A year ago I spoke to you about change and change. About the Perfect Storm of SBAC, Common Core an Teacher Eval/SEED. And here we are a year later....having SURVIVED the storm only to face NEW CHALLENGES of declining budgets, loss of teaching positions, and still most of the issues that are beyond our control.

As I reflected on these end of year words I realized the ONE issue we can count on in education is CHANGE. Change as growth, that is very good and truly needed for us to move forward and some change that is very difficult to accept and maneuver...but change either way.

I know that as school leaders, education leaders, we need to present change as positive ; and the importance of working through change together and in concert with others; and that we as leaders need to make our voices heard; perhaps these last few years more than ever before.

It became crystal clear to me that In the midst of all the change the one CONSTANT for me throughout all my years as an administrator has been CAS....CAS....Never wavering in its offer of support.

CAS has kept me informed and has given me clarity on so many of the issues we must deal with and are facing today.

CAS has given me the mentorship of colleagues; people I can trust to ask questions of, to run things by and to just talk through a challenging day.
CAS has taught me about **leadership**, what it takes to be a strong and fair leader and what it means to work collaboratively within a group; how to make **tough decisions** and hold **difficult conversations**.

CAS has offered me a means of **networking** that has given me statewide contacts and colleagues from cities to rural areas….a variety of perspectives….**all good**.

CAS has given me a **forum** to share my stories, to listen and learn from others; a place that gives all of us a **voice at the BIGGER TABLES around the state**.

And, perhaps most importantly, **CAS has given me friendships**; people who are important in my life; who have added something to my journey in education and whom I deeply admire and respect.

This has been a wonderful group to grow with, learn from, share with…and I hope each of you feels the same way…whether you are just becoming involved or a long time member of this wonderful organization.

We really cannot possibly follow our paths in a vacuum; it takes a **village** to raise strong education leaders as well as our children. We need the **resources we can gain from one another** through CAS and this will indeed make the journey a positive one filled with hope for each new day, inspiration to pass on to our teachers and help us keep our passion for education and leadership alive.

Thank you.