

THE CONNECTICUT ASSOCIATION OF SCHOOLS

The Sixty-Fourth Annual Meeting

June 2016

2015-2016 Annual Report

CT PRINCIPALS' CENTER BOARD OF CONTROL

Submitted by Dr. Angela Rossbach, 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. CAS Staff members, Everett Lyons and Michael Galluzzo, 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

• **Leadership Academies** (Teacher Leadership)

Our Meriden Leadership Academy was conducted for the fifth year in the Meriden Public Schools. Over twenty teacher leaders recently completed a five session sequence related to teacher leadership skill development and demand within the district for this experience remains high. A sixth cohort has already been scheduled for next year.

This current school year also saw the expansion of the academy offering with a district-based program in the Bloomfield Public Schools and the continuation of two additional cohorts within the East Hartford Public Schools and the inter-district group housed at CAS for small districts that might not be able to support a district-specific program. Bloomfield has already committed to continue their leadership academy for the 2016-17 school while East Hartford will postpone their participation until the 2017-2018 school year. Next year will see the expansion of our programming to the Waterford Public Schools with a Southeastern Connecticut cohort and discussions are underway with EASTCONN to co-develop a Northeastern Connecticut cohort as well.

All academy sessions have been co-led by Ev Lyons and Mike Galluzzo with specialized support by Pat Howley.

• **Administrator Certification Program** (UCAPP)

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.

As we complete our eleventh year of experience with UCAPP, the Center successfully managed five cohorts with a total enrollment of 65 students. Activities included linking leadership students to experienced mentors, helping students develop personal theories of action for successfully leading change, connecting leadership plans tied to program objectives, meeting regularly with students and their mentors, helping to develop authentic experiences linked to courses, translating these experiences into products and artifacts for inclusion in an electronic portfolio, becoming familiar with course content, and participating in the department-wide curriculum revision process to accommodate the CAS conditions for partnership and the demands of CAEP accreditation. This program is directed by Mike Buckley who is retiring at the conclusion of the current academic year to be succeeded by Dale Bernardoni.

• **New Leaders Academy**

The New Leaders Academy is designed to support building administrators in years 1-3 of their leadership roles. Six sessions were held on such topics as an update on critical legal issues, conducting effective PPT meetings, leadership for mastery-based learning, practicing successful hiring practices, and conducting difficult conversations with staff. Following each large-group presentation, participants met in facilitated discussions around the session theme. Thirty new administrators participated in this year's series. For the past seven years, the Principals' Center has opened up its New Leaders Academy workshops to aspiring administrators participating in Southern Connecticut State University's Educational Leadership Program. Over 170 SCSU interns attended at least one of these workshops this year. Rosie Vojtek, principal of Ivy Drive Elementary School in Bristol, serves as the practitioner coordinator for this program.

STRAND #2: CAREER PRINCIPALS

• **Career Principals**

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 take place on June 23rd and 24th at the Heritage in Southbury. Although the title of this year's institute has not yet been decided, it will expand upon the theme of personalized learning that was the focus of the 2015 institute. And similar to last year's institute, participants will have the opportunity in breakout sessions to learn about exemplary Connecticut practices.

The CAS Executive Coaching Program has coaches in 9 schools in seven districts. CAS executive coaches are also serving as project coaches in the 9 schools participating in the League of Innovative Schools. Marie Salazar Glowski and Sal Randazzo serve as the CAS coordinators for these programs.

STRAND #3: CRITICAL ISSUES

• **Legislative Committee**

Members of the Legislative Committee met in January to identify the key legislative issues for schools that are before our state representatives. The main issues identified: support for high-risk students who require additional support and flexibility to graduate; improving alternative education programs; support for the High School Graduation Task Force recommendations; support for personalized learning and innovation policies; review of the kindergarten assessment program; increased support for English Learners; expanding certification reciprocity to address recruiting shortages, including minority recruiting; remove barriers that prevent retired administrators from reentering the workforce; advocacy for no new pesticides or health and safety mandates without full consultation of partner organizations. CAS staff compiled these priorities into a single document, CAS Legislative Priorities, which the CAS Board endorsed. While this is a short legislative session, some of these issues are gaining attention in committee. Karissa Niehoff is actively providing testimony before committees and meeting with legislators in addition to the work of our lobbyist.

STRAND #4: RECOGNITION

Recognition ceremonies were held for various grade levels 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 continued training of school and district leaders on the administrative evaluation and support model as well as the New Leader Rubric 2015. Everett Lyons and Mike Galluzzo served as lead trainers supported by practitioner Richard Gusenburg. CAS entered into a contractual arrangement this year with ReVision Learning to support district calibration work sponsored by the CSDE. Workshops were held periodically throughout the school year and district-based calibration activities took place in over twenty districts.

- CAS is engaged as one of the partners in LEADCT, a state leadership initiative, with various staff members assigned to a number of committees active under the LEADCT umbrella. These activities include:

- development of a Policy Fellows Program
- implementation of a Residency Program to develop future school leaders
- implementation of a Turnaround Principals' PLC
- creation of additional tools for the administrator evaluation model
- CAS executive coaches serving in 11 schools in six of the Alliance districts.

- Funded by the Connecticut Department of Education, the **CCSS Leadership Community of Practice** was a seven session series developed by CAS this past year and devoted to leadership issues related to the implementation of the Common Core State Standards (in CT referred to as Connecticut Core Standards). Each session featured a keynote speaker on the selected topic, followed by an implementers' panel which was comprised of Connecticut practitioners who shared their experiences in successfully developed/implemented some aspect of the topic under discussion. These activities were followed by facilitated breakout sessions in which the participants discuss the presentations, share their own experiences, seek support and assistance from other members, and express their needs for further discussion topics

- The Center sponsored a session of **The Breakthrough Coach** (TBC) this year in response to the managerial needs of principals in conjunction with teacher evaluation. To date the Center has sponsored fourteen sessions with over 425 teams participating. This year concluded our relationship with TBC as they are moving to a new business model. In gratitude for the CAS involvement, TBC management team has agreed to become one of our corporate sponsors for 2016-17.

- The Center staff is involved in a variety of **district trainings**. This year, Bloomfield Public Schools requested a series of workshops for their administrative team which focused on coherence training, change theory and coaching skills in the area of teacher practice. Hartford Public Schools has contracted with the PC to present several workshops on the New Leader Rubric 2015 as did the Enfield Public Schools earlier in the school year.

I am proud to share with you the accomplishments of the Center for this year. Particular thanks are in order for all the practitioners who have supported the Center's work for their dedication and voluntary efforts. Special thanks go also to the 65 administrators who volunteered as mentors in the UCAPP program who are supporting the next generation of school leaders.

Special recognition for their contributions is extended to CAS administrative assistants Erin Guarino, Anna Simeonidis, Noreen Liberopoulos, and Barbara O'Connor, and to our administrative team: CAS Executive Director Karissa Niehoff, CAS UCAPP Clinical Director Michael Buckley, Tim Breslin, Regina Birdsell, Earle Bidwell, Pat Howley, Sal Randazzo, Marie Salazar Glowski, and Principals' Center Co-Directors Everett Lyons and Mike Galluzzo.