating and sustaining a positive climate for learning, best practices for supervising and evaluating staff; creating and sustaining professional learning communities. Once again, Mike Buckley led this program.

In addition, a leadership academy based on the New Haven model was conducted for the second year in the Meriden School District. Twenty teacher leaders completed a five session sequence and demand within the district for this experience remains high. Mike Buckley and Ev Lyons led this program.

For the past five years, the Principals' Center has opened up several of its workshops to aspiring administrators participating in Southern Connecticut State University's Educational Leadership Program. Over 160 SCSU interns attended at least one Principals' Center workshop this year. Also, University of Connecticut Administrative Preparation Program (UCAPP) students (and their mentors) were again allowed to attend workshops on a no-fee basis.

• **Administrator Certification Program (UCAPP) – Mike Buckley, Director**

The Connecticut Association of Schools (CAS) and the Department of Educational Leadership at the University of Connecticut's Neag School of Education (NSOE) have continued a partnership which aims to address an increasing shortage of qualified administrators to fill positions of leadership within Connecticut's schools. The Principals' Center has specific responsibilities for conducting the clinical component of the University of Connecticut Administrator Preparation Program (UCAPP), a nationally recognized series of courses and internships that prepares candidates for the 092 intermediate

administrator certification and leadership positions primarily at the school building and central office levels. As an active partner in this program, the Principals' Center brings its resources including aspiring administrator's program, administrator induction program, statewide network of seasoned mentors, and well-established relationships with schools throughout the state. CAS and NSOE, with their combined resources, believe that they have the capacity to address the critical issue of administrator shortages and, in the process, build the premier school leader preparation program in the nation.

With regard to the seventh year experience with UCAPP, the Center successfully managed 5 cohorts with a total of 54 students. To *manage* means to link students to experienced mentors, help students develop leadership plans tied to program objectives, meet regularly with students and their mentors, help develop authentic experiences linked to courses, translate these experiences into products and artifacts for inclusion in an electronic portfolio, become familiar with course content, and participate in the department-wide curriculum revision process to accommodate both the CAS conditions for partnership and the demands of NCATE accreditation.

- **New Leaders Academy Steering Committee – Rosie O'Brien Vojtek, Chair**

This year, the steering committee reorganized the format of the former Mentor-Mentee Program. Five sessions were held on legal issues, media relations, leading during school crises, instructional implications of the Common Core and the new state educator evaluation model (SEED). Following each presentation, program participants met in grade-level groupings to have facilitated discussions around the session theme. Thirty-five new administrators participated. This new format has met with an overwhelming positive response by the new school leader participants.

#### ☐ **Strand #2: Career Principals**

- **Career Principals' Committee – Dr. Tim Breslin, Chair**

The Principals' Center will again offer the popular Summer Leadership Institute. Supported by funding from the Connecticut State Department of Education, CASCD, SERC, and commercial sponsorships, the Summer Leadership Institute will be held on June 27<sup>th</sup> and 28<sup>th</sup> at the Heritage in Southbury with the theme around the six Connecticut School Leadership Standards. Nationally-known Richard Lemons will be the keynote speaker the first day and Dr. Tony Rigazio-Digilio will be the keynoter on the second day. Additionally, exemplar practitioners from Connecticut will offer breakout sessions keyed to each of the six leadership standards.

CAS provided support and mentor opportunities to 44 principals serving mainly in the Alliance Districts via its Executive Coaching Program. This program links relatively new and experienced principals with a CAS-trained "coach" as a professional development component to the principal's work experience. Mike Buckley and Susan Kennedy are the principal coordinators of this programming.

Last year's Institute garnered over 100 participants and featured Mike Schmoker and Commissioner Stefan Pryor as the keynote speakers on the Institute's theme of "Getting It Right".

#### ☐ **Strand #3: Critical Issues**

- **Critical Issues Committee – Donna Schilke, Chair**

The Critical Issues Committee has merged with the Legislative Committee this year due to the overlap in functions and purposes as well as to highlight the more activist role that CAS has played in Hartford. During an initial meeting of the Committee, Marshall Collins, our CAS lobbyist, provided an overview of the legislative process as well as a summary of major legislative issues that affect school – teacher evaluation, school reform, early childhood and school funding. Committee members discussed the new evaluation program, which they support in principle overall; however, they expressed concern about the implementation timeline and urged that flexibility afforded be to districts.

CAS has submitted testimony and met with legislators on a host of issues including the current reform agenda, athletic affairs and school safety. Currently, there is planning underway for meetings with members of the Black and Puerto Rican Caucus. A group of urban principals has been surveyed to clarify group concerns which will be addressed with legislators.

#### ☐ **Strand #4: Recognition**

Recognition ceremonies were held by various Boards under the auspices of the Principals' Center. Among these celebrations were the following:

- High School Arts Banquet
- Governor's Scholars Luncheon

- Principal/Assistant Principal of the Year
- Middle Level Scholar Leader Recognition
- Elementary Arts Festival
- School Volunteer Recognition
- Elementary Program Recognition

**☐ Other Activities of Note:**

The Center was charged by the Connecticut State Department of Education with the training of school and district leaders on the administrative SEED model piloted in ten pilot districts during school year 2012-20. Ev Lyons and Mike Galluzzo served as lead trainers supported by a team of five retired principals. In all, over forty presentations/trainings were conducted. Further proficiency and calibration work will be managed by the Center on behalf of the Connecticut State Department of Education.

The Center again sponsored a session of The *Breakthrough Coach* (TBC), demonstrating with thirty more teams of administrators and secretaries that it is possible to “work less, play more, and still get the job done in a normal work week.” To date the Center has sponsored ten sessions with over 370 teams participating. A thirteenth session is scheduled for next November 21 and 22, 2013.

The Center offered a five-session series on teacher evaluation. The program featured Tom Mooney as well as Dr. Diane Ullman from the University of Connecticut. Ev Lyons and Mike Galluzzo offered several sessions of both the teacher and administrative SEED process.

The Center continued its involvement with the Connecticut - Shandong Province (China) Sister School Project, nominating schools and principals for participation and hosting a number of Chinese delegations. State Department of Education funding was secured to sponsor an eighth seventh Principal and Teacher Shadowing Program in April. Additionally, the Center hosted several delegations of Chinese educators.

I am proud to share with you the accomplishments of the Center for this year. Particular thanks are in order for all the chairs and members of the committees for their dedication and voluntary efforts. Special thanks go also to the 226 administrators who volunteered as mentors in the UCAPP program. They do it because they feel an obligation to support the next generation of school leaders, a professional service initiative that ranks among the top leadership development activities in the state. Special recognition for their contributions is also extended to: CSDE staff members, Jo Ann Freiberg, Robert Pitocco, Lol Fearon; Attorney Thomas Mooney of the UCONN Neag School of Education and Shipman and Goodwin; CAS administrative assistants Erin Guarino and Noreen Liberopoulos, and CAS Executive Director Karissa Niehoff, CAS Associate Executive Director Michael Buckley, CAS Assistant Executive Directors Susan Kennedy Director and Principals' Center Co-Directors Everett Lyons and Mike Galluzzo.

Respectfully Submitted,  
 Donna Hayward, Chair  
 Connecticut Principals' Center Board