

## CAS PROGRAM ADMINISTRATORS

For further information, please contact any of the following CAS staff team by calling (203) 250-1111.

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***CAS COMPLEMENTARY MANAGERS ARE KEY TO YOUR PRINCIPAL'S SUCCESS!!***



## Connecticut Association of Schools

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*Helping Your Principal Succeed*

## CAS COMPLEMENTARY MANAGERS



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## COMPLEMENTARY MANAGERS

CAS Complementary Managers are retired school administrators with a proven track record of outstanding school leadership. Their role in your school is to assume the managerial duties assigned by the building principal which will enable that building leader to focus his or her efforts upon the development of the instructional faculty as a means of promoting student achievement.

### The Need

Today's school leader, more than ever before, is being asked to assume significant responsibility for teacher development and support. Under the new state educator evaluation and support system, principals and assistant principals are expected to devote large blocks of their professional day to conferring with, observing and assisting their teachers. We already know that the day of a school leader is filled with a multitude of unexpected interruptions and managerial tasks that impede the leader's ability to do the most important aspect of the job—instructional leadership.

### Complementary Manager?

Many districts cannot afford within their operating budgets to bring an additional administrator on board to ease the time demands currently made upon the building administrator. A Complementary Manager allows districts to have the opportunity to provide support at those crucial times (Fall conferences, Mid-year Check-ins and End-of-Year Conferences) when the building administrator must devote significant time to preparing for and meeting with faculty. Districts have also used the Complementary Managers during the school year to afford building administrators observation time.

### The Program

The Complementary Manager Program is designed with the necessary flexibility that will allow you as the superintendent and your building principal to tailor both the role and the scheduling of the Manager to your needs.

As district leader, you can determine the number of days scheduled for the Complementary Manager to be working in your school(s). During the initial planning meeting with the building principal, task assignments will be developed and building protocols reviewed. Complementary Managers will not be observing teacher performance, but assuming those managerial responsibilities which will free the building principal to devote needed time for conferring and observing the faculty.

Districts are charged on a per diem basis which means a cost is incurred only when the Complementary Manager is present and the annual contract establishes the maximum days of the Manager's work year.

**We've known for decades that the role of building leaders is changing and becoming increasingly more difficult. Why not look at a new paradigm for the way we provide instructional leadership in our schools?**

