

**MINUTES OF THE FIFTY-EIGHTH ANNUAL MEETING OF THE CONNECTICUT
ASSOCIATION OF SCHOOLS**
May 13, 2010

The Fifty-Eighth Annual Meeting of the Connecticut Association of Schools was held at the Connecticut Association of Schools' Central Office, Cheshire, CT on May 13, 2010. CAS President V. Everett Lyons, Principal of Bristol Eastern High School, convened the meeting at 8:35 a.m. Karen Packtor, Assistant Executive Director, recorded the minutes.

SECRETARY'S REPORT

CAS Secretary-Treasurer Janet Garagliano, Principal, Jonathan Law High School, presented for approval the minutes of the Fifty-Seventh Annual Meeting of the Connecticut Association of Schools, held on May 22, 2009 at the CAS Central Office in Cheshire, CT.

On a motion by Kit Bishop, seconded by Donna Schilke, the minutes were approved for the record.

TREASURER'S REPORT

CAS Secretary-Treasurer Janet Garagliano, principal of Jonathan Law High School, presented the following report for the fiscal year ending June 30, 2009:

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

Total Assets	\$3,805,162.00
Total Liabilities	571,249.00
Total Net Assets	3,233,918.00
Change in Net Assets for the year ending June 30, 2009	(14,728.00)

The association experienced a negative change in net assets due to its investment income loss of \$280,518.00.

2. The association was fortunate to have escaped any serious legal challenges this past year. In addition, CAS was fortunate to have received the following:

CT Principals' Center Income	\$ 276,542.00
CT Department of Education Executive Coaching Grant	649,413.00
University of Connecticut Administrator Preparation Program	254,996.00

The combination of these factors helped account for the favorable financial year for CAS of \$265,790.00 if you were to exclude the above mentioned investment losses.

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 we were to have dissolved on June 30, 2009 was \$1,903,522. This shows that the net worth of CAS grew by \$60,224 since June 30, 2008. This figure excludes consideration of the value of the property or endowment.
4. The CAS Foundation Account was established twelve 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, 2009, the total net asset was \$1,454,556.

On a motion by Janet Garagliano, seconded by Loraine Giannini, the Treasurer's Report was accepted as presented.

PRESIDENT'S REPORT

Dr. V. Everett Lyons, CAS President, gave the following report:

“The 2009-2010 year was an historic one, marked by the announcement of the retirement of long-time executive director Mike Savage. We have selected an exceptional candidate to replace Mike, Ms. Karissa Niehoff; and I thank my fellow board members for trusting the executive committee to find a worthy successor.

“I am happy to say that the Connecticut Association of Schools is thriving despite the economic times we are facing. This continues to be a busy place. And CAS continues to exert influence on policy and practice here in Connecticut. Through the hard work of our central office staff and our members, we consistently provide support and leadership that directly help our schools, our students and ourselves. I thank the staff for their successes but they don’t - and can’t - do it alone. The administrators of our schools are the “yeo-people” who drive this organization despite their busy schedules. Of course, I am once again preaching to the choir. Our success is mainly due to the efforts of those of you seated here this morning. Your work on the various oversight committees, governance boards and among the public on behalf of CAS is both commendable and certainly a tribute to the professional standards existing among Connecticut school administrators. Please know that your volunteer efforts are vital to the success of the Association and necessary if we are to maintain our standards of excellence.”

EXECUTIVE DIRECTOR’S REPORT

Michael H. Savage, Executive Director, gave the following report:

This obviously is my last annual meeting and the last formal time I will address the membership as your executive director. Making the decision to retire – in retrospect – has been the most difficult decision of my life. I have stated many times in public that I hold the most revered position in public education, one that I love dearly, and one for which I never saw myself leaving for some other job. It’s been all that I could have wished for and more. Since I announced my intention to retire, I have had much time to reflect upon my thirty years at CAS and have had many questions asked of me about my experiences. And while I fully realize this meeting is not about me, I want to share with you this morning, some of my reflections. Hopefully, they will be of some interest.

I have been asked what have been my greatest challenges – or disappointments – during my 30 year career. I have thought very hard about what they were. There were very few, but I must admit, those very few have had a profound impact on the way I attempted to lead the association as its executive director with each succeeding year of experience.

Greatest challenges and – in many ways – my greatest disappointments

1. State legislature and how business is conducted

The state legislature is our perennial albatross. It can be our greatest friend and ally - and it can also be our greatest fear. Right now we are riding a very strong wave of support both from its leadership and general membership.

We need to be vigilant – we need to be prudent – we need to be deliberate – and ever mindful of its power and potential destructive behavior upon our association. We need to be ever mindful that it is and always will be a political entity, a body that functions with lethal power and often times with a myopic perspective on that which is best left to the non-political entities of our state. Perhaps CAS needs to become more political in nature. That wasn’t my style, but 14 states have experienced legislative takeovers – New Jersey is about to succumb to one soon all because of one influential legislator.

2. Our lower court legal system

During my 30 year career I have lost much respect for the lower court system, both state and federal. Granted my judgments and opinions are the reflection of the rather small number of times we as an organization have had to appear before a judge. However, 30 years ago it was clear that if you were to conduct business with a well-established set of rules, were consistent in our application of those rules and were not capricious in the design or implementation of those rules, we had a reasonably good chance to prevail. And, in fact, we did prevail 100% of the time. Everyone in this room knows only too well how I constantly asked our committees, CIAC in most all cases, to make decisions in fair, reasonable and consistent ways and in accordance with due process procedures. When we did that, we could be well assured that we had an excellent chance to win in court and we did, every time. However, along the way and over the years the judges at the lower court level have changed the way the “game of justice” is played. Over time the lower courts have changed. Now it seems that justice is determined, not by rule of law, but by judges interjecting “a personal bias” into the court proceedings. In our most recent cases, the fact that participation in interscholastic athletes was always considered a privilege and not a constitutionally protected right doesn’t seem to mean very much anymore, that legal precedent doesn’t seem to matter anymore. Now it seems that decisions are predicated on what a judge believes, in his or her judgment, to be a reasonable course of conduct for a particular and unique set of circumstances. What a voluntary, not-for-profit association wishes to establish as a set of regulations or conduct for its members, which is legally permissible is no longer the basis upon which business is conducted. It’s what a judge thinks is fair and just. The Reade Moorman case is the most illustrious example of what I mean. A CIAC case which was settled through a compromise and the team eventually went on to win the state championship.

This is not only a personal opinion of mine. It is also the opinions of most state association legal counsels.

So what do we do about it? First, we acknowledge this fact and make some hard decisions on how we will do business in the future. Future CIAC boards will, in my opinion, need to become leaner and meaner. Leaner in the sense that they should reduce the number of regulations they are willing to defend and agree to eliminate or, at least not defend, those that are important and appropriate but won't impact its core purposes and values. Meaner in that it needs to understand and firmly believe that when faced with court action that they will be willing to commit to appealing all negative decisions to the appellate level in order to get any reasonably fair decision. Without that commitment it should acquiesce to all challenges. It will save the association money and grief. However, it will also compromise our integrity and commitment of fairness to all.

3. My third greatest disappointment has been not being able to convince the lawmakers, superintendents, and the public in general that the principalship is the most important and most difficult responsibility in public education, bar none. We have not been able to promote the support or urgency to redefine the role and responsibilities of the school leader and that as such the principal's most important function is to serve as the instructional leader of the school.
4. My last, and without a doubt my greatest, challenge and disappointment was having to manage the very unpleasant task of depriving young, enthusiastic athletes of their right to participate in CIAC sports. I will never get over the terrible feeling I will live with knowing that many kids, through no fault of their own, have been denied what they loved to do most. For all the reasons I have already mentioned it could certainly justify why we had to do what we did but on a humanistic level I will never feel good about those decisions. Perhaps it's because so much of my life's successes resulted from my participation in sports and from those experience what I learned about leadership and teamwork.

Greatest successes (accomplishments) and most cherished memories

1. The merger of EMSPAC with CAS into a single school association representing k-12 schools.
2. Establishment and successful growth of the Unified Sports Program. Unified sports are changing the lives of young people, one by one and in enormous ways.
3. The establishment of the CIAC Program Evaluation Model

The CIAC cannot survive as a regulatory body only – it must be an advocate for and champion of education-based athletic programs. I hope that the CIAC board will eventually mandate all schools undergo a program evaluation. It's time and we have built the infrastructure to sustain the initiative.
4. The establishment of the coaching education program sponsored by CIAC, CHSCA and CAAD – we lead the state in this initiative – we have the best educated and trained coaches in the country.
5. The establishment of the executive coaching program
6. The establishment of the UCAPP partnership and the assignment of clinical supervisors
7. The growth of the Principals' Center
8. The financial stability of the association
 - a budget of close to \$5 million / year
 - an office facility worth over \$2 million with no mortgage
 - a reserve account that is approaching \$1 million
 - a CAS foundation endowment account that exceeds \$1 million
9. The respected status that CAS has with CABE, CAPSS, the Coalition, NAESP, NASSP, NMSA, and all of the allied organizations with which we do business, especially the state department of education. We must be ever vigilant in maintaining those relationships, while at the same time defending our inherent obligation to always do what's right for the kids in our schools. We have something all the other associations don't have. We have a purity of purpose. We have only one vested purpose – to provide exemplary programs and services that promote excellence in the education of all children.
10. An association that has been built on volunteers. An organization that was built upon the support and strength of coaches, athletic directors, game officials, superintendents and school principals and assistant principals all who volunteer their time, energy and talents to serve the association.

11. That CAS-CIAC remains an association unencumbered by the personal agendas of politicians or the whims of the courts. An association that is pure in its desire to do that which is right, fair and just for all the students in our charge.
12. The reputation that CAS has earned and continues to earn. I guess that's what I am most proud of as I step aside and thereby open the door for new leadership, with new ideas, new energy, and new vision to improve upon that which exists and promote, encourage and facilitate new opportunities.

This association was built on and has continuously grown as the result of two very fundamental, yet simple factors.

First – we have always had superior leadership on our boards and committees. I have been blessed with outstanding presidents of CAS and chairpersons of CIAC. We have had the great and good fortune of talented volunteers serving on our boards and committees. We have been fortunate to have the best of the best in each of our select field of responsibility – i.e. coaches, officials, athletic directors, assistant principals and principals.

Second – and without a doubt, the most important ingredient of our success has been the quality of the staff which we have been able to convince to come to work for CAS. It was people like Larry Shapiro, Al Cramer, Tom Galvin, Armand Regalbuti, Tim Doyle, Bob Carroll, Bob Ford and others.

And how do I express in a few short minutes how I feel about my present staff:

Michael Buckley
Paul Hoey
Karen Packtor
Earle Bidwell
Regina Birdsell
Dennis Carrithers
Dave Maloney
Susan Kennedy
Matt Fischer
Stephanie Ford
Lou Pear, Bob Deasy, and Team Ken, Beth, Barbara, Karol.
Joe Tonelli
Bob Lehr
Fred Balsamo
Judy Sylvester

I will be leaving here with some great memories. Playing our hockey tournament in the Hartford Civic Center, our basketball tournament at Gampel Pavilion, and then sitting at the Mohegan Sun Arena just a few months ago watching great games before a crowd that was close to filling the place. Great memories of great opportunities for our student-athletes, sitting for one last time on the dais of this year's scholar-athlete banquet with close to 1800 students, parents, coaches and administrators listening to my very good friend give one of the best key note speeches ever. Having the opportunity to introduce President Clinton when he appeared at our program to honor our member school students who raised funds for the tsunami relief efforts.

And topping all these memories will be having the distinct privilege of serving CAS for the past 30 years. The old coach in me has coached many great CAS teams and let me conclude by saying my present team is by far the best ever. I am leaving having coached my championship team of 30 years.”

HIGH SCHOOL BOARD OF CONTROL REPORT

Mr. Jeffry Mathieu, Principal of Bacon Academy in Colchester 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:

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

The activities generated in response to these goals included:

- CAS offered a two-day seminar October 27 and 28 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 has initiated work with high schools scheduled for 2011 and 2012 visitations under the new NEAS&C standards. The requirement for identifying 21st century skills has schools revising their core beliefs accordingly and participating in collaboration to share their work.
- The Board organized the High School Educator of the Year for the third year, solicited nominations, and selected a recipient. Over 20 nominations were received and considered with the three finalists having personal interviews.
- CAS partnered with the Connecticut Department of Education (CSDE) to offer high school administrators with information about SRBI. About 90 people attended a seminar as an introduction to main concepts of SRBI with a highly favorable response and request for more opportunities for school leader professional development.
- The Assistant Principals' Committee, chaired by Andre Hauser of Coginchaug High School, sponsored a series of seminars for assistant principals on legal issues, technology, and school climate.
- The Board reviewed nominations for the William Cielukowski Award for first year principals and selected Ian Nevasier of Valley Regional High School in Deep River as the recipient. He was presented the award at the CAS Fall Conference at the Connecticut Science Center...
- 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 this year had a wide variety of committees very active and productive with a marked increase in membership from across the state on these committees. Issues ranging from athletics to school reform to promoting student leadership dominated the work of the middle level.

Under the direction of Assistant Executive Director Earle Bidwell, the Middle Level Board conducted and reviewed a wide ranging survey of middle school leaders. The goal of the survey was to find out what services provided by CAS to Middle Schools were priorities. The top items that resulted from the survey showed that according to the membership, the top two services provided to middle schools are: advocating for middle level education with the state legislature and with congress; and representing Connecticut middle schools regionally and nationally, through collaboration with The New England League of Middle Schools, National Middle School Association and National Association of Secondary School Principals. The next two priorities are: tracking education legislation and testifying with regards to education related bills in the CT state legislature, and providing legal updates/workshops with Attorney Tom Mooney. Rounding out the top ten are:

- representing middle level education in major planning and policy initiatives with the Connecticut State Department of Education and the commissioner of education;
- professional development on "hot topics", such as in-school suspension, and anti-bullying workshops;
- positive school climate training;
- teacher evaluation workshops for administrators,
- Exemplary Practice designations for schools;
- professional development for career administrators.

Guidelines for Middle Level Athletics: A major initiative by the Middle Level Board this year has been to work with CAAD to review the outdated Middle Level Athletic recommended guidelines from CAS/CIAC. A special committee has worked with the athletic directors and CIAC to update and re-write the guidelines for middle level athletics. This process is well underway. A Purpose Statement, Belief Statements and Recommendations and Recommended Administrative Practices have all been written and reviewed by the Board. The final sections on Health and Safety, Intramurals, Unified Sports and specific recommendations for interscholastic sports are near completion. The Board expects to review these and ratify the committee's work before the school year ends.

The Professional Studies Committee organized into six working subcommittees addressing various aspects of secondary school reform. These subcommittees each are working to produce a recommendation for action that schools will be able to implement despite the funding concerns that we all face. In addition the Professional Studies Committee made site visits to schools for exemplary school climate. Hartford Magnet Middle School, East Hartford Middle School and Tyrell Middle School in Wolcott were awarded this distinction. In addition, Suffield Middle School was cited for Exemplary Teaming practices.

The Honors and Awards Committee selected Winthrop Middle School in Deep River (Regional District 4) as the 2009-2010 Middle School of the Year. Clearly, JWMS is a cutting edge school that is exemplary in every way. Students consistently score at the top of their education reference group. In addition, Principal Russell's leadership was evident yet all constituents feel empowered and part of the process. The show of support by the community and the knowledge of the parents about the programs at the school were also very impressive.

The Committee honored Dr. Gail Thibodeau as the Middle Level Exemplary Educator of the Year. A veteran of twenty-five years, Gail is the language arts consultant at the Albert D. Griswold Middle School in Rocky Hill. Holding a doctorate in educational leadership, she remains in the classroom because every year presents new challenges.

The Middle Level Leadership Committee conducted the annual Middle Level Leadership Conference in January at Quinnipiac University in Hamden. Over 600 students from 59 schools participated in this conference with close to 500 as attendees and another 100 working as co-presenters with teachers, counselors and others from around the state. The post conference survey was overwhelmingly positive. A typical comment: "Each year my students and I have found this conference to be well organized and a most valuable experience." With "4" being the highest, the attendees rated the conference on average at 3.4. In addition to the student workshops, there were two sessions held for advisors.

A Middle Level Board subcommittee was formed to create a Board "Job Description" that would include expectations for Board members. This produced a document including Board members duties. The document was referenced to National Middle School Association and several other state middle level associations.

Work is under way to gather information on past Middle Level Scholar Leader recipients as that dinner and distinction is now completing its 20th anniversary. There are plans being discussed that would involve information from past recipients at the 2011 Scholar Leader Banquet.

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 2009-2010 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 "Fifth Annual Public School Data Showcase" at the Holiday Inn in Waterbury on April 28 & 29, 2010. This event will include keynote speakers Douglas Reeves and Kati Haycock. Participants will be able to select from 14 sessions during the two day event. A Special Recognition gathering of the 15 Partner Districts, "Celebrating Stories of Success" will be held the first evening. Other goals that have been accomplished and are enumerated in the document that follows include: developing the early childhood committee; improving and expanding our resources on the CAS website; using CSDE representatives as consultants to the elementary board and the professional studies committee when planning staff development opportunities for principals and teachers; and networking with CSDE representatives to serve on SDE committees as appropriate. The elementary division serves close to 700 public and parochial schools throughout the state. This was a year of continued growth in services provided by the various committees under the direction of the elementary board. The board continues to assess the needs of its member schools in the areas of professional development and recognition for schools, principals, teachers, parents and students.

ELEMENTARY BOARD 2009 - 2010

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 number of board members attended the Northeast Regional Elementary School Principals' Council held in Hyannis, Massachusetts in late September. The Northeast Council consists of the following states: Connecticut, Massachusetts, Rhode Island, Maine, New Hampshire, Vermont, New York, New Jersey, Pennsylvania and Delaware. Next year Connecticut will host this annual meeting in Mystic Connecticut.. A delegation from CAS attended the summer leadership conference in Washington, D.C. The board also coordinated a small CT delegation to the NAESP convention in Houston where 4 principals, the assistant executive director and a retired principal from Connecticut met for a special dinner at the Strip House Steak House in Houston. Again this year Connecticut did not have a booth, nor did any New England state. It was felt that between the cost and the time involved in serving at the booth, there was little time for attending important convention sessions. The elementary board, in conjunction with the middle and high school levels, developed a member survey to gather data that will enable the respective divisions to a) advocate for and further the interests of their members; b) encourage and facilitate worthwhile activities for Connecticut youth; and c) recognize excellence among students, teachers,

ELEMENTARY COMMITTEES 2009 - 2010

■ **Elementary Level Professional Studies Committee** (Chaired by RoseAnne O'Brien Vojtek, Principal, Ivy Drive School, Bristol) – workshops were held at CAS on in-school suspension and bullying laws. These workshops were well attended by principals and teachers from across the state. The Exemplary School Climate Award has been implemented, with three schools applying and receiving exemplary climate status. This year awards were presented to Canton Intermediate School in Canton, Eastbury School in Glastonbury and Highland Park School in Manchester. The Elementary Professional Studies Committee is working with the CAS Technology committee in developing new uses of the CAS website. They are investigating the sharing of critical information and documents by principals and school staff. Presently they are collecting documents from schools to be housed in the data base. Matt Fisher, the CAS Director of Information Services is developing this effort. The Elementary Professional Studies Committee was proud to host the April workshop presentation of *10 Motivational Strategies for Building Collegial Learning Communities*, from Connecticut authors Rosie and Bob Vojtek. In their book, *Motivate! Inspire! Lead! 10 Strategies For Building Collegial Learning Communities* (Corwin Press, 2009), Bob and Rosie Vojtek define the 10 motivational strategies that, when embedded within the school culture and climate, will increase the likelihood that teachers and their students will achieve optimal levels of performance.

■ **Elementary Leadership Conference Committee** (Co-chaired by Jean Barbaro, Teacher, Anna Reynolds School, Newington, Lauren Elias, Principal, B.W. Tinker School, Waterbury and Christopher Pomroy, Principal, Center School, Old Lyme)– 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 the addition of the third conference in Norwich was positive.

■ **Environmental Science Conference Committee** This was eliminated this year due to budget and lack of sponsorship.

■ **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 tenth 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. This year, for the eighth time, two evenings had to be devoted to the event because of the large number of schools participating. Attendance continued to grow as an increasing number of schools are participating in this celebration.

■ **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 and middle school educators and volunteers.

■ **Secretaries Conference-** The Fifth Annual Secretaries Conference, including K-12 and central office personnel, was held on April 30th at Water's Edge Resort in Westbrook, where approximately 100 secretaries were in attendance.

ELEMENTARY ACTIVITIES 2009- 2010

■ **The Annual Elementary Program Recognition Banquet** – This event was held on November 23rd at the Aqua Turf in Southington. For the 16th 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.

■ **Parent Volunteer Recognition Banquet** - This most successful eighth-year program was co-chaired Gina Vance, Assistant Principal, Gideon Welles School, Glastonbury. The program was for the second year collaborated between the elementary and middle school levels. 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. The program was well attended representing 79 schools.

■ **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 elementary division of CAS and the American Red Cross teamed up for the ninth year to continue this program in our elementary schools. The objective of the program is to provide students an opportunity to make a difference by sponsoring a blood drive at their school or co-sponsoring a blood drive in their community. The goal next year is to have over 150 of our elementary schools holding blood drives. What a great way to teach youngsters about community service and, while doing so, save lives.

■ **Kid's Marathon** –KiDSMARATHON is an eight week training program that will culminate in celebrations at Southington High School

on May 22 and at Norwich Free Academy on June 5 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 second year of this activity and participation has more than doubled.

■ **Marine Science Day** —The Long Island Sound Foundation in conjunction with CAS presents Marine Science Day for students in grades 5 through 8 on Wednesday, May 19, 2010 in four locations: Avery Point in Groton, Ct River Museum in Essex, Sound School in New Haven 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. In addition to the veteran schools, the following new schools have joined this enriching program: West Hill and Stevens in Rocky Hill; Jack Jackter in Colchester; The Brownstone and Gildersleeve Schools in Portland; and the Orange Avenue School in Guilford. 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 Unified Sports® programs.

CONNECTICUT STUDENT ACTIVITIES CONFERENCE BOARD OF CONTROL REPORT

Scott Leslie, principal of RHAM High School in Hebron 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 2009-10 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 implementing a series of new initiatives for students to develop leadership skills in service to their respective school / communities.

The following is a brief summary of CSAC initiatives for 09-10:

• Student Leadership Conferences

The Connecticut Association of Student Councils, led by Executive Director Sarah Jones, Manchester High School, sponsored six half-day workshops in addition to the popular overnight conference in March at Wesleyan University. The half-day workshops were planned in conjunction with the Berkshire, Southwest, Eastern, Naugatuck, Technical and Central Athletic Leagues. Lewis Mills, Pomperaug, Naugatuck, Griswold, E.C. Goodwin and Rocky Hill High Schools hosted the programs that featured amazing speakers and break-outs that explored the themes of 21st century leadership skills. More than 1000 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 Nichols College, MA, in July.

The Elementary Student Leadership conferences were held for the 17th consecutive year at Asnuntuck and Naugatuck Community Colleges. An additional site was added to the program at Three Rivers Community College in Norwich. In total, the three conferences enrolled more than 600 students, an all-time high. Co-Chairs Jean Barbaro, 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 also hosted a student activity advisors workshop on November 13 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 being developed by Sarah Jones and her advisory board. It is also anticipated that the goals and objectives of the CIAC Sportsmanship Committee will be linked to future leadership conferences offered next year.

• KiDSMARATHON

After a successful pilot project with KiDSMARATHON in 2009, CSAC launched the 2010 program with a press conference anchored by Jocelyn Maminta, News Channel 8 Health Education Coordinator on February 25th. 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 Southington and Norwich as over 1,000 runners are set to complete their last mile in a marathon before cheering family and friends. 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", are bright.

• **Dance Championships**

The 4th annual state dance championship was held at Hamden High School on February 27th. A record number of dance team entries – 48 – competed in the event witnessed by a standing room only crowd. 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 12 and 13. More than 100 schools participated in the competition which drew large, spirited crowds on both dates. Connecticut High School Cheerleading also represented the state in fine fashion at the New England championships.

• **Robotics**

CSAC established a new 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. CSAC hosted a workshop for high school teams in March and invited all interested high schools to visit the regional competition in April in Hartford. 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 newly appointed chair, Everett Rutan, the Connecticut Debate Association had a terrific year. Six regional extemporaneous debates were held in 2009-10 leading up to the state championships at Amity High School on March 27th. Each regional tournament averaged over 25 schools and 250 students participating in each tournament! 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 70 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. Videos were posted by the UCONN players for the teachers and students to view. Coach Auriemma invited all the schools to attend a pep rally in January, jointly sponsored by CAS and ESPN's first "Woman's College Game Day". Over 1,000 student members of "Geno's Reading Team" attended the pep rally.

• **Thomas Flanagan Student Activity Awards**

In spite of the loss of the sponsor who provided *grant* awards, the CSAC Board modified the program this year and offered member schools with an opportunity to *recognize* their top student activities. CSAC board members plan to make on-site presentations later this May 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 State Student Advisory Council on Education (SSACE) consisted of twenty seven high school students who met regularly with Dr. Mark McQuillan, the Commissioner of Education. The SSACE number one project this year produced a "Teacher Feedback Form" that was pilot tested in a number of high schools. The form permits high school students with a vehicle to provide instructional feedback to their teacher in a non-threatening manner. The initial reaction to the document was very favorable. SSACE also selected the recipients of the Governor's Challenge to Citizenship Awards that are an annual recognition of school / community service projects.

• **The Governor's Scholars Committee**

Chaired by Laura Ferrante-Fernandes, Assistant Principal, Jockey Hollow School, the committee annually designates Connecticut's finest junior year students as *Governors' Scholars*. Formed fourteen 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, 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 thirty five high schools were represented this 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 embarked on another impressive service project this fall. Working with Tom Murphy from the CT Department of Education, the executive leadership spearheaded the development of a monograph entitled,

“Intergenerational Activity Guidebook”. The document features cross age activities that encourage NHS members to get involved with nursing homes and senior centers throughout Connecticut. The booklet was mailed to every middle and senior high school honor society chapter in an effort to encourage service projects. On May 27th CANHS will host its annual spring conference for all middle and high school chapters of the National Honor Society .

CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE (CIAC) BOARD OF CONTROL REPORT

George Synnott, principal of Berlin High School and chair of the CIAC Board of Control, prepared the following report.

CIAC BOARD ACTIVITIES 2009-2010

- In August, the Board of Control updated their Swine Flu Contingency Plan and approved its implementation, if the need arose.
- The Board was presented a program designed to protect the logo of schools from being sold by vendors who have not received the license to sell the product and to pay royalties to the schools.
- In October, the Board authorized the CIAC staff to negotiate and enter into a contract with Licensing Resource Group (LRG) on behalf of Connecticut member high schools.
- The Board determined that a forfeited game is considered a game played and a school may not add a game to their schedule after the start of the season.
- The Board approved a proposal from the CIAC Football Committee requesting to change the format of the football championships. The new format increases from 24 to 32 the number of teams eligible to participate in the post season football tournament. The proposal requires one additional week for the eight teams who qualify for the finals.
- The Board reviewed a list of pending issues and scheduled discussion of the issues over several Board meetings. Issues included:
 1. Sanctions against student-athletes for violation of CIAC regulations that result from the actions of adults (coaches, AD's, counselors, administrators).
 2. Penalizing schools for incorrect CIAC information provided by school personnel in such ways that athletes are not declared ineligible.
 3. Tournament supervision regulations.
- The CIAC staff is currently in negotiations to secure Rentschler Field as the site for all football championship games.
- The Board approved amendments to the Annual Membership Agreement. The amendments address the issues of non-payment of CIAC dues, fees, and payment of officials by member schools. The amendments also included consequences for failure to meet financial obligations.
- The Board supported proposed changes in the certification requirements for athletic directors. The new language would require an individual hold a Certified Athletic Administrators (CAA) Certificate if the individual is not a certified teacher.
- The Board approved a proposal presented by the CIAC staff which provides specific sanctions for coaches who criticize officials in a public forum.

UNFINISHED BUSINESS

The Board needs to continue to address the goals which were put forward at the beginning of the 2009-2010 year. They are:

1. To educate all stakeholders involved with CIAC on the mission, expectations and purpose of CIAC and all rules and regulations.
2. To design and implement a program to recognize individuals who have made significant contributions to CIAC and high school athletics.
3. To design and implement a marketing and public relations program designed to enhance the public image and influence of CIAC.
4. To expand representation of the Board to include all conferences and also urban school districts.

APPRECIATION

As my final action as chair of the CIAC Board of Control, I wish to express my appreciation to the entire CIAC staff for the leadership, guidance and support they provide to all the student-athletes of Connecticut. I also wish to thank all of the members of our Board for their dedication, commitment, and collective wisdom that they have brought to our deliberations.

Having had the opportunity to be a part of the CIAC and, more specifically, the good fortune to have worked with Mr. Michael Savage, has been one of the highlights of my professional career. Thank you all.

CONNECTICUT PRINCIPALS' CENTER ANNUAL REPORT

Dr. Benjamin Skaught, principal of Sedgwick Middle School in West Hartford 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 for aspiring administrators that had been held for eight straight years.
- A fourth “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 five years, the Principals' Center has opened up several of its workshops to aspiring administrators participating in Southern Connecticut State University's Educational Leadership Program. Over 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 entered into 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 fifth year experience with UCAPP, the Center successfully *managed* eight cohorts with a total of 81 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 – Dale Bernardoni, Chair**

- Due to loss of funding and attrition in Tier II year, the committee re-organized the Mentor-Mentee program to a one year activity. Five sessions were held on legal issues, transitions to school leadership, school culture, teacher supervision and best practices. Forty-five new administrators and their mentors participated.
- 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. Two induction academies for new administrators were held – *Leading Change . . . And Getting Everyone on Board* and *Classroom Data...Feedback, Follow-Up and Follow-Through*. Both were offered twice during the year. A third academy – *Getting the Climate Right so All Students Can Achieve* – was offered once.
- 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.

■ Career Principals' Committee – Dr. Tim Breslin, Chair

• Despite loss of substantial state funding for the Principal Center, the popular Summer Institute will again be held. Through a combination of some state funding, partnering with CASCD, and additional principal center sponsorships, the Summer Leadership Institute will be held on June 29th and 30th at the Heritage in Southbury. The theme is “Transforming Schools: Building Capacity.” Phil Schlechty will be keynoter. The New Haven School District will be featured as well for their initiatives on school change. Last years Institute garnered over 100 participants in the reduced two day format and featured Kim Marshall (of *Marshall Memo* fame), and Lol Fearon, CSDE consultant, and Katie Haycock of Education Trust.

■ Critical Issues Committee – Jeffrey Cryan, Chair

• The Committee identified the issue of principal performance evaluation as a broad topic in anticipation of the state’s Race to the Top application and the possible re-authorization of the ESEA federal law. Both will require principal evaluation based on student growth. In preparation for the work, the committee is working 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. The Committee worked to plan and organize a means to provide input from principals in reacting and revising for Connecticut the Performance Expectations and Indicators for Educational Leaders. This work will continue during the 2010-2011 school year.

■ 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 CAS Fall Conference that fulfilled a long-standing commitment to feature the Connecticut Science Center in its opening year. The setting provided the opportunity for school leaders to see the facility, learn about its offerings to schools for professional development, preview the outreach it provides for science instruction, and examine the exhibits. Keynote speaker Dr. Michael Klentschy presented his work on “Closing Achievement Gaps Through Inquiry-Based Science.”
- The Center this year worked with the Commissioner of Education on the state’s Race to the Top application by coordinating work with other state educational groups (referred to be the Commissioner as “external partners) to find common agreements on the evaluation of teachers and principals. CAS facilitated the work over several months to provide perspectives on using student growth as a key element in evaluating the performance of educators and schools. The state was able to include the analysis in the Race to the Top application in Phase I and will be again included in the Phase II application.
- The Principal Center Board conducted surveys of principals to determine the topics most suggested for professional development and for Principal Center planning. The most popular topics were SRBI, legal issues, Leadership, Leading Change, 21st century learning, data teams, and supervision and evaluation. A follow up survey was done to determine the favored formats for offering programs. Workshops and presenters had the most responses
- 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 nine sessions with over 315 teams participating. A tenth session is scheduled for next January 11 and 12, 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. Evaluations were so positive that the Waterbury School District has engaged the Center to offer the same presenters to its school leaders this May and June.
- 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 sixth Principal and Teacher Shadowing Program in April. Additionally, the Center hosted two delegations of Chinese educators, including helping to provide professional development for the delegation from Hunan Province in September.
- The 5th Annual Connecticut Public School Data Showcase on April 28 and 29 attracted over 300 participants each day. They were inspired by keynoters Doug Reeves and Katie Haycock, selected from a menu of breakout sessions, and viewed an impressive assortment of “data displays.” 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 Deborah Richards, Jo Ann Freiberg, Robert Pitocco, Larry Jacobsen, Lol Fearon; Professor Barry Sheckley and Michele Femc-Bagwell, Educational

Leadership Department, UCONN's 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 Michael Savage, CAS Associate Executive Director Michael Buckley, CAS Assistant Executive Directors Susan Kennedy Director and Principals' Center Director Dennis Carrithers.

DISTINGUISHED SERVICE PLAQUES

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

- Ev Lyons, Bristol Eastern High School, CAS Board of Directors: 2004-2010; President, 2008-2010
- Paul Osypuk, Granby Memorial Middle School, CAS Board of Directors: 2005-2010
- Loraine Giannini, Elmer Tiennes-Mary Hall School, Marlborough: 2007-2010
- Jeff Mathieu, Bacon Academy, Colchester, CIAC Board of Control: 2004-2010; High School Board of Control, 2003-2010; Chair: 2006-2010
- Jackie Sullivan, Norwich Free Academy, CIAC Board of Control: 2004-2010
- Karissa Niehoff, Lewis Mills High School, Burlington, CIAC Board of Control: 2006-2010
- George Synnott, Berlin High School, CIAC Board of Control: 2002-2010, Chair: 2008-2010
- Joseph Bacewicz, Tolland High School, CIAC Board of Control: 2005-2010
- Richard Dellinger, Amity Regional Middle School, Bethany, Middle Level Board of Control: 2006-2010
- Jeff Cryan, Mansfield Middle School, Middle Level Board of Control: 2005-2010
- Gail Dahling-Hench, Pine Grove School, Avon 2006-2010
- Dale Bernardoni, McKinley School, Fairfield 2005-2010
- Susan Homrok-Lemke, Henry James Memorial Middle School, Simsbury, CSAC Board of Control: 2005-2010
- Benjamin Skaught, Sedgwick Middle School, West Hartford, Principals' Center Board of Control: 2003-2010; Chair: 2008-2010

NEW BUSINESS

Proposed Changes to the CAS Constitution:

CHANGE #1: ARTICLE IV (Organization) / SECTION H.2.

Explanation of Change: Addition of language to encourage diversity on all of the association's boards.

Proposed language (changes in *bold italics*)

Section H. Nominating Committee

2. Duties and Responsibilities

The Nominating Committee shall meet at least one month before the next Annual Meeting and prepare and submit a slate of all CAS officers, chairs and/or officers and members of boards of control, and a nominating committee for the ensuing year, after receiving recommendations from the several groups concerned.

The Nominating Committee shall make every effort to ensure that the composition of the association's boards proportionately reflects the diversity of its membership with respect to factors such as race, gender, region and district demographics.

The nominations of the Nominating Committee shall be sent in writing to each institutional member of the Connecticut Association of Schools at least two weeks before the Annual Meeting. Other nominations may be made from the floor of the Annual Meeting by members of the Legislative Body.

Rationale for change: Lack of minority representation on CAS boards and committees has long been a matter of concern. While great progress has been made in working towards gender parity, there is still scarce representation from minority and/or urban district administrators. As a first step towards making inroads in this area, language is being proposed to encourage diversity on all association boards.

On a motion by Steve Wysowski seconded by Fran Kennedy, the membership unanimously approved the proposed change to **Article IV**,

Section H.2 of the CAS Constitution.

CHANGE #2: ARTICLE IV (Organization) / SECTION F.3.

Explanation of Change: Addition of requirement that an individual serve the association for a minimum of one year before he/she is eligible for an elected position on any of the association's boards.

Proposed language (changes in *bold italics*):

Section F. Boards of Control

3. Membership

Voting members of all boards of control shall be the principals and assistant principals of institutional member schools. Each board except the CIAC Board of Control may recommend up to two additional members to serve as elected members with voting privileges, such members to be assistant principals. The CIAC Board of Control will recommend one assistant principal at-large to serve as an elected member with full voting privileges.

An individual must serve the association for a minimum of one year before he/she is eligible for an elected position on any of the association's six boards of control. Prior service can include, among other activities, service on a committee, serving as a CAS representative on a state or national board/commission, testifying before the legislature on behalf of CAS, or facilitating/presenting at a CAS workshop or conference.

Rationale for change: It is believed that some degree of involvement in the association's work and/or some first-hand knowledge of its mission and operation lends itself to being a more effective board member. Prior service to CAS is a factor that has always been considered when making board appointments. However, while it has been the practice to appoint only individuals with a history of service to the association, it has never been formally set forth as a pre-requisite.

On a motion by Donna Schilke seconded by Kit Bishop, the membership unanimously approved the proposed change to **Article IV, Section F.3** of the CAS Constitution.

CHANGE #3: ARTICLE IV (Organization) / SECTION C.1.e

Explanation of Change: Addition of requirement that an individual serve on one of the association's six boards of control for a minimum of one year before he/she is eligible for an elected position on the CAS Board of Directors.

Proposed language (changes in *bold italics*):

Section C. The Board of Directors of the Connecticut Association of Schools

1. Composition

e. An individual must serve on one of the association's boards of control for a minimum of one year before he/she is eligible for a voting position on the CAS Board of Directors.

Rationale for change:

The requirement that an individual serve on a "lower" board before being appointed to the CAS Board of Directors has always been a matter of practice even though there was nothing in the bylaws that mandated it. The experience and perspective gained by serving on a lower board are critical in preparing an individual to serve effectively on the board of directors.

On a motion by Loraine Giannini seconded by Steve Wysowski, the membership unanimously approved the proposed change to **Article IV, Section C.1.e** of the CAS Constitution.

Report of the Nominating Committee:

Dr. Everett Lyons, principal of Bristol Eastern High School and chair of the CAS Nominating Committee, presented for adoption the following slate of board members and officers for the 2010-2011 year.

REPORT OF THE CAS NOMINATING COMMITTEE: 2010-2011

CAS BOARD OF DIRECTORS

		First	Term	Term	2010
		<u>Elected</u>	<u>Length</u>	<u>Expires</u>	<u>Action</u>
Officers					
President	Katharine Bishop, Daisy Ingraham School, Westbrook	A 2006	1 year	2010	Elect
President-Elect	Donald Macrino, Waterford High School	2007	1 year	2010	Elect
Vice President (High)	Fran Kennedy, Stafford High School	A*2006	1 year	2010	Elect
Vice President (Middle)	David Russell, John Winthrop M.S., Deep River	2007	1 year	2010	Re-elect
Vice President (Elementary)	RoseAnne O'Brien-Vojtek, Ivy Drive School, Bristol	* 2009	1 year	2010	Elect
Secretary/Treasurer	Janet Garagliano, Jonathan Law H.S., Milford	2004	3x2 yrs.	2010	Re-elect
Past President	V. Everett Lyons, Bristol Eastern High School	2004	<i>until succeeded N/A</i>		

Class Representatives

Class L (1)	Gary Highsmith, Hamden High School	2008	2 years	2010	Re-elect
Class M (1)	Donna Hayward, Suffield High School	A 2008	2 years	2010	Re-elect
Class S (1)	Melissa Bavaro Grande, East Granby High School	* 2010	2 years	2011	Elect
Middle Level (2)	Donna Schilke, Smith Middle School, Glastonbury	* 2007	2 years	2010	Re-elect
	Richard Dellinger, Amity Regional Middle School, Bethany	2010	2 years	2012	Elect
Elementary(5)	Victoria Reed, Highland School, Wallingford	2010	2 years	2010	Elect
	Gail Dahling-Hench, Pine Grove School, Avon	2009	2 years	2011	N/A
	Christopher Pomroy, Center School, Old Lyme	2009	2 years	2011	N/A
	Kathryn Walsh, Preston Veterans' Memorial School, Preston	2009	2 years	2011	N/A
	Jordan Grossman, Canton Intermediate School	2008	2 years	2010	Re-elect
Asst. Principal	Joanne Brogis, Torrington High School	2007	2 years	2011	N/A

CIAC BOARD OF CONTROL

Officers

Chair	Robert Hale, Jr., Westbrook High School	2000	2 years	2010	Elect
Vice Chair	Steve Wysowski, Coginchaug H.S., Durham	}	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				

Class Representatives

Class L	James Wenker, Newington High School**	* 2007	2 years	2010	Re-elect
	Greg Shugrue, New Milford High School	* 2008	2 years	2011	N/A
Class M	Eric Baim, Rockville High School**	* 2008	2 years	2011	Elect
	Margaret Williamson, Northwest Catholic H.S., West Hartford**	2008	2 years	2012	Elect
Class S	Frank Samuelson, Oxford High School	2010	2 years	2012	Elect
	Andrea Lavery, Portland High School	A* 2008	2 years	2011	N/A
AP At-large	Sheila Riffle, E.O. Smith H.S., Storrs	2010	2 years	2012	Elect

Eligibility Committee

Chair/Class M	Rick Misenti, Guilford High School	* 2009	3x2 yrs.	2011	Elect
L	Robert Tremaglio, Trumbull High School	2008	3x2 yrs.	2010	Re-elect
S	Kirk Murad, Windham Technical School	* 2006	3x2 yrs.	2011	N/A
At-large	John Barile, Foran High School	* 2010	3x2 yrs.	2011	Elect
	Daniel Sullivan, South Windsor High School	*2007	3x2 yrs.	2010	Re-elect
	Brian Mignault, Harvard Ellis Technical H.S., Danielson	* 2010	3x2 yrs.	2011	Elect
AP At-large	Stephen Patrino, Simsbury High School	2010	3x2 yrs.	2012	Elect

HIGH SCHOOL BOARD OF CONTROL

Chair	Tim Canty, Wilton High School (<i>first appointed chair in 2010</i>)	* 2007	2 years	2012	Elect
Vice Chair	Beth Smith, Shelton High School	2010	2 years	2012	Elect
Class L	Matthew Ryan, East Hartford High School	2010	2 years	2012	Elect
	Donald Slater, Hall High School, West Hartford	2008	2 years	2010	Re-elect
Class M	Barbara Britton, Daniel Hand H.S., Madison	* 2006	2 years	2011	N/A
	Susan McKernan, Ansonia High School	2009	2 years	2011	N/A
Class S	Gretchen Foster, Housatonic Valley Regional H.S., Falls Village	* 2010	2 years	2011	Elect
	Ian Neviasser, Valley Regional High School	A* 2009	2 years	2010	Elect
Asst. Principal	Deirdra Preis, Fairfield Warde High School	A 2008	2 years	2010	Re-elect
	Andre Hauser, Coginchaug Regional High School	A* 2008	2 years	2011	N/A
Past Chair	Jeffrey Mathieu, Bacon Academy, Colchester	2003		<i>indefinite</i>	

MIDDLE LEVEL BOARD OF CONTROL

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

ELEMENTARY BOARD OF CONTROL

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

CONNECTICUT STUDENT ACTIVITIES CONFERENCE

Chair/S	Scott Leslie, RHAM High School, Hebron (<i>first appointed chair in 2007*</i>)	2005	2 years	2010	Re-elect
M	Bryan Luizzi, Brookfield High School (<i>initially appointed to at-large position</i>)	2008	2 years	2011	N/A
L	Maureen Reed, Cheshire High School	A*2009	2 years	2010	Elect
Middle Level	Sally Biggs, Hartford Magnet Middle School	2007	2 years	2011	N/A
	Phil Piazza, North Haven Middle School	A 2007	2 years	2011	N/A
Elementary	Sherri Harriman, Eastbury School, Glastonbury	2009	2 years	2011	N/A
	Karen Brimecombe, John Lyman Elementary School, Middlefield	2009	2 years	2011	N/A
At-large	Martin Semmel, Bristol Central High School	2008	2 years	2010	Re-elect
	Thomas McMorrان, Joel Barlow H.S., Redding	* 2009	2 years	2010	Re-elect
	Neil Sullivan, Simsbury High School	2007	2 years	2011	N/A
	Ross Sward, Norwich Free Academy	*A 2007	2 years	2010	Re-elect
	Beth Smith, Shelton High School	2010	2 years	2012	Elect

PRINCIPALS' CENTER BOARD OF CONTROL

Chair	Donna Hayward, Suffield High School (<i>first appointed chair in 2010</i>)	2007	2 years	2012	Elect
Vice Chair	RoseAnne O'Brien-Vojtek, Ivy Drive Sch. (<i>first appointed vice chair in 2008</i>)	* 2007	2 years	2011	N/A
High School	Tim Sullivan, Jr., Greater Hartford Classical Magnet School	* 2010	2 years	2011	Elect
	Andrea Lavery, Portland High School	2007	2 years	2011	N/A
Middle	Richard Watson, Albert D. Griswold Middle School, Rocky Hill	2010	2 years	2012	Elect

	Jeffrey Cryan, Mansfield Middle School	2007	2 years	2011	N/A
Elementary	Linda Provost, Hebron Avenue School, Glastonbury	2007	2 years	2011	N/A
	Josephine Smith, Reggio Arts Magnet School, Avon	2008	2 years	2010	Re-elect

NOMINATING COMMITTEE

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

AWARDS AND RECOGNITION COMMITTEE

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

CSC NOMINATING COMMITTEE

(Ex-officio appointments)

Elem. Bd. Chair	Lauren Elias, Tinker School, Waterbury
ML Bd. Chair	Joseph Scheideler, Canton Middle School
HS Bd. Chair	Tim Canty, Wilton High School
CSAC Chair	Scott Leslie, RHAM High School, Hebron
CIAC Chair	Robert Hale, Jr., Westbrook High School
Prin. Center Chair	Donna Hayward, Suffield High School

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:	Kathleen McGrath, Southington High School
Class L:	Martin Semmel, Bristol Central High School
Class M:	Gene Blain, Windham High School
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):	Donald Macrino, Waterford High School Richard Cavallaro, Wilcox Technical High School, Meriden
Consultants:	
Athletic Directors:	Walt Zalaski, Granby Memorial High School
Superintendents:	Joseph Erardi, Southington Public Schools

N/A - No action

* - Filling unexpired term

A - Appointed

** - Initially appointed/elected to the CIAC Eligibility Committee thereby entitled to three 2-year terms

On a motion by Paul Newton, seconded by Steve Wysowski, the membership voted unanimously to adopt the proposed 2010-2011 Nominating Committee Report as presented.

PROPOSED BUDGET FOR 2010-2011 FISCAL YEAR

Treasurer Garagliano presented the following highlights of the proposed 2010-11 budget:

- The proposed budget before you is a balanced budget.
- The proposed budget was balanced without a membership dues increase for the third consecutive year.
- There are no new program specific line items. However, there are several growth areas within existing line items.
- All CAS activities that exist through sponsorships are again planned for next year. In other words, as of this time, all sponsorships will continue for next year and have been factored into the proposed budget. Therefore, all existing programs will again be held next year. In addition, as has been past practice, all CIAC sponsorship money will be deposited into the endowment account.
- The proposed budget was built with a 3% increase in staff salaries. Last year, as you may recall, there were no increases provided for the administrative staff and the executive board felt that should not happen two years in a row.
- All expenses associated with the transition period for the new executive director have not been included in the proposed budget. Since these expenses are one time expenses, they will be paid from the endowment fund. Doing it this way will not impact the operating budget in any way for next year.
- There is a one-fifth new staff position included in the budget. This position is to accommodate the increased work load we are experiencing in the executive coaching area. In addition, we have added an additional day of work for the director of unified sports. This is being done to provide more administrative time due to the growth of the unified sports program. We will be removing the UCAPP assignment from Lou Pear in order to accommodate the additional time needed in unified sports.
- The overall budget increase was \$148,875.00. This figure represents an increase of 3.3% in both income and expenses.

Treasurer Garagliano noted that the proposed budget was closely reviewed and subsequently approved by unanimous vote of the full CAS Board of Directors at its April 1st meeting.

On a motion by Treasurer Garagliano, seconded by Matt Dunbar, the membership voted unanimously to approve the proposed 2010-2011 budget as presented.

On a motion by Steve Wysowski, seconded by Greg Shugrue, the 58th Annual Meeting of the Connecticut Association of Schools adjourned at 10:19 a.m.

**MINUTES OF THE SEVENTEENTH ANNUAL MEETING OF
THE CONNECTICUT SCHOOLS CORPORATION**
May 13, 2010

V. Everett Lyons, President of the Connecticut Schools Corporation, convened the Seventeenth Annual Meeting of the Connecticut Schools Corporation at 10:21 a.m.

The following business was transacted:

Secretary's Report

Secretary-Treasurer Garagliano, Principal of Jonathan Law High School in Milford, presented for approval the minutes of the Sixteenth Annual Meeting of the Connecticut Association of Schools held on May 22, 2010.

On a motion by J. Garagliano, seconded by Chris Pomroy, the minutes were approved for the record.

Report of the Connecticut Schools Corporation Nominating Committee

Jeffrey Mathieu, chair of the CSC Nominating Committee, presented the following slate of directors for election to the boards of directors of the Connecticut Schools Corporation and all of its subsidiary corporations:

I. THE BOARD OF DIRECTORS OF C.S.C.

From the Board of Directors of CAS:

- * 1. Kit Bishop, President
- * 2. Donald Macrino, President-Elect
- * 3. Fran Kennedy, High School Vice President
- * 4. David Russell, Middle School Vice President
- * 5. Rosie O'Brien-Vojtek, Elementary School Vice President
- * 6. Janet Garagliano, Secretary-Treasurer
- * 7. Joanne Brogis, Assistant Principal Representative
- * 8. Scott Leslie, CSAC Board Chair
- * 9. Tim Canty, High School Board Chair
- * 10. Joe Scheideler, Middle Level Board Chair
- * 11. Lauren Elias, Elementary Board Chair
- * 12. Robert Hale, Jr., CIAC Board Chair
- * 13. Donna Hayward, Principals' Center Board Chair
- * 14. Melissa Bavaro Grande, High School Representative
- * 15. Gary Highsmith, High School Representative
- * 16. Donna Schilke, Middle Level Representative
- * 17. Jordan Grossman, Elementary Representative

From the Board of Directors of CAS Properties:

- * 18. James Wenker, CIAC Class "L"
- * 19. Eric Baim, CIAC Class "M"
- * 20. Kirk Murad, Eligibility Committee "Class "S"

From the Board of Directors of CAS Foundation, Inc.:

- * 21. Greg Shugrue, CIAC Class "L"
- * 22. Andrea Lavery, CIAC Class "S"
- * 23. Rick Misenti, CIAC Eligibility Committee Class "M"

From the Board of Directors of CAS Products and Services, Inc.:

- * 24. Margaret Williamson, CIAC Class "M"
- * 25. Frank Samuelson, CIAC Class "S"
- * 26. Robert Tremaglio, Eligibility Committee Class "L"

From the Board of Directors of the Connecticut Association of Athletic Directors:

- * 27. Trish Witkin, President
- * 28. Ray DeAngelis, Past-President

II. THE OFFICERS/EXECUTIVE COMMITTEE OF C.S.C.

President	Kit Bishop
President-Elect	Donald Macrino
Vice President (High)	Fran Kennedy
Vice President (Middle)	David Russell
Vice President (Elementary)	Rosie O'Brien-Vojtek
Secretary-Treasurer	Janet Garagliano
CIAC Chair	Robert Hale, Jr.
CIAC Treasurer	Paul Newton

III. THE NOMINATING COMMITTEE OF C.S.C.

Tim Canty, High School Board Chair
Scott Leslie, CSAC Board Chair
Lauren Elias, Elementary Board Chair
Joe Scheideler, Middle Level Board Chair
Robert hale, Jr., CIAC Board Chair
Donna Hayward, Principals' Center Board Chair

On motion by J. Mathieu, seconded by Joe Scheideler, the above slate was adopted by the membership.

Appointment of Official Connecticut Schools Corporation Representative

President Lyons announced that, absent objection, Janet Garagliano, secretary-treasurer of the CAS Board of Directors, would be designated the official representative of the Connecticut Schools Corporation, whose duty it will be to attend all Annual Meetings of the subsidiary corporations and to cast one ballot on behalf of the CSC for the election of all director nominees to the boards of directors of those corporations.

There being no objection, Ms. Garagliano was so designated.

Budget Report for the 2009-2010 Year

Treasurer Garagliano reported that there was no income generated or expenses incurred by the Connecticut Schools Corporation from July 1, 2009 through May 13, 2010.

On a motion by Treasurer Garagliano, seconded by Steve Wysowski, the 2009-2010 Budget Report of the Connecticut Schools Corporation was accepted.

Filling of Vacancies

There were no vacancies at this time.

Other Business

There was no other business to come before the membership at this time.

On a motion by Matt Dunbar, seconded by Jeff Mathieu, the Seventeenth Annual Meeting of the Connecticut Schools Corporation was adjourned at 10:24 a.m.