

**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
**The Sixty-Sixth Annual Meeting**  
*June 2018*

2017-2018 Annual Report  
**CLI ADVISORY BOARD**  
*Submitted by Dr. Angela Rossbach, Chair*

The Connecticut Association of Schools established the Center for Leadership and Innovation (formerly known as the Principals' Center) to address the professional development and related needs of practicing principals. CAS Associate Executive Director, Everett Lyons, is the director of the Center. The Center is served by an advisory committee of experienced principals, as well as representatives of graduate and undergraduate educational leadership and education programs.

**Change in Identification**

This year a significant change as being proposed by the Center Board and approved by the CAS Board of Directors was implemented, namely, the change in designation to our new title. This new designation now reflects that CAS is involved in supporting and building the capacity of all leadership levels within the educational community, including teacher leaders. Removing "Principal" from the title reflected that evolving change and reflects the breadth of our mission. As we are attempting to bring the most current content and skills to our members, we hope to encourage the sharing of "cutting edge" practices which are reflective of the innovative approaches utilized by our Connecticut educational leaders.

**Activities 2017-2018**

In order to provide professional support for school leaders and advance the professional development of aspiring leaders, the work of the Center has been organized into four strands of action:

Strand #1 - **Future School Leaders:** Development of future educational leaders

Strand #2 - **Career Principals:** Providing quality leadership development for beginning and veteran school leaders

Strand #3 - **Critical Issues:** Advancing the understanding and advocacy of issues relevant to educational leaders

Strand #4 - **Recognition:** Recognizing, celebrating and sharing examples of achievements and best practices

This report will share with you the primary activities within each strand.

**STRAND #1: FUTURE/NEW SCHOOL LEADERS**

**Leadership Academies (Teacher Leadership)**

Our Meriden Leadership Academy was conducted for the seventh year in conjunction with the Meriden Public Schools. At the request of the Meriden district leadership, participants were also welcomed from the Middletown Public Schools for the first time this year. Over twenty teacher leaders recently completed a five session sequence related to teacher leadership skill development, and demand within the district for this experience remains high. A seventh cohort has already been scheduled for next year.

This current school year also saw the continuation of the academy offering with a district-based program in the Waterford Public Schools, the return of the academy to the East Hartford Public Schools and the continuation of the inter-district group housed at CAS for small districts (New Fairfield, Bloomfield and Oxford) that could not support a district-specific program. East Hartford has already committed to a cohort for the 2017-All academy sessions this year were co-led by Ev Lyons and Donna Schilke (replacing long-time presenter Mike Galluzzo) with specialized support by Pat Howley. Discussions are currently underway with the New Haven Public School district to implement three academy cohorts for SY 2018-19 which would include both a teacher-leader and administrator aspirant component.

**Administrator Certification Program (UCAPP)**

The Connecticut Association of Schools (CAS) and the Department of Educational Leadership at the University of Connecticut's NEAG School of Education (NSOE) have continued a partnership which aims to provide a quality preparation, enabling qualified administrators to fill positions of leadership within Connecticut's schools. The Center for Leadership and Innovation 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 Center brings its resources which includes a 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 build the premier school leader preparation program in the nation.

As we complete our twelfth year of experience with UCAPP, the Center successfully managed five cohorts. Activities included linking leadership students to experienced mentors, helping students develop personal theories of action for successfully leading change, connecting leadership plans tied to program objectives, meeting regularly with students and their mentors, helping to develop authentic experiences linked to courses, translating these experiences into products and artifacts for inclusion in an electronic portfolio, becoming familiar with course content, and participating in the department-wide curriculum revision process to accommodate the CAS conditions for partnership and the demands of CAEP accreditation. The NSOE currently is working in Year Two of a Wallace Foundation grant to revise and strengthen the UCAPP program. The proposed changes will go into effect in 2019. Donna Schilke serves as the CAS liaison to the university coordinators.

### **New Leaders Academy**

The New Leaders Academy is designed to support building administrators in years 1-3 of their leadership roles. Six sessions were held on such topics as an update on critical legal issues, providing high-quality feedback for teacher performance, leading for students' social-emotional wellbeing, restorative practices, and conducting difficult conversations with staff. Following each large-group presentation, participants met in facilitated discussions around the session theme. Twenty new administrators participated in this year's series. For the past eight years, the New Leaders Academy workshops have been opened to aspiring administrators participating in Southern Connecticut State University's Educational Leadership Program. Over 80 SCSU interns attended at least one of these workshops this year. In addition, interns from Quinnipiac University and alumni of the leadership academies were invited to attend. Bill Duffy, principal of John Winthrop Middle School in Deep River, served as the Steering Committee Chair for this program.

### **Administrator Induction Program**

Concerned with the lack of an overall induction program for new administrators similar to the TEAM experience for beginning classroom teachers, CAS launched a pilot program this year for brand new school leaders. Participants were provided with six programs designed to ease their initial leadership experience as well as five days of embedded coaching at their work site. Workshop expenses were supported by the Connecticut State Department of Education while districts funded the cost of the coaching resources. Four new administrators were part of this pilot group.

## **STRAND #2: CAREER LEADERS**

### **Summer Leadership Institute**

The Center will again offer its popular Summer Leadership Institute this coming June and our theme will be "Leading Our Schools to Develop Resilient Learners". Funding is being provided by the Clifford Beers Foundation, and the Summer Leadership Institute originally scheduled to take place on June 21 and 22 at the Heritage Hotel in Southbury will be moved to a September 21, 2018 date due to the unforeseen length of SY 2017-18 with the winter storms. This year's institute will expand upon the theme of personalized learning that was the focus of last year's institute with an emphasis upon the role of school leaders in providing social-emotional supports for children. Similar to last year's institute, participants will have the opportunity in breakout sessions to learn about exemplary Connecticut practices.

Resource providers also have been added to the program to provide ongoing assistance and support to practitioners.

As a follow-up to last year's Institute, CAS offered a series of regional and intra-district screenings of the documentary film, Resilience, which discussed the impact of adverse childhood experiences not only in the classroom and in adult life. Each screening was well-received by participants and this year's Institute will feature a screening of the film in its entirety.

### **Executive Coaching Program**

An updated coaching brochure and flyers were designed describing customized CAS Executive Coaching Programs that will be available for 2018-2019. The models include coaching for principals, assistant principals, special education or central office administrators and personnel who work with English Learners.

For the second year, coaching has been made available to special education directors/coordinators. Administrators and coaches have expressed satisfaction with this model. This coaching model is in partnership with the Connecticut State Department of Education and is federally funded. A district competitive grant will once again be made available in September. Districts who are awarded this grant will receive this coaching support at no cost.

Our Leadership Advisor Coaching program will continue next year in partnership with the Turnaround Office at the

Connecticut State Department of Education. This is a state funded coaching model using a short-term, highly focused intervention approach. Selected Network schools are chosen.

CAS is developing a new model in partnership with the Connecticut State Department of Education. A primary focus of this model will be to support general education administrators and teachers to develop strategies that will help to accelerate ELL students in English and their academics.

The Great Schools Partnership continues to provide training and professional development at CAS to districts that are engaged in mastery-based learning (MBL) and for those who would like to know more about MBL. We hope to resume our past coaching model whereby coaches will work directly with schools who are implementing this personalized learning for students. CAS presently has coaches who have been trained in MBL and who could be available to provide coaching.

### **Alternative Education Leaders Community of Practice**

Following last year's successful convening by the CSDE of over ninety alternative education program administrators, the Center partnered with the CSDE to provide four opportunities throughout this school year for alternative education administrators to meet. Mike Foran from New Britain and Steve Strand from Waterbury were initial presenters on the power of a growth mindset in helping alternative education students to succeed. Subsequent meetings were conducted by CSDE staff members. Reaction has been very positive from this group which is seeing an opportunity to network for the first time.

### **ELEMENTARY LEVEL**

This year Jill Hale joined CAS as the Assistant Director for Elementary Programs and Services. Throughout the year Jill has worked to rebuild connections with the CT State Department of Education, the Office of Early Childhood, and the Birth to Grade 3 Leadership Initiative. CAS supported the work of the Birth to Grade 3 Leadership group in presenting a symposium on how to buffer stress from our youngest students. This symposium had over two hundred registrants. CAS has entered into a partnership with the Connecticut Science Museum to help with the design of programming entitled, Understanding and Implementing Next Generation Science Standards. In Partnership with the Connecticut Arts Administrators Association, CAS will be working on Standards-based Teaching and Learning in the Arts.

In addition to this work, Jill joined the assistant principal study groups organized under the direction of Middle Level Assistant Director, Donna Schilke. Four elementary board members attended the NAESP Zone One meeting in Cooperstown, NY and the NAESP National Leaders Conference in Washington D.C.

### **MIDDLE LEVEL**

This year, CAS has made a concerted effort to support assistant principals in their leadership roles. At their May of 2017 meeting, an AL planning group developed an agenda of items felt to be important to role of an assistant principal.

Workshops/discussion groups, all well-attended, were hosted at CAS and included such topics as: Difficult Conversations, SRBI/PBIS Process, Attendance and School Anxiety, Restorative Justice, and Social Emotional Well Being. The group will hold a final meeting in May to again develop issues and topics to be addressed next year.

The Middle Level Scholar Leader Banquet will be held on Monday, June 4th at Aqua Turf and we look forward to representation from middle schools statewide. Erin Stewart, Mayor of New Britain, will be guest speaker. This program permits middle school members to recognize two students who have exhibited significant leadership and scholarship.

Our new CLIC site, (Center for Leadership and Innovation Connections), can now be found on the CAS website. Under the leadership of the Middle Level Board, this site offers school leaders at all levels an opportunity to talk with or visit a CT school that may be successfully implementing a program of interest to others.

### **Middle Level News Notes...**

- We are presently planning visits to our Middle Level School of the Year finalists and will be announcing the recipient by early May.
- The Cieslowski First Year Middle Level Principal award was given to Jason Bitgood of East Lyme Middle School. Nominated by Supt Jeff Newton, Jason has displayed outstanding leadership and the award is well deserved.
- Climate awards, those for innovation and creativity, and outstanding leadership awards continue to be awarded throughout the school year.
- Al Sackey, Principal of Nathan Hale Middle School in Norwalk and Andre Hauser, Principal of Waterford High School attended the NASSP Conference in mid-March. Hit with a snow storm, they made best efforts at visiting our leaders on Capitol Hill to advocate for education and our state.

#### **STRAND #4: RECOGNITION**

Recognition ceremonies were held for various grade levels under the auspices of the Principals' Center. Among these celebrations were the following:

- High School Arts Banquet
- Governor's Scholars Luncheon
- Principal/Assistant Principal of the Year
- Middle Level Scholar Leader Recognition
- Middle School of the Year Recognition
- Elementary Arts Festival

#### **OTHER ACTIVITIES OF NOTE**

The Center was charged by the Connecticut State Department of Education with the continued training of school and district leaders on the administrative evaluation and support model as well as the New Leader Rubric 2015. Additional tutorials were given in support of the teacher evaluation model.

The Center staff is involved in a variety of district trainings. This year, Bloomfield Public Schools requested a series of workshops for their administrative team which focused on calibration of observation of practice. Bridgeport Public Schools contracted with the PC to present several workshops on the New Leader Rubric 2015.

The Connecticut Association of Latino Administrators and Superintendents (CALAS) continues to thrive and CAS is pleased to host its meetings and support its initiatives and projects. The membership has increased this past year to over 100 members. The CALAS Gala was held on June 1, 2018. All individuals who are dedicated to supporting the education of Latino students in CT are encouraged to join.

A special electronic newsletter, *Center Happenings*, is published the first week of each academic month to highlight the work of the Center around professional learning for school leaders and their communities. This was inaugurated this current academic year.

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

Special recognition for their contributions is extended to CAS administrative assistants Erin Guarino, Anna Flores, Noreen Liberopoulos, and Bobbi O'Connor, and to our administrative team: CAS Executive Director Karissa Niehoff, Assistant Directors Jill Hale, Donna Schilke, Marie Salazar Glowski; Consultant Pat Howley and CLI Director Everett Lyons.

## THE CONNECTICUT ASSOCIATION OF SCHOOLS

### The Sixty-Sixth Annual Meeting

June 2018

2017-2018 Annual Report

**CSAC BOARD OF CONTROL**

*Submitted by Paul Cavaliere, Jr., Chair*

The Connecticut Student Activities Conference (CSAC) saw participation rates in many of its programs sell out during 2017-18! In spite of the internal pressures (test scores) within classrooms at the school level, and the problematic winter weather, this was, indeed, a pleasant surprise! The overall objective for CSAC in 2017-18 was to link activities to 21st century leadership skills, diversity awareness, and school climate initiatives. The following is a brief summary of CAS Student Activities.

#### **Student Leadership Conferences**

Elementary Level - The Elementary Student Leadership conferences were held at four college sites with the following participation numbers:

- Sacred Heart University 225
- Asnuntuck Community College 215
- Three Rivers Community College 175
- Naugatuck Valley Community College 359

Each site was a sell out!

A new conference offering for students in grades 2 & 3 was piloted on October 5th at Totoket Valley Elementary School in North Branford and on December 8th at J.F. Kennedy Elementary School in Milford. "Little Leaders" was a big hit with the youngsters from the above schools who participated with Joel School (Clinton) and Sunnyside School (Shelton). "Little Leaders" is likely to continue next year as the feedback has been very positive!

Middle Level - The Middle Student Leadership conference was held at Trinity College on January 11th and featured 375 students. The weather postponed a second date which was scheduled for Sacred Heart University.

"Generation Leadership" initially piloted in 2016 has been implemented in three middle schools – Sage Park (Windsor), Timothy Edwards (South Windsor) and Whisconier (Brookfield). The program provides customized training that inspires students to make positive change in their respective school communities. More than 425 students participated this year.

"Arts in the Middle," held on May 23rd at the University of Hartford, provided over 275 middle school students with opportunities to engage in thirteen different art workshops.

A full day of peer mediation training took place at RHAM Middle School on March 21st which helped implement the program.

High School Level - Eighty-five high school student leaders, along with their advisors, were hoping to attend the "UN-Conference" on April 28th & 29th. Participants hoped to engage in workshops geared toward 21st century skill development and learn a variety of ways to improve collaboration and communication strategies. Unfortunately, this event was canceled for a second time due to complications with budgeting issues at the local school level.

"Generation Leadership" has been successfully implemented in five high schools – Morgan (Clinton), Kaynor Tech (Waterbury), Windham Tech (Willimantic), Bullard Havens (Bridgeport), and Enfield.

Two summer high school leadership conferences are planned for July 2018. The first will offer CT student leaders a chance to improve their leadership skills at Worcester State University, MA. A second, national student leadership event sponsored by NFHS at the headquarters in Indiana will conclude our expanded summer programs. CT student leaders will be represented at both events.

### **Diversity Programs**

The CAS student activities division continued with its effort to develop leadership skills with a diversity focus. We developed two well attended programs. The first, "Diversity In Action," was hosted by the Diversity Dream Team at North Haven High School in October 27th. Organized for and run by students, the day featured a series of breakout sessions with the overarching goal for students to develop a better understanding and acceptance of others. The day was also an "open house" for participants to visit North Haven's Diversity Day program!

The second, "Discover, Lead!," took place at Sage Park Middle School on December 15th and engaged 65 students in a series of breakout sessions. Omari Pearson, author, speaker, and consultant to NFHS, and founder of "Passion to Purpose" was the keynote speaker.

### **BOTF Competition**

BOTF stands for Battle of the Fans, a video-based school spirit competition designed to find the CT high school with the very best examples of spirit and sportsmanship. Modeled after the Michigan program, the CSAC sponsored our version for 2017-18 at the CIAC Sportsmanship Conference on November 16th. Norwich Free Academy had a stand-out entry and was selected as the 2018 BOTF winner. A news release, featuring a video of the Norwich production team, was prepared by CIAC Staff member, Joel Cookson, and posted on our site during the state basketball tourney. The BOFT Award was presented to NFA at the Mohegan Sun Arena before a huge crowd during the state basketball championship weekend in March.

### **KiDSMARATHON**

Working with the Rod Dixon Foundation in New Zealand & Los Angeles, CSAC sponsored KiDSMARATHON for the ninth consecutive year. KiDSMARATHON is an amazing life fitness program for students ages 7-12 that features an 8-10 week program of running with nutritional guidelines. Celebrations were held in Cheshire, Waterbury, Torrington, Danbury, Storrs, Trumbull, Branford, Glastonbury and Old Lyme as over 4,000 runners completed their last mile of their marathon before cheering family and friends. CSAC formed a partnership with the New York Road Runners and NYC Marathon that featured a new T-shirt and medal awarded to our "Mighty Milers" at the conclusion of the final mile celebrations.

### **High School Dance Championships**

The 12th annual state dance championship were held at Hamden High School on February 24th. A record number of dance team entries – over 51 - competed in the event witnessed by a standing room only crowd. The choreography, costumes, music and synchronization delighted all in attendance at this popular event. Teams were crowned champs in the following categories:

Hip Hop - Fairfield Warde, Amity, Branford, Stratford

Jazz - Newtown, Brookfield, Branford, Woodland

Kickline – Hamden, Oxford

Pom – Hamden, Wethersfield

CT Dance teams were well represented at the New England Regional Competition on March 3rd in VT.

### **High School Cheerleading Championships**

More than 100 schools participated in the state competition which drew large, spirited crowds on Sunday, March 4th. The event was held for the first time – all on one day, due to inclement weather March 2nd and 3<sup>rd</sup>.

Champions were crowned in the following divisions:

- LL Shelton, Fairfield Ludlowe
- L Watertown, Lauralton Hall
- M Wolcott, Oxford
- S Montville, Holy Cross

A unified cheerleading exhibition was added to the competition which proved to be very “special.” Connecticut High School Cheerleading also represented the state in fine fashion at the New England championships held in MA on March 17th.

### **Robotics**

CSAC continued its partnership with CT FIRST, an organization that sponsors robotics tournaments for elementary, middle and high school teams. CT FIRST’s goal is to inspire in students an appreciation of science, technology, engineering and mathematics and to show them how an understanding of these fields can enrich their lives. The CT High School Robotics Championship was held on May 12th at Fitch High School (Groton). Twenty-five teams competed for the coveted state robotics champion.

### **Connecticut Debate Association**

High School Debating - The CDA season ended with its championship tournament on March 24th at Joel Barlow High School. One-hundred seventy-eight debaters from thirty schools who qualified at 10 previous regular season events discussed the topic *Resolved: Individuals should be paid for the use of their personal data*. The Varsity final round featured the Immaculate/Hive team on the Affirmative against the St. Luke's team. The 3-2 decision went to St. Luke's, our 2018 state champions. In the Novice division, the Joel Barlow team took top honors.

During the year, nearly 600 students from 41 schools participated either at the initial Novice Scrimmage or one or more of the regular monthly tournaments. The topic changed for each monthly event, and debaters had to consider: whether the US should modernize its nuclear arsenal; what position to take in trade negotiations; a universal basic income as a replacement for the welfare system; geoengineering to deal with climate change; freedom of speech at college events; and whether the regular judicial system should apply to a sitting president. Events were held at high schools across the State. The CDA is grateful to Greenwich High School, The Academy of Information Technology and Engineering, Seymour High School, Crosby High School, Westhill High School, Stamford High School, Fairfield Warde High School, Daniel Hand High School, New Canaan High School, Darien High School, Wilton High School and Joel Barlow High School for hosting this past year.

CDA debaters also participate in events sponsored by other institutions. This year many attended high school tournaments sponsored by Yale, Vassar and Columbia. CDA debaters also serve as coaches and mentors for teams in the Connecticut Middle School Debate League, and as judges at the middle school debate tournaments.

For more information about the Connecticut Debate Association, or to get involved in high school debate, please see the CDA website, <http://ctdebate.org>.

Middle School Debating - The CTMSDL held 4 events this year: a scrimmage in October and tournaments in December, January and April. This was the 2nd year that we also participated in the Middle School Public Debate Program’s championship tournament.

Here are the participation numbers – that have represent all-time highs for the middle level!

- October — 170 debaters, 59 teams, 14 schools
- December — 218 debaters, 78 teams from 20 schools
- January — 162 debaters, 59 teams, 16 schools

### **Thomas Flanagan / CAS-CIAC Endowment Grant Awards**

Through the generous sponsorship from many corporate partners, the CAS-CIAC / Flanagan Endowment Awards awarded just over \$16,000 to member schools this spring. The RFP provides funding to new or existing programs that are educationally sound initiatives in support of high levels of learning. The CSAC board screened, selected, and announced the seven winners in May. Congratulations to Sage Park Middle, Westbrook High, Sunnyside Elementary, Shelton High, Israel Putnam Elementary, East Hampton High, and Live Oaks Elementary. CSAC board members and CAS central office staff made presentations to the schools at local ceremonies.

### **State Student Advisory Council on Education (SSACE)**

The 2017-18 State Student Advisory Council on Education (SSACE) consisted of eighteen high school students who met regularly Dr. Dianna Wentzell, Commissioner of Education, and Dave Maloney. SSACE's number one project this year was to produce a presentation for the State Board of Education which centered on three topics: Improving School Breakfast Programs; Encouraging High School Students To Choose Teaching as a Career; and Improving Summer Programs to Avoid Achievement Loss. SSACE also wrote an "Open Letter" on the tragedy in Parkland, Florida, and piloted "CT SEE'S," a voluntary program for students to implement kindness and violence initiatives in their school. SSACE also selected the recipients of the Governor's Challenge to Citizenship Awards that are an annual recognition of school / community service projects.

### **The Arts Committee**

Over one hundred and fifty high schools were represented this year. An added announcement was the recipient of the "Heart of the Arts" award given to a student who exemplifies the ideals of the positive heart of the arts that represent the core mission of the fine and practical arts. Dante DiFederico, a senior from Bunnell High School, was the 2018 recipient. The keynote speaker, Jimmy Greene, an accomplished professional sax player, gave an inspirational message to an appreciative audience!

### **The Look For The Good Project**

CSAC continued with its partnership of "The Look For The Good Project" and Anne Kubitsky, CEO and founder of the program. The "Look For The Good Project" is a research backed program built around the core belief that gratitude changes everything – especially in schools. The feedback that CAS has received from "The Look For The Good Project" has been sensational. We will offer more workshops on a regional basis next year; hoping to pilot a middle level program

### **D.R.E.A.M. Sports Camp**

CSAC and CIAC will pilot a summer program in conjunction with the Windsor Public Schools combining leadership, athletics and academic enrichment for students in grades 1 – 10. The goal will be to keep learning alive in the summer in a high-powered, fun environment.



**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
The Sixty-Sixth Annual Meeting  
*June 2018*

**2017-2018 Annual Report**  
**CIAC BOARD OF CONTROL**  
*Submitted by Butch Azzara, Chair*

**Change in the Annual Reporting Form** –The annual enrollment reporting form has been revised and clarified. Schools are now directed to report as potential athletes any students who attend a choice program without an athletic program and are allowed to return to the school to which they would have otherwise attended. The total will then be added to their school enrollment for tournament placement purposes.

**Boys Basketball Tournament Division Increase** – The boys basketball tournament has been expanded from four divisions to five, and the criteria used to place teams in divisions beginning with the 2017-18 tournament was developed. The factors used to determine division assignment included enrollment, power points, conference rankings, conference championship play, and success in CIAC tournament play. In the fall, the board approved this expansion for a one (1) year trial. In the spring, the board approved this format for the boys basketball tournament for next year and for all future boys basketball tournaments based on extremely positive feedback.

**By-law Change – Article X – Recruitment, Section G, Penalties 1.b. and c.** – The board changed language to modify the penalties currently listed in the CIAC by-laws for violation of the recruitment policies. The old language referenced two sanctions that have no definition in the by-laws, and the modified language uses penalties that are currently defined. In the new language, the phrase “restrictive probation” is replaced by “probation” and “suspension probation” by “prohibition.”

**Boys Baseball Tournament – Continue to Fill the Brackets** – The board approved a proposal from the CIAC Baseball Committee to continue to “fill the brackets” for the CIAC baseball tournament to 32 teams per bracket. The board felt that this proposal had been highly successful and adopted it.

**Season Limitations Adjustments for 2018-19** – The board voted via email to unanimously approve suggested changes to the 2018-19 season limitations games and practice schedule put forth by the Season Limitations Committee.

**School Start Time** – The board approved the following revised language for the CIAC position statement on school start time.

*The decision regarding school start time is the prerogative of each school district based upon what the district believes is best for their students and their community. If the decision is made to move to a later start time CIAC recommends that consideration be given to the impact such decision will have on athletic and non-athletic student activities to avoid travel issues and late ending events especially during the fall and winter seasons. Further, CIAC recommends that policies and procedures be established in the event it is necessary and appropriate to dismiss students early to participate in school-sponsored events.*

**Boys/Girls Golf Committee – Unattached Athlete Participation** - The board approved a proposal from the CIAC Boys/Girls Golf Committee allowing golfers the opportunity to participate in a maximum of (8) eight matches as unattached athletes during the regular season. This proposal is for a 1 (one) year trial.

**New Membership Request** – The board approved the application for membership from Wright Technical High School in Stamford.

**J. Robert Ford Grant Fund** – The board was informed of the creation of the J. Robert Ford Athletic Grant program, which will financially benefit many athletic programs in need. (See Attached)

**Golf Open Championship** – The CIAC sponsored its first-ever open championship for boys and girls golf. Golf was previously the only individual CIAC sport that did not have an Open Championship

**State Football Tournament Division Revision** – The CIAC Football Committee created a “success in tournament” formula for placing teams in divisions for the 2018 CIAC State Football Tournament. The new process was approved for a one-year trial.



**CONNECTICUT ASSOCIATION OF SCHOOLS  
CONNECTICUT INTERSCHOLASTIC ATHLETIC CONFERENCE**

***J. ROBERT FORD ATHLETIC GRANT PROGRAM***

The Connecticut Association of Schools provides exemplary programs and services that promote excellence in the education of all children. The Connecticut Interscholastic Athletic Conference believes that interscholastic athletic programs and competition are an integral part of a student's academic, social, emotional and physical development.

CAS-CIAC is proud to announce the establishment of the **J. Robert Ford Athletic Grant Program**. Through the generosity of sponsors, CAS has established the CAS Foundation that is able to provide grants to support projects or programs that would not otherwise be afforded by CAS-CIAC member schools. The J. Robert Ford Athletic Grant Program is designed to support schools demonstrating significant need in their efforts to provide basic athletic programs and services.

**Examples of activities or programs that may be submitted for consideration include, but are not limited to, the following:**

- Purchase of equipment for initial startup of a new sport or replacing outdated equipment
- Purchase of equipment necessary to meet changing NFHS rules requirements
- Securing transportation for CIAC post-season competition
- Securing practice site for CIAC post-season practice when facility rental is required
- Support of program existence when elimination of funding threatens cancellation of a sport
- Leadership workshops for teams and/or team captains
- Participation in out-of-season team experiences such as summer camps

**Funding Levels**

- Mini-grants of \$1000 or less
- Grants up to \$5000 to be used over three years with decreasing funding each year

## **Program Criteria**

- Applicant must provide a detailed list of how the grant will be used.
- Does the grant request cover the full cost needed?
- What is the cost, if any, assessed to students?
- Applicant must provide evidence that the current athletic department budget does not currently support the amount requested.
- Photos or other imaging are required if requesting funds to be used toward equipment or facility upgrades.

## **Program Restrictions**

The grant will not support the following:

- Monetary donation to start a new sport without the commitment by the Board of Education to sustain the program
- Team awards, parties, dinners, etc.
- Direct monetary, equipment, or material donations to community groups by school
- More than one grant issued per school per year

## **Considerations**

- How many students will be impacted by the funding?
- What are the long term benefits to the school's athletic program(s)/student athletes?
- Has the applicant clearly communicated a need, and does the proposal identify specifically how the need will be addressed?

## **Grant Submittals**

Grant applications may be submitted at any time. The application may only be submitted with the approval of the school principal and athletic director. Applicants should send a completed application to:

**Connecticut Association of Schools  
Attn: Ms. Joyce Smith  
30 Realty Drive  
Cheshire, CT 06410**

**Or email to [jsmith@casciac.org](mailto:jsmith@casciac.org)**

## **J. Robert Ford**



J. Robert Ford (Bob) was a long time coach, basketball official, educator and high school administrator. He started his career in Connecticut as the Assistant Principal at Glastonbury High School, a position he held until his appointment as Principal of Ellington High School, where he remained for 17 years until his retirement.

Ford's involvement with CAS-CIAC spanned over forty years. During that time he served and represented the organization in many capacities, including Chair of the CIAC Boys Basketball Committee, CIAC Boys Basketball Tournament Director, Vice Chair and Chair of the CIAC Board of Control, Chairman of the CIAC Eligibility Committee, Region 1 Representative on the NFHS Basketball Rules Committee, and President of the Council of the New England Secondary School Principals Association.

After his retirement from Ellington High School in 1992, Bob joined the CAS-CIAC staff as the Director of Development. In this capacity he developed corporate partnerships and funding to help support the numerous events and programs that the organization annually provides for its membership. Under Bob's leadership the CAS Foundation was established and continues to grow today. CAS-CIAC is proud to announce the establishment of the J. Robert Ford Athletic Grant Program in honor of a man who contributed greatly to the success of the organization. Bob truly made a difference and was passionate about fostering education and high school athletics in the state of Connecticut.

## OUR SPONSORS

We would not be able to offer these grants if it were not for the faithful support of our generous sponsors.



MARKETING SPECIAL  
PROMOTIONS LLC



PULLMAN  
& COMLEY LLC  
ATTORNEYS



Wilson.

**CAS-CIAC J. ROBERT FORD ATHLETIC GRANT PROGRAM**  
**Grant Application Form**

**Applicant Information:**

Date of Application: \_\_\_\_\_

Applicant's Name: \_\_\_\_\_

Home Phone: (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Applicant's Email: \_\_\_\_\_

School Name: \_\_\_\_\_

School Address: \_\_\_\_\_

City: \_\_\_\_\_, CT Zip: \_\_\_\_\_

ATHLETIC NEED: \_\_\_\_\_ Cost: \_\_\_\_\_

Principal's Name: \_\_\_\_\_

Principal's Phone: (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Principal's Email: \_\_\_\_\_

Principal's Signature: \_\_\_\_\_

Athletic Director's Name: \_\_\_\_\_

Athletic Director's Phone: (\_\_\_\_\_) \_\_\_\_\_ - \_\_\_\_\_

Athletic Director's Email: \_\_\_\_\_

Athletic Director's Signature: \_\_\_\_\_



**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
**The Sixty-Sixth Annual Meeting**

*June 2018*

2017-2018 Annual Report  
**ELEMENTARY BOARD OF CONTROL**  
*Submitted by Lisa Eells, Chair*

Highlights of the 2017-2018 school year include:

- New to the assistant director position, Jill Hale visited CAS member schools across the state to strengthen relationships. This work will continue through next year.
- Jill Hale re-established collaboration with the CT Office of Early Childhood and with the Birth to Grade 3 Leadership initiative. CAS supported the work of the Birth to Grade 3 Leadership group in presenting a symposium on how to buffer stress from our youngest students. This symposium had over two hundred registrants.
- CAS has begun organizing “Elementary Round Table Discussions” across the state. The first set of discussions centered on the topic of School Climate.
- The Elementary Board of Control met during the year. Agenda topics included:
  - Shipman and Goodwin legislative update
  - Hurricane relief partnership with Brother’s Brother
  - “Look for the Good” campaign
  - Partnership with the CT Science Museum
  - Discussion of CAS elementary awards, rubrics, and celebrations
- This year three elementary schools received the School Climate recognition: Sunnyside School in Shelton; Jack Jackter Intermediate School in Colchester; and Dorothy C. Goodwin School in Storrs.
- The CAS Elementary School of the Year distinction has been given to Burr District Elementary School in Haddam.
- Jill and three elementary board members attended the NAESP Zone 1 meeting in Cooperstown, NY, and the NAESP Leaders Conference in Washington, D.C.



**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
**The Sixty-Sixth Annual Meeting**

*June 2018*

2017-2018 Annual Report  
**MIDDLE LEVEL BOARD OF CONTROL**

*Submitted by Deane Renda, Chair*

- The Connecticut Association of Schools 2017-2018 Middle Level Award winners were:
  - Principal of the Year: Anthony Menard, East Hartford Middle School, East Hartford
  - Assistant Principal of the Year: Darlene Wallin, Assistant Principal, John Read Middle School, Redding
  - Educator of the Year: Martha Curran, Polson Middle School, Madison
  - Middle School of the Year: Ellington Middle School, Ellington
  - Arthur Director Leadership Award: Haddam-Killingworth Middle School, Killingworth
  
- Recognition awards for School Climate, Creativity and Innovation, and Outstanding Leadership continue to be awarded throughout the school year.
  
- Our new CLIC site (Center for Leadership and Innovation Connections) is up and running. Under the leadership of the Middle Level Board, this site offers school leaders and staff an opportunity to talk with or visit a CT school that may be successfully running a program of interest. On the site is the name of the program as well as the contact person from the school. This resource will help save time and money as you research a program you may want to bring to your school. This is for **ALL SCHOOL LEVELS**.
  
- The Middle Level Assistant Principal's group has been a strong supporter of the CLI initiatives this year. The group met in May of 2017 and developed an agenda of items they felt were important to their roles as assistant principals. Workshops/discussion groups were formed and very well attended. Workshops included:
  - Difficult Conversations
  - SRBI/PBIS Process
  - Attendance and School Anxiety
  - Restorative Justice
  - Social Emotional Well Being
  
- Al Sackey, principal of Nathan Hale Middle School in Norwalk, and Andre Hauser, principal of Waterford High School, attended the NASSP Conference in mid March. Even after being hit with a snow storm, they made their best effort to visit our leaders on Capitol Hill to advocate for education and our state.
  
- Donna Schilke, assistant executive director for middle level programs and services, attended the NELMS conference in Rhode Island in early April.
  
- The Connecticut Middle Level Student Leadership Conference at Trinity College was a success again this year. Students were fortunate to hear from internationally acclaimed presenter Aric Jackson. Three hundred seventy-five students participated in team-building activities; responded to role playing situations; interacted with recognized student leaders from Connecticut high schools and universities; and shared leadership ideas and experiences with their peers. Another two hundred students were scheduled to attend the conference at Sacred Heart University, but the weather did not cooperate and it was cancelled.
  
- Approximately sixty students attended the Young Men of Color/Young Women of Color Leadership Conference held at Sage Park Middle School in Windsor. The keynote speaker was Omari Pearson, former high school, collegiate and professional hoops standout and current president of Passion to Purpose, LLC
  
- The 17th annual middle school arts conference entitled "Arts in the Middle" was held at the University of Hartford Art School on Wednesday, May 23rd. Over 275 students spent a full day developing their artistic abilities in hands-on workshops led by working artists. Thank you to the University of Hartford Art School for welcoming our young aspiring artists to their campus.
  
- The Middle Level Scholar-Leader Banquet was held on Monday, June 4th, 2018, at the Aqua-Turf Club. This year's speaker was Ms. Erin Stewart, mayor of New Britain. It was a wonderful evening and we were all gratified to shine the spotlight on our scholar leaders from around the state.

**THE CONNECTICUT ASSOCIATION OF SCHOOLS**  
The Sixty-Sixth Annual Meeting  
*June 2018*

2017-2018 Annual Report  
**HIGH SCHOOL BOARD OF CONTROL**  
*Submitted by Mike Foran, Chair*

**Redesigned SAT and PSAT:** For several years, the High School Board of Control has invited Alan Bernstein of the College Board to multiple workshops on the redesign of the SAT and PSAT to align with SBAC. The demand for workshops on this topic was so strong that the board branched out into offering workshops on related topics. This year's workshops included 6 sessions dealing with an SAT overview and the use of the PSAT at both the high and middle school levels. All sessions were well attended.

**New England Association of Schools and Colleges:** This year, we did not schedule our usual NEASC workshops. We will be scheduling sessions next year to reflect the continuing changes undertaken by the NEASC staff in preparation for the 2021 visitations. We intend to continue with last year's design which featured NEASC staff working collaboratively with a number of Connecticut principals who had recently led the accreditation process in their respective schools.

**Alternate High Schools' Community of Practice:** Following last year's successful convening by the CSDE of over ninety alternative education program administrators, the Center partnered with the CSDE to provide four opportunities throughout this school year for alternative education administrators to meet. Mike Foran from New Britain and Steve Strand from Waterbury were initial presenters on the power of a growth mindset in helping alternative education students to succeed. Subsequent meetings were conducted by CSDE staff members. Reaction from this group has been very positive as it is seen as an opportunity to network for the first time.

**High School Arts Awards Banquet:** On April 3, 2018, CAS, along with sponsors Fox 61, Jostens Awards and Horace Mann Insurance, honored 292 students from 146 member high schools at the 23rd Annual High School Arts Awards Banquet. This year's keynote speaker was Grammy-nominated musician Jimmy Greene who is also affiliated with WCSU School of Music.

**Governor's Scholars Program:** Over 120 high school students entered this year's competition for the title of Governor's Scholar. Students were selected based upon a written essay dealing with leadership, their placement in the top 5% of their junior class and their PSAT results. Horace Mann Insurance joined us as the program's sponsor this year. Twenty-two student recipients were honored at the 22nd Annual Governor's Scholars Luncheon on May 24, 2018.