

MINUTES OF THE FIFTY-NINTH ANNUAL MEETING OF THE CONNECTICUT ASSOCIATION OF SCHOOLS

May 12, 2011

The Fifty-Ninth Annual Meeting of the Connecticut Association of Schools was held at the Connecticut Association of Schools' Central Office, Cheshire, CT on May 12, 2011. CAS President Katharine Bishop, Principal of Daisy Ingraham School in Westbrook, convened the meeting at 8:44 a.m. Karen Packtor, Assistant Executive Director, recorded the minutes.

SECRETARY'S REPORT

CAS Secretary-Treasurer Donald Macrino, Principal, Waterford High School, presented for approval the minutes of the Fifty-Eighth Annual Meeting of the Connecticut Association of Schools, held on May 13, 2010 at the CAS Central Office in Cheshire, CT.

On a motion by Secretary-Treasurer Macrino, seconded by Janet Garagliano, the minutes were approved for the record.

TREASURER'S REPORT

Secretary-Treasurer Macrino presented the following report for the fiscal year ending June 30, 2010:

1. The Consolidated Statement of Financial Position of the Operating budget as of June 30, 2009 was:

Total Assets	\$4,379,827.00
Total Liabilities	\$800,314.00
Total Net Assets	\$3,579,513.00
Change in Net Assets for the year ending June 30, 2010	\$345,595.00

2. The association did not experience any serious legal challenges during 2009-2010. CAS was fortunate to have received the following:

CT Principals' Center Income	\$194,213.00
CT Department of Education Executive Coaching Grant	\$767,918.00
University of Connecticut Administrator Preparation Program	\$177,748.00

3. The total net worth, or balance of funds- which is the most important figure for the association because it represents the financial worth of the organization if it were to have dissolved on June 30, 2010- was \$2,059,053.00. The net worth of CAS grew by \$155,531.00 since June 30, 2009. This excludes the value of the property or endowment.
4. The CAS Foundation Account was established thirteen years ago. This account is where all CIAC corporate sponsorships are invested after all expenses and commissions associated with each sponsorship are deducted. As of June 30, 2010, the total net asset was \$1,681, 096. This represents an increase of \$226,540 since June 30, 2009.

On a motion by Treasurer Macrino, seconded by Bob Hale, Jr., the Treasurer's Report was accepted as presented.

PRESIDENT'S REPORT

Katharine Bishop, CAS President, gave the following report:

"This year has been a momentous one for CAS-CIAC. Last spring we learned that Michael Savage, without my permission since he had told me I couldn't retire because of the presidency, decided to retire after 30 years, as he would say, as the driver of the bus who put the right people in the right seats. The organization had grown immensely under his leadership. In recent years our relationship with the State Board of Education was strengthened and more was expected of CAS to implement statewide initiatives. We became much more involved with state and national legislative issues. In short we became a very complex organization. It was a daunting prospect to change the driver especially for this incoming president.

"The Board did a thorough search and from a highly qualified field we chose Karissa Niehoff. The plan was to have Karissa work as a deputy to Mike until a point in the fall when the transition would be complete. Mike and Karissa worked together to insure a smooth transition. Karissa eagerly got to know all the people on the bus and all the bus stops. Some of us had the pleasure to initiate her into

the world of elementary education early last summer. She went from one national meeting to another. So, pleased with the new bus driver, Mike took his leave in November and has kept a very low profile since. There has been no perceivable hic up this year. Karissa has taken hold of the driving wheel and kept us on course.

“During all of this, we regained our financial stability and find ourselves in a solid position which given the last several years is remarkable. This was due to Mike and Karissa, our financial advisors, and Stephanie Ford who is now full time with us and has been very successful with our sponsorships. Not only did we not lose any programs, we somehow managed to expand and improve our services, especially in the area of student activities, thanks to the extraordinary leadership of Dave Maloney.

“Having the opportunity to attend our major events has given me ample opportunity not only to eat beef but to be amazed at the huge numbers of schools that turn out. The 1800 educators, parents, and students at the Scholar Athlete dinner was amazing. The many other events and professional development opportunities all were very successful.

“The other reason for our smooth transition is due to our dedicated staff. We are so fortunate to have an administrative team and support staff who know their jobs, put in a great deal of effort, and are passionate as well as very loyal to CAS-CIAC. I know you join me in thanking each and every one of them.

“And to all of you who took time out of your busy schedules to be with us this morning, I want to thank you for your dedication for all you do on councils and committees. This organization, even with an outstanding staff, would not exist if it were not for your interest and involvement. We have seen volunteerism decrease in our schools and community organizations because people are busy or apathetic. Your involvement is key.

“So as we look forward we need to continue to find other school leaders to become active and realize that our voice is so important not only in our organization and our communities but also in the legislature. I thank all of you for the opportunity to serve as president and look forward to another exciting and fulfilling year ahead.”

EXECUTIVE DIRECTOR’S REPORT

Karissa L. Niehoff, Executive Director, gave the following report:

“Good morning! I appreciate the privilege of developing a report for you that does not follow a template or formal guidelines, as it gives me the opportunity to address what I think might be obligatory, but also share reflections on the year, and what I see as challenges facing the association in the future. It also allows me to say “thank-you” to all of you, on behalf of our entire staff, for being present today, and for all of the ways you have contributed to the CAS-CIAC work...work which potentially impacts every school in the state.

“The room is “not quite full”...I’d say it is “not quite empty”, but that would be inconsistent with how I hope we all look at glass of water or liquid of your choosing- in terms of “full” vs. “empty”! The low attendance today is not really a surprise, but it is a concern. Watching the numbers all week has prompted many conversations in the office about how things have changed. Years ago, CAS annual meetings were all day affairs; I remember Gillette Castle...huge attendance, business meetings, awards, a nice luncheon...a relaxed, celebratory spirit. Boards and committees would frequently meet and then go out to dinner. Gradually, as the responsibilities of school administrators have increased, time available for meetings and functions, and breaking bread together, if you will, has decreased. I suppose this is a bittersweet situation- as the “busy-ness” of the business means that schools are working hard to meet the needs of our students- certainly the number and success of the programs here at CAS-CIAC has increased...so the passion and dedication of our educational leaders is as strong as ever, despite the added strains.

“As a related point of business- We don’t have a quorum today, but language in our constitution allows for written votes...so we will be emailing principals with the outcome of the votes of those present today.....

“I am humbled to stand before you to speak on behalf of the association, having only served 10 months in this position. I still pinch myself when I come into the building every day...”this is my JOB?” I remember when Mike first asked me to step into his office to talk about this opportunity in October of 2009...I thought I was in trouble! :).....

“I have had the opportunity to travel quite a bit to national and section meetings for NFHS, NASSP and NAESP and as much as I have learned about association business at these levels, I have learned that the reputation of CAS-CIAC nationwide is stellar. I have frequently been told that CT is THE MODEL association...the most astute organization of interests- all under one roof- with the most outstanding professional staff who facilitate programs consistent with progressive thinking and smart policies. It has been an honor to represent the interests of Connecticut educators and athletic administrators nationwide.

“As you all well know, we do have the most outstanding professional staff...at every level. Walking into the building, you can sense the warmth of a caring family, and the vibrant, visionary thinking that is constant. Today’s meeting is just one example of the collaborative excellence that is the norm. Karen Packtor- not enough can be said about her dedication to the association and to each one of our members.

Her impeccable character, professionalism, brilliant thinking, and boundless energy are constant- the hours of work that went into today's meeting are a standard she sets for herself in everything she does. Karen- thank-you!!

"The highlights she put together are reflective of the cumulative caring work done by staff, along with you and your colleagues. I encourage you to thank each member of the staff if you get the opportunity today...there could be no finer team of professionals!!

"I would like to provide a few remarks relative to the CAS Board Goals for this past year:

- **Goal 1 - Determine the feasibility of implementing a single district dues structure such that all schools within a district automatically are members of CAS.**

This goal has its roots in our desire to increase membership, especially in the elementary and middle level ranks. We recognize and appreciate the fiscal challenges facing all schools, and we know that elementary and middle level schools often have to find dues monies within their own building budgets. We have had discussions as a staff about this concept, and have decided to continue discussions through next year, and if an appealing idea is developed that would benefit all schools at all levels, possibly introducing a proposal to the board for the following year.

- **Goal 2 - Determine the feasibility of assuming responsibility for the management of the CSDE coaching certification operation including a cost analysis of the required staff and space needs.**

Fred Balsamo has been instrumental in working with the SDOE in this area. We recently signed an agreement that formalizes the sharing of our data based that contain primarily demographic information, what coursework they have completed, etc. It is our hope that the education of all coaches will fall under CIAC's realm, and that we will be able to submit eligible coaches to the SDOE; they could simply issue certificates.

- **Goal 3 - Continue to seek alternative sites, or an addition to the existing site, that would allow for expansion of CAS programs as well as existing space needs, including parking.**

The need to expand is not urgent, but it is prudent for us to keep an eye out...we do not have interest in specific facilities or sites, except for the building next door, but we will be staging a massive cleaning/organizing effort this summer to free up storage space.

- **Goal 4 - Explore additional funding sources for existing and new programs.**

Stephanie Ford came on board full time and has done a phenomenal job maintaining sponsor commitments, and establishing new sponsorships. Dave Maloney, who knows everybody, has secured funding from the Middlesex Community Group for support of school climate workshops.

- **Goal 5 - Increase CAS' involvement in legislative issues and initiatives.**

Our Legislative Committee has been active. We have had a number of principals testify at the LOB on various education bills. I have met with a number of legislators along with our lobbyist, Marshall Collins. Dennis Carrithers has been instrumental in working with Joel Rudikoff, who penned the "anti-bullying" bill. The bill with critical amendments went to the Senate floor yesterday. Senator Andrea Stillman, who co-chairs the Education Committee with Andy Fleischman, would like to meet with us regarding the delay of secondary school reform. CAS is strengthening its presence among legislators as THE association of practitioners; we are being sought out for ideas and are being included in legislative language as a professional development resource.

"Here are just a few highlights of the 2010-2011 that I would like to share.

CAS Programs:

If you have never done it, I would encourage you to take an in-depth look at our website to get a sense of the incredible number of quality programs that are taking place!

- Executive Coach program is expanding; CALI school improvement model is proving tremendously effective. The program is increasingly being drawn upon by other agencies.
- UCAPP- contract extended for 2 more years; recognized as the most respected and rigorous administrator preparation program; first time pass rate of 98%
- PEAC- CAS holds a key role in developing models for teacher and administrator evaluation, and providing the related professional development.
- Future work in school climate and secondary reform both as a result of our own commitment and momentum, and with legislative support.
- Principals Center- meaningful professional development experiences, workshops and initiatives
- I am extremely pleased that we are increasing programs that involve students directly. The elementary, middle and high school student leadership conferences set attendance records, and this weekend about 2000 KiDSMARATHON runners will compete in their last mile celebrations! Students are presenting at workshops, and at the State BOE. Geno's Reading Team, Bandjam, and a new initiative- a New England Student Leadership Conference are all becoming increasingly popular.

CIAC Programs:

Across the nation, many states have experienced significant legal challenges that have cost their associations dearly- financially, in terms of self-governance, and in reputation. For the past six years, the CIAC has avoided the courts. I think this speaks highly of the quality of our board members, the integrity of their thinking regarding policies and procedures, and the thoughtful manner in which they consider and handle issues. The board has demonstrated that they are less concerned about being punitive than they are about being purposeful when imposing sanctions; fines remain low, and more often now participation in coaching education modules and/or the Athletic Program Evaluation Process is a part of a sanction.

- Program evaluations apart from being part of a sanction are ongoing.
- The Spirit of Sport program is growing in interest and prestige.
- Coaching Education is exploding! About 10,000 coaches in the state have participated in any number of our programs- Concussion Education, online CEU courses, and the 45-hour certification course.

Unified Programs:

In the Unified area, we were thrilled to bring George Synnott on board as assistant director of Unified Sports. Through the Project Unify Grant, 22 new schools started Unified Sports teams and the CIAC now offers 40 tournaments in soccer, basketball, volleyball and track. The word is spreading! Rhode Island, Arizona, and New Hampshire are interested in replicating our model. Two students represented Unified Sports in Arizona

CAS partnered with Unified Theatre and received a \$59,000 planning grant from Americorps to assist schools with start up activities. Unified Arts is emerging- SOCT has staff member to grow that area.

Technology:

Highlights in this area? Matt Fischer, Matt Fischer, Matt Fischer... Matt launched the CIAC mobile web browser, was most important in our first successful use of an online ticketing process, and has continued to manage data and communication capacity here. Matt and Karen are our leads for upcoming administrator IPAD workshops. We have recently explored the transition to an off-site server and suggest that the Board consider the adoption of an acceptable use policy and an email retention policy...just as good business practice. We also hope to be offering workshop webinars within the next year.

Financial:

Stephanie Ford has done phenomenal work to maintain and develop new sponsorship relationships. She facilitated the agreements with Team IP and MSG Varsity- the first tv station that will be paying a rights fee- a minimum of \$68,000 over three years. Media Relations Committee, although not "financial", per se, we know that happy reporters are priceless. Our investment accounts grew after taking a significant loss two years ago; the value of CAS continues to increase.

Challenges:

- Costs for CIAC Programs continue to increase- It is increasingly difficult to make budget for each program; facility use fees, tournament worker fees, and officials' fees continue to climb. We do not want to increase ticket prices at this time, but may have to consider that for events held in university or professional arenas.
- Membership- We are concerned that elementary and middle schools will find it increasingly difficult to afford CAS dues when so many other areas of their budgets are being eliminated or reduced. Participation on committees is also a concern; some committees experience low attendance. It is becoming tougher for administrators to leave their buildings. We hope to bring new faces onto our committees and cultivate the next generation of active CAS volunteers. We also hope to increase meaningful experiences for our younger schools.
- Maintaining programs and momentum in the good work that we have already started...a challenge facing all schools.

"This is certainly a time when there are few guarantees, but no matter what the crisis or criticism, fiscal challenge or fear-induced resistance to change that surrounds what we do in education, there are a few very powerful guarantees that we should always be mindful of... We can make a difference. There is a 100% chance that we can be a role model for leadership in our professional realms. There is a 100% chance that we can influence someone else's performance. There is a 100% chance that we can affect what someone else thinks, says and does. There is a 100% chance that we WILL make a difference in other people's lives. So amid the conundrum of confusion that plagues us as a profession- it is important to remember that we can be the most important leaders in our schools by making the choice to act, and to empower others to act; to challenge our colleagues at all levels to realize their full potential even when they don't see it. Those who succumb to apathy or just "hanging in there", feeling that they are powerless or simply don't care don't leave lasting legacies. Those who honor their passion, hold tight to their mission and stand up and make something happen do. You are the leaders who have decided to make something happen. Every day, we notice that- to a person- every principal, assistant principal, athletic director, coach, or other educator- walks into the building for a meeting or function, expresses passion for what they do, and unwavering commitment, despite the increasing responsibilities of their job and the uncontrollable external influences we are all experiencing.

"Having said all of this, I am presenting us all with a challenge...and that is to intensify our efforts to inspire, to ratchet up our influence and our commitment to empowering others, to increase our collaborative efforts, and to cultivate leadership at all levels.

“An example of this in another realm. . .Bob Lehr and I attended a breakfast on Tuesday for Cheshire Business Leaders- Business Appreciation Day. The breakfast was at Elim Park- beautiful! I learned that Cheshire was a vibrant farming community- big family farms- well into the 50’s. When the farmers realized that their way of life was being threatened by developments in business and industry, rather than throw in the towel, they came together and made the conscious choice to change their work. They stopped farming individual things, and decided to farm bedding plants...as a result, not only did they survive, but they flourished, and Cheshire is now considered the bedding plant capitol of the northeast. All businesses made the decision to plant a certain type of tree, the Bradford Pear- which starts out needing support and attention...it can be easily split or broken, but once they take root and grow for a few years, they grow strong, straight and beautiful, they branch out and produce gorgeous, clean white flowers...they line the road to this very building and add beauty to the Cheshire community now.

“The example of the farmers’ response to crisis is one for us to consider. If we strengthen our communication and collaboration, we can better align our work with our mission, goals and standards, and we can increase the collective success of our schools. We are hopeful that you will continue to want to work with us, to help us better work for all of our schools, and ultimately, all of our kids. We hope that you can reach out to colleagues and encourage them to get involved with CAS-CIAC...or send us a name of one or more administrators and we’ll reach out to them.”

HIGH SCHOOL BOARD OF CONTROL REPORT

Mr. Timothy Canty, Principal of Wilton High School and chair of the High School Board of Control, prepared the following report.

The High School Board of Control goals for the year were as follows:

- to provide professional development opportunities to high school administrators based on identified needs.
- to assist high schools with the NEAS&C accreditation process.
- to connect high school principals with policy-makers, ensuring a strong “voice at the table” when decisions affecting the conditions for teaching and learning is made.
- to continue High School Educator of the Year recognition.
- to continue the William Cielukowski Award for first year high school principals.
- to foster membership in NASSP.

The activities generated in response to these goals included:

- CAS offered a two-day seminar November 8, 9, 2010, on NEAS&C accreditation that registered 50 participants from ten different high schools. Over the last several years, CAS has provided 95 high schools with presentations and professional development programs on accreditation.
- The High School Professional Studies Committee chose to consider an examination of administrator evaluation models in preparation for the CAS participation in the state Performance Evaluation Advisory Council. By state stature, the Council will design guidelines for teacher and administrator evaluation systems. The Committee reviewed plans from other states, obtained results of the state survey to districts about their current evaluation plans, and will continue to provide input to CAS for the guidelines being developed. One focus will be to define the many variables for indicators of student growth.
- The Board organized the High School Educator of the Year for the third year, solicited nominations, but did not receive any nominations. This was unusual considering that over 20 nominations had been received in the past. The Board will continue the program another year to determine if the unusual number of school closings may have hindered schools from their normal follow through.
- The Board initiated a series of workshops on technology that began later than planned because of the many snow days this year. The first session was a presentation by Tom Mooney of Shipman and Goodwin on social networking. The second on May 2nd was a panel of high school principals who presented use of technology to do universal screenings of students for SRBI purposes. The Board plans further sessions in the fall.
- CAS continues to further secondary school reform by supporting the Connecticut Plan at the state level and involvement with the New England Secondary School Consortium.
- The Assistant Principals’ Committee sponsored a series of seminars for assistant principles on legal issues, technology, and school climate.
- The Board reviewed nominations for the William Cielukowski Award for first year principals and selected Paul Benton, principal of Putnam High School as the recipient. He was presented the award at the CAS Fall Conference.
- CAS continues to handle all NASSP membership mailings and all renewals are processed through CAS. All NASSP members in Connecticut renew their memberships as of July 1. NASSP encourages state affiliates to collect NASSP dues and provides a financial incentive at no additional cost to the individual. About 380 Connecticut administrators are members of NASSP. The goal is now to encourage new memberships from Connecticut secondary school administrators.

MIDDLE LEVEL BOARD OF CONTROL REPORT

Joe Scheideler, principal of Canton Middle School and chair of the Middle Level Board of Control, prepared the following report.

The Middle Level Board of Control viewed this year as a transition year with the direction for the Board not extremely clear. The reasons for this are obvious. The state leadership changed and the new governor has not selected his candidate for the Commissioner of Education. CAS as well is now under new leadership. The Middle Level Board had invested a good deal of time and energy into Secondary School reform under Commissioner McQuillan. The future of secondary school reform and the direction that the state department will take is far from certain. As a result, the Middle Level Board was not as active as it has been in recent years. This is not to say that the Board and its Middle Level committees were not involved in a variety of areas. Issues from athletics to student leadership to impending state legislation dominated the board's efforts.

■ **Middle Level Athletic Guidelines Adopted** – After several months of work a committee chaired by Sally Biggs, Hartford Magnet Middle School and made up of Fred Baruzzi, Mansfield Public Schools, Storrs, Ellen Benham, Bristol Public Schools, Earle Bidwell, CT Association of School, Kevin Brough, Memorial Middle School, Middlefield, Paul Hoey, Connecticut Interscholastic Athletic Conference, James O'Connor, Hamden Middle School, Hamden and Debbie Petruzello, Woodrow Wilson Middle School, Middletown, sent a set of Guidelines for Middle Level Athletics to the Board. The Board welcomed these guidelines and commended the committee for its fine work. The Board did make several minor changes and unanimously adopted the Guidelines. The guidelines were sent to all member schools and will serve as support for the best practices in athletics for middle school students. The Board recommended that CAS print these Guidelines in a booklet and send them to each middle level member. The guidelines cover a wide variety of topics from *Belief Statements* to the *Role of Intramurals and Interscholastic Sports, Sportsmanship, and Recommendations for Specific Interscholastic Sports*. Middle Level Athletic Guidelines had not been updated in twenty years and the work was a welcome and necessary addition to the Middle Level.

■ **Leadership Conference** – The annual Middle Level Leadership Conference moved its location from Quinnipiac University to Wesleyan University this year. (The move was due to a schedule conflict at Quinnipiac that makes the conferences impossible from them to host. It should be noted that Quinnipiac was a most gracious host for this event for many years.) The January 11 conference at Wesleyan was again an unqualified success. Enrollment was again sold out at 450 students, there were more presenters than ever before and the student and advisor response to the day was overwhelmingly positive. The theme of the conference remains *Making Acceptance Acceptable*. Workshops revolved around this theme. Students from the Wesleyan Upward Bound Program, under the direction of Jennifer Buckley, were instrumental in making the middle school students feel welcome and showing them around the campus. Wesleyan proved to be an outstanding venue for the event. The dozen committee members endorse the change as positive.

■ **Honors and Awards** – This year two Middle Schools were selected as co-CAS *Middle Schools of the Year*. They were **Granby Memorial Middle School** and **Chippens Hill Middle School** in Bristol. The selection committee was so impressed with the quality of the two schools that it felt it had to select both for the honor. This was the first time that this occurred.

■ **Gail Wynuk** of East Hartford Middle School was selected as the Middle School Teacher of the Year. The William Cieslukowski Outstanding First Year Principal Award was given to **Nate Quesnel** also of East Hartford Middle School.

■ **Professional Studies Committee** is studying the way the honors and awards recipients are selected and the committee is considering a plan to change this process.

■ **Matt Cavedon**, formerly of McGee Middle School and graduate of Harvard University will be the keynote speaker at the annual **Scholar Leader** Banquet of June 6. Despite being confined to a wheelchair, Matt has made some remarkable accomplishments in his young life including securing funding for a Boundless Playground while he was in Middle School.

■ Board members and other middle level leaders volunteered to testify before the state legislature regarding upcoming legislation.

Donna Schilke and **Rich Dellinger** testified regarding the new proposed bullying legislation.

ELEMENTARY BOARD OF CONTROL REPORT

Lauren Elias, principal of Tinker Elementary School in Waterbury and chair of the Elementary Board of Control, prepared the following report.

The 2010-2011 school year continued to be a year of continued programs and workshops for the elementary schools of Connecticut. A goal and focus has been to continue our collaboration with the Connecticut State Department of Education. This was accomplished by CAS, EASTCONN, SERC and the CSDE working together in sponsoring several workshops and conferences.

CAS, EASTCONN, and CSDE will jointly sponsor the “*Sixth Annual Public School Data Showcase*” at the Holiday Inn in Waterbury on April 27 and 28, 2011. With the topic of “Improving School Climate to Support Academic Achievement” CAS, CSDE, and EASTCONN again collaborated on this celebration of the state’s school improvement efforts via the effective use of data to inform instruction.

ELEMENTARY BOARD 2010- 2011

The Elementary Board of Control (Chaired by Lauren Elias, Principal, B.W. Tinker School, Waterbury, Assistant Chair- Jeff Newton, Dr. Charles E. Murphy School, Oakdale)- The elementary board continued to address the CAS Board of Directors’ goals for

2006-2008 through sub-committees for each goal. A delegation from CAS attended the summer leadership conference in Washington, D.C. The board also coordinated a CT delegation to the NAESP convention in Tampa, Florida. Again this year Connecticut did not have a booth, nor did any New England state. A special committee examined and updated the bylaws from 2006 and was submitted to the Board for approval.

ELEMENTARY COMMITTEES 2010- 2011

■ **Elementary Level Professional Studies Committee** (Chaired by RoseAnne O'Brien Vojtek, Principal, Ivy Drive School, Bristol) – The Elementary Professional Studies Committee is using the new Climate Standards to revise our current Climate Assessment for the Elementary Climate Award. In addition, the Professional Studies Committee continued its discussions about how we can better use the CAS website for sharing critical information and documents among principals. They continue to collect documents from schools to be housed in the data base. Matt Fisher, the CAS Director of Information Services has been working with the Professional Studies Committee on this effort. Next year the Elementary Professional Studies Committee will merge with the Middle Level and High school Professional Studies Committees in order to collaborate and streamline our efforts among all three levels.

■ **Elementary Leadership Conference Committee** (Co-chaired by Lauren Elias, Principal, B.W. Tinker School, Waterbury and Christopher Pomroy, Principal, Center School, Old Lyme and Karen Brimecombe, Principal, John Lyuman School, Middlefield)- Connecticut students in grades four, five and six were invited to attend their choice of three statewide leadership conferences sponsored by CAS. The first was held at Asnuntuck College in Enfield and the second at Naugatuck Valley Community College in Waterbury and the third at Three Rivers Community College in Norwich. Attendance at all conferences was high and talks of a fourth site surfaced.

■ **CAS Arts Committee** (Co-chaired by Maureen Berescik, Director of Arts, Bethel Public Schools; and Laura Ferrante Fernandes, Assistant Principal, Jockey Hollow Middle School) –The task of this committee is to give public recognition to the arts in general and to students and teachers who excel in the visual and performing arts. This was the twelfth year that the committee sponsored the elementary arts festival where two elementary students from each school are recognized for excelling in either the visual or the performing arts. Two evenings had to be devoted to the event because of the large number of schools participating.

■ **National Distinguished Principal Selection Committee** (Chaired by Andrienne Longobucco, Principal, Litchfield Center School) – A seven-member selection committee was formed to select Connecticut's National Distinguished Principal for 2010. Following the guidelines established by NAESP, the selection committee members reviewed applications and portfolio information and then visited the schools of the three finalists before making their final selection. Dr. Ellen G. Stokoe, Ph.D., Principal of Edward Morley School in West Hartford was selected as Connecticut's 2010 NDP.

■ **Volunteer/Parent Recognition Awards Committee** – (Chaired by Gina Vance, Vice Principal , Gideon Welles School, Glastonbury and Norma-Jean Posocco, Mansfield Middle School, Storrs)This committee plans the annual Parent Volunteer Recognition Banquet and, this year, collaborated for the second year in a row with the middle level. Each year this awards dinner grows as more and more schools feel a need to recognize volunteers. This year the program continued to be well attended by elementary, middle and high school educators and volunteers.

ELEMENTARY ACTIVITIES 2010- 2011

■ **The Annual Elementary Program Recognition Banquet** – This event was held on November 22nd at the Aqua Turf in Southington. For the 17th year, CAS recognized exemplary school programs as well as the school of the year and the exemplary educator award winner. A slide presentation was given honoring each school and their programs.

■ **The Annual Elementary Celebration of the Arts Banquet** – This event was held on February 7 and 8, 2011 at the Aqua Turf in Southington and was sponsored by Liberty Mutual. The theme for the evening was "A Celebration of the Arts". There were 113 schools that participated representing 53 towns.

■ **Parent Volunteer Recognition Banquet** - This most successful eighth-year program was chaired by Gina Vance, Assistant Principal, Gideon Welles School, Glastonbury. The purpose of the program is to reward the efforts of school volunteers across the state. Each honoree received a certificate and a booklet listing all who have been honored. Bearingstar Insurance sponsored this special event, presenting a carnation to each honoree. There were 700 in attendance at the banquet representing 97 schools, which included the addition of 18 high schools from across CT. Distinguished Friends of Education Awards were presented to Maria Susaya, Librarian from the Dwight Brance of the Hartford Public Library and Trooper First-Class James Connelly from Troup F, Westbrook.

■ **Annual Recognition Awards**– Awards given by the elementary division annually are: National Distinguished Principal, Educator of the Year, School of the Year, Exemplary Principal Program Award for Special Education, Marjorie Bradley Curriculum Award, William Cieslukowski First Year Principal Award, John Wallace Awards, John C. Mulrain Community Service Award, and Thomas

R. Flanagan Student Activity Memorial Grants.

■ **Geno's Reading Program** - The Connecticut Association of Schools partnered with UCONN coach Geno Auriemma and the UCONN Womens Basketball Team to join Geno's Reading Team, an incentive reading program designed to enhance your students' reading skills. The expectation is that your students will read at least 20 minutes a day for enjoyment. Committee members prepared a suggested list of books, journal/summary log, information page for parents, staff, and students, and much more – all linked to the themes that have made the UCONN Women Basketball Players world-class student athletes. Periodically, students were able to log in and watch video lessons made by the UCONN players as they describe their reviews, reactions, and suggested follow-up learning activities to the books on the suggested reading list. Students were able to tally the minutes read and/or percentage of students involved in Geno's Reading Team. At the end of the program, students were invited to an awesome pep rally at Gampel Pavilion to promote reading in Connecticut's Elementary Schools The pep rally was held on March 12, 2011 and approximately 650 people representing 50 schools were in attendance.

■ **Kid's Marathon** –KiDSMARATHON Foundation is partnering with The President's Challenge Program to help encourage children and families to be physically active and maintain a healthy lifestyle. As a President's Challenge Advocate, KiDSMARATHON Foundation will promote the Presidential Active Lifestyle Award (PALA) to more than 200,000 children and their families through Rod Dixon's KiDSMARATHON™ Program, as well as social media platforms, public relations campaigns and special events. KiDSMARATHON is an eight week training program that will culminate in celebrations at four sites this year; Fairfield on May 14th, Cheshire on May 21st, Norwich on June 4th and Litchfield on June 11th, as kids finish the last leg of their marathon along with Olympic Medalist, Rod Dixon, who will conduct a clinic and run with kids. This is the third year of this activity and we have partnered with the Presidential Challenge Program this year. The high school track teams will be present at all sites to mentor the elementary runners. All participants will receive t-shirts and medals.

■ **Marine Science Day** —The Long Island Sound Foundation in conjunction with CAS presents Marine Science Day for students in grades 5 through 8 on Thursday, May 19, 2011 in five locations: Avery Point in Groton, Ct River Museum in Essex, Sound School in New Haven, Sound Waters in Stamford, and Scooner Inc. in New Haven. The purpose of this conference is to promote greater awareness of Long Island Sound and marine science.

■ **Unified Sports® Programs**—The Young Athlete Program, which supports motor skill development at the preschool to grade 1 level, has grown. This program informs parents of the Special Olympics pathway from age 3 to 83 and also provides early childhood educators with sample lesson plans and free classroom supplies. New school districts participating include: Waterbury, Bielefield and Spencer Schools from Middletown, Ivy Drive School from Bristol, Botelle School from Norfolk, Memorial School from East Hampton, Essex, and Hebron. The Elementary Sports Skill Days were held in New Canaan, Colchester, and Glastonbury, with two more scheduled for the remainder of this year in West Hartford and New Haven. Students in grades 3-5 participated in these skill days. An elementary day was held in the fall at Jack Jackter Intermediate School in Colchester. Project Unify is a Special Olympics grant program to assist our staff in attracting new schools to offer a Unified Sports® program for their students. Currently 27 schools are participating in the CAS-CIAC Unified Sports® Program.

CONNECTICUT STUDENT ACTIVITIES CONFERENCE BOARD OF CONTROL REPORT

Sally Biggs, principal of Hartford Magnet Middle School and chair of the Connecticut Student Activities Conference Board of Control, prepared the following report.

The Connecticut Student Activities Conference oversaw an expanding number of activities during the 2010-11 academic year, fulfilling its mission of meeting the evolving needs of non-athletic student activities throughout our member schools. With its eye on the future potential growth of student activities across the state, the board moved forward with a mixture of the old, as well as new initiatives, for students to develop 21st century leadership skills in service to their respective school / communities. The following is a brief summary of CSAC initiatives for 10-11:

• **Student Leadership Conferences:** The Connecticut Association of Student Councils, led by Executive Director Sarah Jones, Manchester High School, sponsored five half-day workshops – billed during “high school leadership week” – November 1-5, 2010. The half-day workshops were planned in conjunction with the Berkshire, Southwest, Eastern, Southern and Central Connecticut Athletic Conferences. Lewis Mills, Bethel, Newington, Griswold, and Hillhouse High Schools hosted the programs that featured amazing speakers and break-outs that explored the themes of 21st century leadership skills. Additionally, CASC sponsored the popular spring conference on March 18, 2011 at Wesleyan University. Close to 2000 student leaders participated in these workshops! A summer leadership camp opportunity with specific activities linked to 21st century leadership skills is planned for Connecticut high school student leaders at Stonehill College, MA, from July 21-24, 2011. This event is being coordinated in association with the members of the New England State Associations of the NFHS.

CASC also drafted a “leadership curriculum”, a four year program for both student leaders and advisors featuring essential questions

and activities. For the 2010-11 academic year we explored the essential question: *I am a leader, so now what?*

The Elementary Student Leadership conferences were held for the 18th consecutive year at Asnuntuck, Three Rivers and Naugatuck Community Colleges. In total, the three conferences enrolled more than 600 students, setting a new all-time high. Co-Chairs Karen Brimecombe, Lauren Elias and Chris Pomroy coordinated the programs that featured teacher volunteers from across the state providing highly interactive leadership activities for students in grades four through six.

CSAC was joined by the Connecticut Association of National Honor Societies and hosted a student activity advisors workshop on October 4 that provided faculty advisors with a toolkit of ideas and strategies to jump start their programs for the new academic year. The featured keynote session was led by Attorney Julie Fay, who explored the legal ramifications for advisors in the digital / social networking age that we all find ourselves immersed in!

Future student leadership initiatives and conferences will be aligned to the curricular modules of service, ethics, decision making, team building and communication that are part of the newly developed curriculum written by Sarah Jones and advisory board members Arlene Salvati and Joyce Niestemski. It is also anticipated that the goals and objectives of the CIAC Sportsmanship Committee will be linked to future leadership conferences.

- **KiDSMARATHON:** Working with the Rod Dixon Foundation in Los Angeles, CA, CSAC put together our Connecticut version of KiDSMARATHON, an amazing life fitness program for students ages 7-12 that features an 8-10 week program of running with nutritional guidelines. Final celebrations are set later this spring at Cheshire, Fairfield, Litchfield and Norwich as over 1,500 runners are set to complete their last mile in a marathon before cheering family and friends. This represents a 50% increase in participants from last year. KiDSMARATHON is very fortunate to have received corporate sponsorship from Anthem Blue Cross Blue Shield and Sodexo Foods. The prospects for this initiative, aligned with First Lady Michelle O'Bama's "Let's Move Campaign", continue to be a source of pride for the Connecticut Association of Schools.

- **Dance Championships:** The 5th annual state dance championship was held at Hamden High School on March 5th. A record number of dance team entries competed in the event witnessed by a standing room only crowd. The choreography, costumes, music and synchronization delighted all in attendance at this popular event. Teams were crowned champs in the hip hop, jazz, kick and pom categories. Most impressive was the display of cheering and sportsmanship by all the teams for one another.

- **Cheerleading:** Kudos to the Cheer Committee, chaired by Jackie Sullivan, for another outstanding year of regional competitions leading up to the state championship at the New Haven Athletic Center on March 11 and 12. More than 100 schools participated in the competition which drew large, spirited crowds on both dates. Champions were crowned in the small, medium, large and co-ed school divisions. Connecticut High School Cheerleading also represented the state in fine fashion at the New England championships held at the Providence Athletic Center on March 19th.

- **Robotics:** CSAC continued its partnership with CT First, an organization that sponsors Robotics Tournaments for elementary, middle and high school teams. CT First's goal is to inspire in students an appreciation of science, technology, engineering and mathematics and to show them how an understanding of these fields can enrich their lives. The prospects for this partnership are limitless as students build not only science and technology skills, but also self-confidence, leadership, and life skills.

- **Debate:** Under the direction of chair, Everett Rutan, the Connecticut Debate Association had a terrific year. A special program for novice teams was held at Wethersfield High School on October 2nd. Six regional extemporaneous debates were held in 2010-11 leading up to the state championships at Wilton High School on March 26th. Each regional tournament averaged over 25 schools and 250 students participating in each tournament! This represents an all-time record number of debaters! A fall workshop was held at CAS in an effort to recruit interested schools to get on board with this "higher order thinking skill" activity!

- **Geno's Reading Team:** This fall over 45 elementary schools signed up with Coach Geno Auriemma's Reading Team, a program designed to encourage students to read at least 20 minutes daily. The CAS Elementary Board developed a syllabus of books that were jointly read by the UCONN Women's Basketball Team and elementary students. All members of the UCONN Huskies posted videos on the CAS website for the teachers and students to view. Coach Auriemma invited all the schools to attend a pep rally that focused on *reading – that's right - an academic pep rally!* Over 500 student members of "Geno's Reading Team" attended the pep rally and had a blast. Adding to the spirited occasion was a performance by the Canton Intermediate School jazz band!

- **Thomas Flanagan Student Activity Awards:** In spite of the loss of the sponsor who provided *grant* awards, the CSAC Board modified the program and offered member schools with an opportunity to *recognize* their top student activities. CSAC board members plan to make on-site presentations this June to elementary, middle and high schools who were selected for their significant contribution to their school / community through exemplary student activities.

- **State Student Advisory Council on Education (SSACE):** The 2010-11 edition of the State Student Advisory Council on Education (SSACE) consisted of twenty five high school students who met regularly with George Coleman, the Interim Commissioner of

Education. The SSACE number one project this year produced a template for member schools to follow concerning the selection of student representation to the state governance council's, a new program that went into effect in January 2011. SSACE also selected the recipients of the Governor's Challenge to Citizenship Awards that are an annual recognition of school / community service projects. SSACE students presented their findings and experiences on school climate issues at the annual CAS Fall Conference in October and the Data Showcase Conference in April.

• **The Governor's Scholars Committee:** Chaired by Dr. Robert Eberle, Principal of Wolcott High School, the committee annually designates Connecticut's finest junior year students as *Governors' Scholars*. Formed fifteen years ago at the urging of then Commissioner of Education Ted Sergi, the program has been sponsored for the past ten years by Big Y World Class markets. Each selected school nominee receives a Governor's Scholars certificate from CAS and the thirty finalists are celebrated in May at the Governor's Scholars Luncheon. Finalists receive monetary stipends, plaques and the opportunity to take free courses at thirty-three Connecticut colleges and universities. The University of Connecticut offers each scholar who matriculates there a scholarship valued at half tuition for four years.

• **The Arts Committee:** Co-chaired by Maureen Berescik, Director of Arts for the Bethel Public Schools and Laura Ferrante-Fernandes, retired Assistant Principal, Jockey Hollow Middle School, this committee annually plans the high school arts banquet recognizing two outstanding arts students from each high school. One hundred and forty high schools were represented this year, an increase from the previous year. The arts committee is very pleased to have Josten's as a corporate sponsor.

• **The Connecticut Association of National Honor Societies:** Under the direction of Don Gates, Executive Director, CANHS continued with its main goal of developing "intergenerational activities" for senior citizens and residents in convalescent homes. On May 16th CANHS will host its annual spring conference for all middle and high school chapters of the National Honor Society. Honor Society Chapters that have exhibited exemplary efforts to support the elderly will receive special recognition at the conference. Additional conference activities will include sharing of 'best practices' at roundtables which will offer chapter members innovative ways to serve their greater school communities with positive action plans.

• **Unified Theater:** CSAC assisted Michaela Connery, Executive Director of Unified Theater, in securing a planning grant of \$59,000 from Americorps which has spearheaded future planning by CAS and Unified Theater to offer this exciting student activity to our member schools. Unified Theater harnesses the energy of high school student leaders with the power of performances that feature music, acting, and dance. Whether a student is the next Broadway sensation or neophyte in stage theater, the program is all about letting students experience the thrill of true inclusion in a cooperative fashion. Students take the lead as directors, writers, lighting chiefs, actors, choreographers, musicians, and stage managers. In short, Unified Theater is all about true inclusion through the arts and holds great promise as a future student activity organization throughout Connecticut's middle and high schools.

CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE (CIAC) BOARD OF CONTROL REPORT

Bob Hale, Jr., principal of Westbrook High School and chair of the CIAC Board of Control, prepared the following report.

CIAC BOARD ACTIVITIES 2010-11

- The Connecticut legislature enacted a new concussion management and return to play requirements law which CIAC helped to draft. CIAC is the only authorized provider for the required coaches' training and, to date, over 7,000 coaches have been trained through the CIAC coaches' education program.
- The Middle School Athletic Guidelines were updated and approved.
- A new football playoff structure was implemented and the championships were held for the first time at Rentschler Field.
- The board and staff are collaborating with the Connecticut State Medical Society's Committee on the Medical Aspects of Sports on a proposed injury surveillance study in high school sports. A grant proposal has been written and we are awaiting funding to accomplish this study.
- We worked with CAAD to develop and distribute a video "Parenting Your Student Athlete."
- We continue to review and revise regulations concerning Cooperative Team Rules.
- We continue to contend with the issue of rising expenses associated with running tournaments when revenue is flat or declining. We continually seek ways to reduce expenses and enhance revenue.
- We have instituted the use of quarter final home sites for the higher ranked team in most sports due to site availability and to help control costs.
- The three goals for this year have been extended for 2011-12. We will expand the non-voting members of the board to include leagues that are not currently represented.
- We allowed schools to schedule make-up games on Sunday during the winter season due to the extreme weather conditions this past winter.
- This year we saw the full implementation of the eight semester rule as well as a subsequent increase in appeals hearings by the Eligibility Review Board.
- We sponsored a successful Sportsmanship Conference held in September and the Scholar Athlete Recognition Banquet was

attended by more than 1,750.

- By-law changes approved by the board include:
 - Eight-semester appeal language change to be more inclusive and consistent with other hardship language
 - Altered the way that schools can calculate participation in Cooperative Football teams. If this is successful for football, it may be extended to other sports as well.
 - In season rules for athletes modified to allow athletes to participate, on a limited basis, in a college showcase if approved by the school during the season, and allows athletes to participate in clinics during the season with approval of the school

The CIAC board expresses its appreciation to the entire CIAC staff for the leadership, guidance and support they provide as we serve the needs of all Connecticut student-athletes. I want to thank all of the members of our board for the dedication, commitment, and collective wisdom that they have brought to our deliberations this year.

CONNECTICUT PRINCIPALS' CENTER ANNUAL REPORT

Donna Hayward, principal of Suffield High School and chair of the Connecticut Principals' Center Advisory Board, prepared the following report.

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. The SDE was unable to continue this year the ITL grant that had provided funds for the Principals' Center. Dennis Carrithers, associate executive director of CAS, is the director 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 – Developing and Implementing Quality Administrator Aspirant Programs
- Strand #2 – Developing and Implementing Quality Administrator Certification Programs
- Strand #3 – Developing and Implementing Quality Induction/Mentor Programs for Beginning Principals
- Strand #4 – Providing Quality Professional Development for Career Principals
- Strand #5 – Advancing the Understanding of Issues Critical to Principals
- Strand #6 – Promoting the Effective Use of Technology by Principals

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.

■ Administrator Aspirant Committee

One consequence of the reduction in state funding was the inability to offer a two-day residential program in for aspiring administrators that had been held for eight straight years.

A fifth “future leaders” program 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, and creating and sustaining professional learning communities. Michael Buckley has led this program.

For the past six 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 120 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 sixth year experience with UCAPP, the Center successfully *managed* eight cohorts with a total of 90 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.

■ **Mentor-Mentee Committee – Rosie O'Brien Vojtek, Chair.**

For the second year, the committee re-organized the Mentor-Mentee program to a one year activity. Four sessions were held on legal issues, transitions to school leadership, SRBI, and technology for teaching and learning. One session scheduled in January on school culture had to be cancelled due to weather.

Forty two new administrators and their mentors participated. The key to the success of the Mentor-Mentee Program remains the supportive, non-evaluative relationship established and sustained between the beginning administrator and the veteran mentor.

The collaboration among the CAS Principals' Center, Cooperative Educational Services (CES,) and the Connecticut State Department of Education (CSDE) – again with support from the Wallace Foundation – to develop model statewide induction program components continued. Three induction academies for new administrators were held--two on *Classroom Data...Feedback, Follow-Up and Follow-Through.* and a third academy – *Getting the Climate Right so All Students Can Achieve..*

■ **Career Principals' Committee – Dr. Tim Breslin, chair**

The Principal Center will again offer the popular Summer Leadership Institute. Through a combination of some state funding, partnering with CASCD, SERC, and additional principal center sponsorships, the Summer Leadership Institute will be held on June 28th and 29th at the Heritage in Southbury. Tim Waters of McRel will be the keynote speaker the first day on "Changing the Odds" with the second day offering a series of school district workshops on how Connecticut schools are implementing aspects of Waters' six core goals.

Last year's Institute garnered over 100 participants and featured the theme "Transforming Schools: Building Capacity." Phil Schlechty was the keynoter. The New Haven School District was featured as well for their initiatives on school change. Tim Breslin led an evening session that provided his experience as a school leader in transforming schools.

■ **Critical Issues Committee – Jeffrey Cryan, chair**

The Committee continued its work with the State Department of Education on the adoption of Interstate School Leaders Licensure Consortium (ISLCC) Standards for School Leaders, sponsored by the Council of Chief State School Officers. On examining the National Standards of the Interstate School Leadership Consortium (ISLLC,) the Committee identified the issue of principal performance evaluation as a broad topic in anticipation of the state adopting the ISLCC Standards. The Committee worked in conjunction with other state groups also examining the Standards to plan to provide input from principals on the Standards' Performance Expectations and Indicators for Educational Leaders.

■ **The Principal and Technology Committee – Charles Dumais, chair**

The Committee reorganized and re-focused efforts to assist principals with implementation of technology by working with Matt Fischer, CAS Director of Technology to expand the CAS website. Initially, the committee has asked school principals to submit school publications and materials that can be available on the CAS website and indexed for ease of access by topic. Previously, documents have been available but had to be examined page by page. Using the technology now available, the documents will be easier to search and have relevant sections grouped by school, DRG, or other categories. The initial stage will be piloted and then expanded as needed.

■ **Other Activities of Note:**

The Center organized the 2010 CAS Fall Conference that provided the opportunity for school leaders to share strategies and network on the success of Connecticut programs currently meeting the needs of an ever-changing K-12 student population. Entitled "Engaging the New Generation of Learners," the Conference showcased programs from across Connecticut including Capstone Programs, Advisor-Advisee and Student Success Plans, Closing the Achievement Gap, IB Programs Elementary to High School, Meeting the Needs of Diverse Student Populations and Innovative Technology in the Classroom K-12

The Center again sponsored a session of *The Breakthrough Coach* (TBC,) demonstrating with thirty five 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 340 teams participating. An eleventh session is scheduled for next December 1 and 2, 2011.

The Center again offered its popular five-session series on Teacher Evaluation. The program featured Tom Mooney, Superintendent of Schools Diane Ullman from Simsbury, and Kathleen Butler, Interim Dean of the School of Education at St. Joseph’s College. Over 50 participants attended each of the sessions.

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 a seventh Principal and Teacher Shadowing Program in April. Additionally, the Center hosted two delegations of Chinese educators.

The 6th Annual Connecticut Public School Data Showcase was held April 27 and 28, on the topic of "Improving School Climate to Support Academic Achievement." CAS, CSDE, and EASTCONN again collaborated on this celebration of the state’s school improvement efforts via the effective use of data to inform instruction.

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 either in the new administrator induction program (mentor-mentee) or the UCAPP program, or in some cases both. 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, Larry Jacobsen, Lol Fearon; Professor Casey Cobb, Educational Leadership Department Chairs of UCONN’s Neag School of Education; Shuana Tucker, Director of the UCAPP for the Neag School of Education; Attorney Thomas Mooney of the 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 Director Dennis Carrithers.

DISTINGUISHED SERVICE PLAQUES

Nine board members completed their terms on June 30th of this year and thereby earned a distinguished service plaque. Outgoing board members included:

- Joanne Brogis, Torrington Middle School: CAS Board of Directors, 2007-2011
- Lauren Elias, Tinker Elementary School, Waterbury: CAS Board of Directors, 2009-2011; Elementary School Board of Control, 2008-2011; Chair: 2009-2011
- Barbara Britton, Daniel Hand High School: High School Board of Control, 2006-2011
- Susan Homrok-Lemke, Henry James Memorial Middle School, Simsbury: Middle School Board of Control, 2006-2011
- Paul Cavaliere, Jr., Sage Park Middle School, Windsor: Middle School Board of Control, 2006-2011
- Phil Piazza, North Haven Middle School: CSAC Board of Control, 2007-2011
- Neil Sullivan, Simsbury High School: CSAC Board of Control, 2007-2011
- Andrea Lavery, Portland High School: Principals’ Center Board of Control, 2007-2011
- Jeff Cryan, Mansfield Middle School: Principals’ Center Board of Control, 2007-2011

NEW BUSINESS

Proposed Changes to the CAS Constitution:

Lauren Elias, chair of the Elementary School Board of Control presented an overview of the proposed changes to the Bylaws of the Elementary Board of Control. Highlights included:

- Updated list of the elementary board’s duties & responsibilities (in line with middle and high school boards);
- Elimination of the position of editor;
- Elimination of the position of secretary;
- Elimination of references to CAESP (now CAS);
- Clarification of meeting frequency (removal of the language “at least” before “five times during the membership year”)
- Addition of NAESP Federal Relations Coordinator to officer positions (3-yr term) and adding job description for that position

On a motion by Bob Hale seconded by Karen Brimecombe, the membership voted to approve the proposed revisions to the Bylaws of the Elementary Board of Control. (Unanimous)

Report of the Nominating Committee:

Bob Hale, Jr., principal of Westbrook High School and chair of the CAS Nominating Committee, presented for adoption the following slate of board members and officers for the 2011-2012 year.

REPORT OF THE CAS NOMINATING COMMITTEE: 2011-2012

<u>CAS BOARD OF DIRECTORS</u>		First	Term	Term	2011
		<u>Elected</u>	<u>Length</u>	<u>Expires</u>	<u>Action</u>
<u>Officers</u>					
President	Katharine Bishop, Daisy Ingraham School, Westbrook	A 2006	1 year	2011	Re-elect
President-Elect	Janet Garagliano, Jonathan Law H.S., Milford	2004	1 year	2011	Re-elect
Vice President (High)	Fran Kennedy, Stafford High School	A*2006	1 year	2011	Re-elect
Vice President (Middle)	David Russell, John Winthrop M.S., Deep River	2006	1 year	2011	Re-elect
Vice President (Elementary)	RoseAnne O'Brien-Vojtek, Ivy Drive School, Bristol	* 2009	1 year	2011	Re-elect
Secretary/Treasurer	Donald Macrino, Waterford High School	2007	3x2 yrs.	2012	N/A
Past President	None	N/A	<i>until succeeded</i>		N/A
<u>Class Representatives</u>					
Class L (1)	Gary Highsmith, Hamden High School	2008	2 years	2012	N/A
Class M (1)	Donna Hayward, Suffield High School	A 2008	2 years	2012	N/A
Class S (1)	Melissa Bavaro Grande, East Granby High School	* 2010	2 years	2011	Re-elect
Middle Level (2)	Donna Schilke, Smith Middle School, Glastonbury	* 2007	2 years	2012	N/A
	Richard Dellinger, Amity Regional Middle School, Bethany	2010	2 years	2012	N/A
Elementary(5)	Victoria Reed, Highland School, Wallingford	2010	2 years	2012	N/A
	Gail Dahling-Hench, Pine Grove School, Avon	2009	2 years	2011	Re-elect
	Christopher Pomroy, Center School, Old Lyme	2009	2 years	2011	Re-elect
	Kathryn Walsh, Preston Veterans' Memorial School, Preston	2009	2 years	2011	Re-elect
	Jordan Grossman, Canton Intermediate School	2008	2 years	2012	N/A
Asst. Principal	Susan Muirhead, Mabelle Avery Middle School, Somers	2011	2 years	2013	Elect
<u>CIAC BOARD OF CONTROL</u>					
<u>Officers</u>					
Chair	Robert Hale, Jr., Westbrook High School	2000	2 years	2012	N/A
Vice Chair	Steve Wysowski, Bristol Eastern High School	}	All appointed by		
Secretary	Matt Dunbar, Glastonbury High School		and serve at the pleasure		
Treasurer	Paul Newton, Enrico Fermi High School, Enfield		of the Board		
Past Chair	None				
<u>Class Representatives</u>					
Class L	James Wenker, Newington High School**	* 2007	2 years	2012	N/A
	Greg Shugrue, New Milford High School	* 2008	2 years	2011	Re-elect
Class M	Eric Baim, Rockville High School**	* 2008	2 years	2011	Elect
	Margaret Williamson, Northwest Catholic H.S., West Hartford**	2008	2 years	2012	N/A
Class S	Butch Azzaria, Sacred Heart High School	A 2010	2 years	2012	N/A
	Andrea Lavery, Portland High School	A* 2008	2 years	2011	Re-elect
AP At-large	Sheila Riffle, E.O. Smith H.S., Storrs	2010	2 years	2012	N/A
<u>Eligibility Committee</u>					
Chair/Class M	Rick Misenti, Guilford High School	2009	3x2 yrs.	2011	Re-elect
	L Robert Tremaglio, Trumbull High School	2008	3x2 yrs.	2012	N/A
	S Kirk Murad, Windham Technical School	* 2006	3x2 yrs.	2011	Re-elect
At-large	John Barile, Foran High School	* 2010	3x2 yrs.	2011	Re-elect
	Daniel Sullivan, South Windsor High School	*2007	3x2 yrs.	2010	N/A
	Brian Mignault, Harvard Ellis Technical H.S., Danielson	* 2010	3x2 yrs.	2011	Re-elect
AP At-large	Stephen Patrino, Simsbury High School	2010	3x2 yrs.	2012	N/A
<u>HIGH SCHOOL BOARD OF CONTROL</u>					
Chair	Tim Canty, Wilton High School (<i>first appointed chair in 2010</i>)	* 2007	2 years	2012	N/A
Vice Chair	Beth Smith, Shelton High School	2010	2 years	2012	N/A
Class L	Matthew Ryan, East Hartford High School	2010	2 years	2012	N/A
	Donald Slater, Hall High School, West Hartford	2008	2 years	2012	N/A
	Class M Andre Hauser, Coginchaug Regional High School	A* 2008	2 years	2011	Re-elect
	Susan McKernan, Ansonia High School	2009	2 years	2011	Re-elect

Class S	Kristina Martineau, Valley Regional H.S., Deep River	A* 2010	2 years	2011	Re-elect
	Paul Brenton, Putnam High School	A 2010	2 years	2012	N/A
Asst. Principal	Deirdra Preis, Fairfield Warde High School	A 2008	2 years	2012	N/A
	Rita McDougald Campbell, Trumbull High School	2011	2 years	2013	Elect
Past Chair	Jeffrey Mathieu, Bacon Academy, Colchester	2003	<i>indefinite</i>		N/A

MIDDLE LEVEL BOARD OF CONTROL

Chair	Joseph Scheideler, Canton Middle School (<i>first appointed chair in 2006*</i>)	2005	2 years	2011	Re-elect
	Kristin Reichelt-Bernier, Long River Middle School, Prospect	2010	2 years	2012	N/A
	Sally Biggs, Hartford Magnet Middle School	2008	2 years	2012	N/A
	Stafford Thomas, Jr., Mystic Middle School	2010	2 years	2012	N/A
	Lysette Torres, Lincoln Middle School, Meriden	2011	2 years	2013	Elect
	Michael Cain, Kelly Middle School, Norwich	2011	2 years	2013	Elect
	Susan Muirhead, Mabelle Avery M.S., Somers	2009	2 years	2011	Re-elect
	James O'Connor, Hamden Middle School	* 2009	2 years	2012	N/A
	Kelly Lyman, Irving Robbins M.S., Farmington	2009	2 years	2011	Re-elect
Past Chair	none		<i>indefinite</i>		N/A

ELEMENTARY BOARD OF CONTROL

Chair	Jeff Newton, Charles E. Murphy School, Oakdale (<i>first appointed chair in 2011</i>)	2007	2 years	2013	Elect
Vice Chair	Karen Fitzsimmons, Memorial E.S., East Hampton (<i>first appointed vice chair in 2011</i>)	* 2009	2 years	2013	Elect
Secretary	Janice Harris, Haddam Elementary School, Higganum	2011	2 years	2013	Elect
	Jordan Grossman, Canton Intermediate School	* 2007	2 year	2012	N/A
	Norma Fisher-Doiron, Southeast Elementary School, Mansfield	2009	2 years	2011	Re-elect
	Christopher Pomroy, Center School, Old Lyme	2008	2 years	2012	N/A
	Karen Brimecombe, John Lyman Elementary School, Middlefield	2010	2 years	2012	N/A
	Kathryn Walsh, Preston Veterans' Memorial School, Preston	2010	2 years	2012	N/A
	Josephine Smith, Reggio Magnet School of the Arts, Avon	2009	2 years	2011	Re-elect
At Large Rep	Roxanne Augelli, Washington Elementary School, Waterbury	2009	2 years	2011	Re-elect
NAESP Rep	RoseAnne O'Brien Vojtek, Ivy Drive School, Bristol (<i>first appointed rep in 2006 *</i>)	2005	3 years	2012	N/A
Past Chair	Lauren Elias, Tinker School, Waterbury	2008	<i>until succeeded</i>		N/A
NAESP Federal Relations Coordinator	Victoria Reed, Highland School, Wallingford	2009	2 years	2011	Re-elect

CONNECTICUT STUDENT ACTIVITIES CONFERENCE

Chair/S	Sally Biggs, Hartford Magnet Middle School (<i>first appointed chair in 2010</i>)	2007	2 years	2012	N/A
M	Bryan Luizzi, Brookfield High School (<i>initially appointed to at-large position*</i>)	2008	2 years	2011	Re-elect
L	Maureen Reed, Cheshire High School	A*2009	2 years	2012	N/A
Middle Level	Sue Homrok-Lemke Henry James Memorial M.S., Simsbury	2011	2 years	2013	Elect
	Paul Cavaliere, Jr., Sage Park Middle School, Windsor	2011	2 years	2013	Elect
Elementary	Debra Ponte, AP, Tinker Elementary School, Waterbury	2011	2 years	2013	Elect
	Karen Brimecombe, John Lyman Elementary School, Middlefield	2009	2 years	2011	Re-elect
At-large	Martin Semmel, Southington High School	2008	2 years	2012	N/A
	Thomas McMorrان, Joel Barlow H.S., Redding	* 2009	2 years	2012	N/A
	Ken Chichester, Northwestern Regional High School, Winsted	2011	2 years	2013	Elect
	Ross Sward, Norwich Free Academy	*A 2007	2 years	2012	N/A
	Beth Smith, Shelton High School	2010	2 years	2012	N/A

PRINCIPALS' CENTER BOARD OF CONTROL

Chair	Donna Hayward, Suffield High School (first appointed chair in 2010)	2007	2 years	2012	N/A
Vice Chair	RoseAnne O'Brien-Vojtek, Ivy Drive Sch. (first appointed vice chair in 2008*)	2007	2 years	2013	Re-elect
High School	Tim Sullivan, Jr., Greater Hartford Classical Magnet School	* 2010	2 years	2011	Re-elect
	Charles Dumais, Newtown High School	2011	2 years	2013	Elect
Middle	Richard Watson, Albert D. Griswold Middle School, Rocky Hill	2010	2 years	2012	N/A
	Deborah Sullivan, Hall Memorial School, Willington)	2011	2 years	2013	Elect
Elementary	Brian Hendrickson, Hop Brook Elementary School, Naugatuck	2011	2 years	2013	Elect
	Josephine Smith, Reggio Arts Magnet School, Avon	2008	2 years	2012	N/A

NOMINATING COMMITTEE

Chair/At-large	Robert Hale, Jr., Westbrook High School (first appointed chair 2010)	2004	1 year	2011	Re-elect
L	Tom Moore, Wethersfield High School	2007	1 year	2011	Re-elect
M	Donald Macrino, Waterford High School	2010	1 year	2011	Re-elect
S	Fran Kennedy, Stafford High School	2010	1 year	2011	Re-elect
Middle	Joseph Scheideler, Canton Middle School	2007	1 year	2011	Re-elect
	Mike Rafferty, Old Saybrook Middle School	2007	1 year	2011	Re-elect
Elementary	Jordan Grossman, Canton Intermediate School	2011	1 year	2012	Elect
	Renata Lantos, Bielefield Elementary School, Middletown	2010	1 year	2011	Re-elect
	Kit Bishop, Daisy Ingraham School, Westbrook	2007	1 year	2011	Re-elect
	Andrienne Longobucco, Center School, Litchfield	2004	1 year	2011	Re-elect
At-Large	Janet Garagliano, Jonathan Law H.S., Milford	2004	1 year	2011	Re-elect
	Paul Newton, Enrico Fermi High School, Enfield	2008	1 year	2011	Re-elect
	Rich Cavallaro, Wilcox Technical High School, Meriden	2007	1 year	2011	Re-elect

AWARDS AND RECOGNITION COMMITTEE

Chair	Mike Rafferty, Old Saybrook Middle School (first appointed chair in 2010)	A*2006	2 years	2011	Elect
	Janet Garagliano, Jonathan Law H.S., Milford	2007	2 years	2011	Re-elect
	Harold Goldberg (retired)	2002	<i>indefinite</i>		Re-elect
	Norma Fisher-Doiron, Southeast Elem. School, Mansfield Center	* 2010	2 years	2011	Re-elect
	Donna Schilke, Smith Middle School, Glastonbury	2010	2 years	2012	N/A
	Joanne Brogis, Torrington Middle School	2010	2 years	2012	N/A
	Michelle Zeuschner, Andover Elementary School	2011	2 years	2013	Elect
	Robert Hale, Westbrook High School	* 2007	2 years	2012	N/A
	Dr. Jerome Auclair (retired)	2009	2 years	2011	Re-elect
	Jay Brennan (retired)	2009	2 years	2011	Re-elect

CIAC ELIGIBILITY REVIEW BOARD

- Chair:** Tom Moore, Wethersfield High School
- Present Eligibility Comm. Chair:** Rick Misenti, Guilford High School
- CIAC Board/Elig. Comm Reprs (6):**
- Class L:** Gene Blain, Windham H.S.
 - Class L:** Beth Smith, Shelton High School
 - Class M:** Richard Cavallaro, Wilcox Technical High School, Meriden
 - Class M:** Jeff Mathieu, Bacon Academy, Colchester
 - Class S:** Kim Gallo, Shepaug Valley H.S., Washington
 - Class S:** Daniel Hatch, Gilbert High School, Winsted
- Eligibility Revision Comm. Reprs (2):** Walt Zalaski, Granby Memorial High School
Donald Macrino, Waterford High School
- Consultants:**
- Athletic Directors:** Dan Scavone, Danbury High School
 - Superintendents:** Joseph Erardi, Southington Public Schools

CSC NOMINATING COMMITTEE

- (Ex-officio appointments)**
- Elem. Bd. Chair** Jeff Newton, Charles E. Murphy School, Oakdale
 - ML Bd. Chair** Joseph Scheideler, Canton Middle School
 - HS Bd. Chair** Tim Canty, Wilton High School
 - CSAC Chair** Sally Biggs, Hartford Magnet Middle School
 - CIAC Chair** Robert Hale, Jr., Westbrook High School
 - Prin. Center Chair** Donna Hayward, Suffield High School

N/A - No action * - Filling unexpired term A - Appointed ** - Initially appointed/elected to the CIAC

There were no nominations from the floor. On a motion by Matt Dunbar, seconded by Dave Russell, the membership voted unanimously to adopt the proposed 2011-2012 Nominating Committee Report as presented.

PROPOSED BUDGET FOR 2011-2012 FISCAL YEAR

Treasurer Macrino presented the following highlights of the proposed 2011-12 budget:

- The proposed budget before you is a balanced budget.
- The proposed budget was balanced without a membership dues increase for the fourth consecutive year.
- The CAS budget for 2010-2011 was approved at \$4,598,500. The proposed CAS budget for 2011-2012 is \$4,595,850. This represents a decrease of \$2650 or .058%.
- There are no new program-specific line items at this time. Any new line items would be accounted for within this budget or by additional sponsorship monies. Increases to 41 existing line items total \$216,650. Decreases in 34 line items total \$219,300.
- The proposed budget includes a 2% increase in staff salaries. Salary increases are applied to CAS dollars allocated for salaries, not to monies received through grants or from external funding sources.
- All CAS activities that are supported by sponsorships will continue next year. Sponsorships will continue next year; additional sponsorship dollars are anticipated and will be included in the Endowment account.
- The Executive Coach program will expand and continue to receive funding from the State Department of Education.
- Four UCAPP cohorts will complete the program this spring. Three cohorts will begin the program this summer. UCONN has reduced funding by approximately 10%; however, the reduction in cohorts is due to a slight decline in enrollment.
- There are no planned increases in staffing at this time. The Director of Marketing position was expanded to full-time during the 2010-2011 year to accommodate increased contact with sponsors and the development of a media relations committee.

Treasurer Macrino noted that the proposed budget was closely reviewed and subsequently approved by unanimous vote of the full CAS Board of Directors at its April meeting.

On a motion by Treasurer Macrino, seconded by Mike Rafferty, the membership voted unanimously to approve the proposed 2011-2012 budget as presented.

On a motion by Dave Russell, seconded by Steve Wysowski, the 59th Annual Meeting of the Connecticut Association of Schools adjourned at 10:19 a.m.