



# THE CONNECTICUT ASSOCIATION OF SCHOOLS

May, 2013

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Dear Superintendent:

Well, spring finally seems to be upon us. As we prepare to finish off this school year, we must also look forward to next year and the challenges it will bring. Chief among those challenges will be the implementation of CT SEED, the teacher and administrator evaluation system that must be in place and the roll-out of the Common Core of State Standards. At CAS, we have also noted that this spring has brought about an increase in the expected number of principal vacancies across school levels. That means that many schools will have new or 'new to the school' principals

CT SEED stands for Connecticut's System for Educator Evaluation and Development. More informally, the state department refers to these initials as standing for *supporting, empowering, encouraging, and developing*. This is a critical point. Principals, especially new principals and struggling principals, will need assistance to develop and refine their administrative skills and abilities, and to thoroughly understand their job which is to provide effective instructional leadership.

The CAS Executive Coaching Program is a valuable resource that we want you to consider as you contemplate how to best offer this support. Even experienced administrators may be surprised and threatened by their own evaluation results and looking for guidance and direction. The CAS Executive Coaching Program offers embedded professional development that is uniquely designed for each individual principal to address the particular needs identified through the evaluation process.

It is often said that the "best thing about being a first year principal is the second year". New principals find the first year on the job challenging in the best of times. With a CAS Executive Coach, new principals can be supported through this first year implementing the evaluation process as well as benefitting from on-site guidance addressing the steep learning curve that most new principals experience.

The Executive Coaching contract can be customized in terms of on-site days to meet the needs of the district and the individual principal. For more information about the coaching program, call either of us at CAS at 203-250-1111.

Sincerely,

*Mike Buckley*  
Mike Buckley  
Associate Executive Director

*Susan Kennedy*  
Susan Kennedy  
Assistant Executive Director

*Serving schools  
and principals*