

MINUTES OF THE FIFTY-SEVENTH ANNUAL MEETING OF THE CONNECTICUT ASSOCIATION OF SCHOOLS

May 22, 2009

The Fifty-Seventh Annual Meeting of the Connecticut Association of Schools was held at the Connecticut Association of Schools' Central Office, Cheshire, CT on May 22, 2009. 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-Sixth Annual Meeting of the Connecticut Association of Schools, held on May 8, 2008 at the CAS Central Office in Cheshire, CT.

On a motion by Kit Bishop, seconded by Loraine Giannini, 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, 2008:

1. The Consolidated Statement of Financial Position as of June 30, 2008 was:

Total Assets	\$ 3,819,890.00
Total Liabilities	\$ 449,827.00
Total Net Assets	\$ 3,370,063.00
Change in Net Assets for the year ending June 30, 2008	\$ 247,316.00

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. Department of Education Institute for Learning Grant	\$ 88,000.00
Ct. Department of Education Executive Coaching Grant	\$165,000.00
University of Connecticut Administrator Preparation Program	\$260,234.00

The combination of these factors helped account for the favorable financial year for CAS.

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 you were to have dissolved on June 30, 2008 was \$1,843,298.00. This shows that the net worth of CAS grew by \$243,316.00 since June 30, 2007. This figure excludes consideration of the value of the property or endowment.
4. The CAS Foundation Account, which was established eleven years ago, has continued to grow. 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, 2008, the total net assets were \$1,595,049.

On a motion by Bill Barney, seconded by Don Macrino, the Treasurer's Report was accepted as presented.

PRESIDENT'S REPORT

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

"My message this morning is a direct one—the Connecticut Association of Schools is alive and well and thriving despite the economic times we are facing. Mike Savage will provide you with the details in his report later this morning, but overall CAS continues to serve its member schools and principals with a high level of quality. I believe this is due to one simple fact—we have a talented and committed staff supporting the mission of this organization. Kudos certainly are due to each member of our administrative team as well as the support staff who work tirelessly on our behalf.

"The visual image of getting the right people on the bus and in the right seats as provided by Jim Collins is an apt description of what

happens here at CAS. Having the opportunity to view the work of our staff “up close and personal” as this year’s president has certainly borne out my prior perceptions that a key element of our success as an organization is due to the work of the folks housed in this building. His usual modesty will cause him some discomfort at this moment, but I would be remiss if I did not single out our bus driver, Michael Savage, as being a primary force for the continual improvement of CAS.

“Lastly, our success is due to many of you seated here and others who could not join us this morning. Throughout its history, CAS has relied heavily upon the efforts of those school administrators willing to add onto their normal professional burdens by assuming key positions in the Association. 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 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:

“Approximately a year ago I read an article written by Jack Roberts, my counterpart at the Michigan high school association where he used an illustration from outer space to help explain recent events and the impact those events would have on the MHSAA. In a completely different context the illustration stayed with me because it described in a rather dramatic fashion significant changes occurring in our association, changes that are substantive and deliberate yet because they have been implemented in a delicate and tactful way perhaps not widely observed.

“In January of 2004, two mars rovers, spirit and opportunity, arrived on mars, and they’ve been exploring the Martian surface ever since. By the summer of 2007, one of the two rovers, - slow-moving, cosmic dune buggies - had a broken rear wheel. So NASA administrators instructed the vehicle’s camera to change the direction it was looking from forward to backward to see if the scientists could discover the problem. They sent the signal up to move the camera, eventually it was received, and slowly the camera changed its direction. And what the scientists discovered was the most exciting part of the mission until that time. They found that the rear wheel had been dragging through the Martian surface and, in doing so, dug a kind of trench that was exposing materials and formations that almost conclusively prove that mars had or perhaps still has water, which means mars either did or perhaps still does support life. By looking around in a different direction, scientists made their greatest discovery of the entire mission.

“Well, since about the same time as that was happening on Mars, your association leadership and staff were refocusing its cameras, reviewing its past and, from its analysis of those mental and historical images of past practices, focused on new and challenging work for the future. Our discovery since that time has provided us the excitement and energy to support in the future an even stronger and more vibrant enterprise than ever before in our 88 year history. We are - thanks to the leadership of our boards, and your talented staff, unquestionably going in a new, different and important direction. I believe our work has been dynamic, timely and meaningful.

“In particular, I am talking about:

- the type of work we are now doing through the principals’ center and its work with aspiring principals, the mentor-mentee program, and critical issues committee to mention just a few of their initiatives.
- the improved and more vibrant curriculum and training that is being offered through our direct work and involvement with the university of Connecticut’s administrators professional program, better known as UCAPP;
- the incredible work being performed by your staff with the assistance of highly respected retired principals and superintendents in the development, implementation and supervision of the executive coaching program that is now serving over 68 school districts in the state;
- the increased interest in the extraordinary work being done with CIAC activities, especially in the area of coaching education, and the CIAC program evaluation and assessment project; and,
- some impressive new student leadership activities that are beginning to take place for all of our member schools.

“By focusing on where we have been in the past we have paved a new direction for the future. A future which none of us anticipated just a few years ago and for which we need to be ever vigilant as we plan for the future. For example, it is amazing to me how, in all the hoopla and debate these days about the decline of education in the U.S., we ignore the most fundamental of its causes. Our students have changed radically. Today’s students are no longer the people our educational system was designed to teach. Today’s students have not just changed incrementally from those of the past. As Mark Prensky, an internationally acclaimed leader, speaker, writer and consultant on education and learning and who holds degrees from both Harvard and Yale states: “A really big discontinuity has taken place between teachers and today’s students. One might even call it a “singularity” - an event which changes things so fundamentally that there is absolutely no going back. This so-called “singularity” is the arrival and rapid dissemination of digital technology in the last decades of the 20th century.”

“Today’s students - K through college - represent the first generations to grow up with this new technology. They have spent their entire lives surrounded by using computers, video games, digital music players, video cams, cell phones, and all the other toys and tools of the digital age. Today’s average college grads have spent less than 5000 hours of their lives reading, but over 10,000 hours

playing video games and 20,000 hours watching TV. As you well know computer games, email, the internet, cell phones and instant messaging are integral parts of their lives. It is now clear that as a result of this ubiquitous environment today's students think and process information fundamentally differently from their predecessors. In fact, there is scientific evidence that our students' brains have physically changed- and are different from ours - as a result of how they grew up.

"So I have been thinking an awful lot these days about what all this means to the rest of us and how do we as educational leaders continuously respond to our changing times and the ways we need to prepare teachers who speak an outdated language (that of the pre-digital age) and who are struggling to teach a population that speaks an entirely new language. The amount of anxiety and frustration each of you must be facing has to be enormous when you face the realities of today's environment and the disconnect that exists between teacher and student.

"So this year my message is simple, sincere, and significant:

- I want my report to focus on you the real champions of education in this state.
- I want to thank each of you - in a big way - for giving of yourselves, not only for the great work you give to the association, but also for the great leadership you provide each and every day in your schools.
- I want to thank you for caring about your students and providing them the best education possible with the limited resources available to you.
- I want to thank you for always exhibiting a desire to improve, build morale, teach life lessons, reward, boost and assist your students in their lives.
- I want to thank you for your single-minded focus and drive that I know each of you possess which is so admired and appreciated by us.
- I want to thank you for caring as much as you do. It is because of you that you do make a difference in the lives of those in your charge."

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 further the cause of high school reform by communicating the work of the state Ad Hoc Committee and representing high school principals' responses.
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 the High School Educator of the Year recognition.
5. To continue the William Cielukowski 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 16 and 17 on NEAS&C accreditation that registered 65 participants from 14 different high schools. Over the last two years, CAS has provided 85 high schools with presentations and professional development programs on accreditation.
- For the second consecutive year, the board solicited nominations for and selected a recipient of the High School Educator of the Year Award. Over 20 nominations were received and considered with the four finalists having personal interviews.
- The board worked in conjunction with the CAS Legislative Committee to give testimony on the secondary school reform bill and the student free speech bill. CAS positions on both bills were placed in the record.
- CAS partnered with the Connecticut State Department of Education (CSDE) to develop guidelines for the in-school suspension requirement. Several high school principals met with the SDE task force that completed the guidelines.
- The board sponsored two afternoon sessions on November 20th and on February 25th on the new anti-bullying law. Attorney Tom Mooney discussed the requirements of the law and Jo Ann Freiberg of the state department of education presented ways for satisfying the law's emphasis on improving school climate.
- The Assistant Principals' Committee, chaired by Andre Hauser of Coginchaug High School, sponsored the 31st Annual Assistant Principals Conference. It was held on October 22nd with over 100 assistant principals attending. It was coordinated with the October 20th CAS Fall Conference on Secondary School Reform.
- The Board reviewed nominations for the William Cielukowski Award for first year principals and selected Carol Birks of Harding High School in Bridgeport as the recipient. She was presented her award at a reception in Bridgeport in February.
- CAS now handles 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.

Depending on the increase in new members this year, CAS will receive an additional \$3600 to \$6300 from NASSP as a result of this membership initiative.

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 CAS delegation to the **NELMS New England Symposium** is continuing the important work begun last year. After reviewing Commissioner McQuillan's report on secondary educational reform, and recognizing that Governor Rell has indicated that there will be no funding for the reform, the Connecticut delegation brainstormed various ways to keep the reform momentum going forward. Among the ideas discussed were involving schools in the implementation of best practices in the current economic climate; insuring an inclusive audience of educators, legislators, parents and the public in discussion of reform; establishing forums at various schools around the state; disseminating the CAS position paper, "Talking Points," which supports the reform agenda; establishing cohort "study groups" that bring together neighboring communities including diverse districts; highlighting existing practices that are already happening in middle schools across the state and nation; and, most importantly, recognizing that funding is not necessary for every aspect of the reform package. Upon returning from the symposium, the committee has met to continue the logistical planning of the cohort study groups. The goals and materials to be used as well as the format for the study groups are in the planning stage. Specific reform topics such as student success plans, advisories, transition programs, flexible scheduling, capstone projects, professional development and model curricula will set the framework for the agendas. Leadership facilitators will come from both middle and high school level practitioners. The culminating activity of each cohort/study group would be to develop an action plan for its own respective school districts.

■ **Middle Level Leadership Conference** – Over 400 students attended the annual Middle Level Leadership Conference at Quinnipiac University in January. Students attended a variety of workshops run by teachers, counselors, and students from around the state. The conference ended with a session held by school advisors where students and advisors brainstormed ideas on how to apply the lessons of the conference to their own schools. Two sessions were also held for advisors, including a roundtable to share ideas and issues common to all schools. A survey of students and advisors at the conclusion of the conference resulted in an overwhelmingly positive response.

■ The Honors and Awards Committee selected **Canton Middle School** as the *2008-2009 Middle School of the Year*. Among the reasons it was selected are: students consistently score at or near the top of their educational reference group in the Connecticut Mastery Tests, especially in the area of writing. There is a culture that promotes parent and faculty leadership in curriculum and instruction, school improvement and policy development. Students are active in promoting a climate of acceptance for all students regardless of their varied talents and skills, especially through the "Tolerance, Respect, Acceptance Kindness" (TRAK) program. Finally, literacy across the disciplines ensures that all students have the necessary reading, writing and speaking skill to be successful in all subjects.

■ The Committee honored Hamden Middle School teacher **Diane Marinaro** as *Middle Level Exemplary Educator of the Year*. A twenty-year veteran social studies teacher, Diane has taught every level of learner and challenges her students with innovative strategies and culturally responsive teaching and learning. Diane is a highly prized colleague who shares her considerable abilities through co-teaching with special education teachers and reading specialists and as a leader in the HMS initiative for the National Urban Alliance.

■ **Susan Homrok** from the Henry James Memorial Middle School in Simsbury was named as the *William Cieslukowski Outstanding First Year Principal*. Among her first year initiatives were the creation of a new school mission statement; strengthening teacher leadership structures; revising curriculum, assessment and instructional practices; and creating new opportunities for engagement of all aspects of the Henry James community.

■ **Middle Level Survey**

The CAS Middle Level Board of Control and the Center for Early Adolescent Educators Advisory Board created a survey to ascertain the degree to which member school principals, assistant principals, teacher leaders and central office administrators value each of the middle level services provided by CAS. The fifty-item survey covers middle level student services, professional development, advocacy, recognition programs and other services. The resulting data will help CAS to better serve its membership in the future.

■ **"Arts in the Middle"** is grateful to the Horace Mann Insurance Group for becoming a corporate partner. Its support will ensure financial stability for the program and allow the artistic offerings to expand. New workshops this year will include Native American weaving, printmaking and "Stuck On You" duct tape art.

■ **Sage Park Middle School** was the recipient of the *Arthur Director Leadership Award* in part for its work in the Best Buddies Program, which promotes accepting differences and helping others; the Homework Club, which pairs older and younger students in learning strategies to be successful in specific subjects; and the Very Important Person (V.I.P.) program which extends a positive school climate to the cafeteria, halls, buses, athletic fields and neighborhoods.

■ The **Middle Level Professional Studies Committee** has been involved in several initiatives during the 2008-2009 school year. The first has been a concerted effort to increase membership on the committee due to the nature of its work regarding exemplary practices. Committee members have reviewed and visited two new applicant schools, as well as six schools for re-certification purposes. Schools have applied for recognition as an exemplary practices school in the areas of "school climate" and or "teaming practices." The balance of the committee's time has been devoted to developing a rubric for use in establishing an exemplary practice in the area of "curriculum, instruction and assessment." This activity has provided a rich source of discussion for committee members and an

activity which requires reflection on their own schools in the light of best practice. The self-assessment process that is part of an exemplary practice program is a great way to promote school self reflection and foster school improvement.

ELEMENTARY BOARD OF CONTROL REPORT

Renata Lantos, principal of Bielefield School in Middletown and chair of the Elementary Board of Control, prepared the following report.

The 2008-2009 school year continued to be a year of expanding programs and services 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, and the CSDE working together in sponsoring several workshops and conferences. In December, in response to recent legislation, sessions were held on the topics of *in-school suspension*, *bullying*, and *secondary school redesign* as well as *21st century skills*. The programs were well attended by teams of principals, teachers, and consultants. In the fall, CAS and CSDE sponsored a conference on secondary reform and its impact at all levels. Exemplars from other schools already implementing changes were presented. In addition, the CAS Legislative Committee, represented by Dennis Carrithers, continued to provide the elementary board with regular updates about current legislation. The committee monitored the resolution to keep ECS funding intact while minimizing the effects of other reductions on items deemed essential to district operations and staffing, particularly in our priority school districts. In addition, the committee monitored secondary school redesign, in-school suspension, and bullying legislation, while providing informational forums for CAS member schools.

CAS, EASTCONN, and CSDE will jointly sponsor the “*Fourth Annual Public School Data Showcase*” at the Holiday Inn in Waterbury on May 13th. This event will include keynote speaker Dr. Nancy Love. Participants will be able to select from 6 sessions during the event. 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 2008 - 2009

The Elementary Board of Control (Chaired by Renata Lantos, Principal, Bielefield School, Middletown)- 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 Portland, Maine 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 Hyannis, Massachusetts will host this annual meeting. A delegation from CAS attended the summer leadership conference in Washington, D.C. The board also coordinated a large CT delegation to the NAESP convention in New Orleans, LA where 18 principals from Connecticut met for a special dinner at Tommy’s Cuisine in New Orleans. 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, administrators, and schools.

ELEMENTARY COMMITTEES 2008-2009

■ **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. An informational session was held about *Kids Marathon*, a life-changing fitness program for elementary students, using a holistic approach. The program was first piloted in Center School in Litchfield with noteworthy results. Several elementary schools have agreed to pilot the program, which will culminate in June with a run and awards ceremony at Southington High School. The Exemplary School Climate Award has been implemented, with four schools applying and receiving exemplary climate status. Two additional schools currently are being visited to determine qualifications. This year awards were presented to Jonathan Trumbull Primary School in Watertown, Frenchtown School in Trumbull, Elmer Thienes- Mary Hall School in Marlborough, and John Lyman School in Middlefield. RoseAnne O’Brien-Vojtek is to be recognized for her efforts on behalf of the professional studies committee.

■ **Elementary Leadership Conference Committee** (Co-chaired by Jean Barbaro, Teacher, Anna Reynolds School, Newington; and Lauren Elias, Principal, Tinker School, Waterbury)- Connecticut students in grades four and five were invited to attend either of two 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. Attendance at both conferences was higher than usual and over 200 parents of student attendees attended a parent workshop on leadership.

■ **Environmental Science Conference Committee** (Chaired by Jay Brennan, Principal, Paul Chatfield School, Seymour; and Susan McNamara, Executive Director of the Long Island Sound Foundation). This committee organizes the annual environmental science conference for elementary school students throughout the state. This year's conference was again sponsored by the Long Island Sound Foundation and **ee-smarts**, a division of United Illuminating. It was held at Wesleyan University in March. For the sixth consecutive year, Marine Science Day will be held at the University of Connecticut at Avery Point, Groton. This year the conference has expanded to a second site - the CT River Museum, Essex - so more students can participate in this very worthwhile educational opportunity.

■ **CAS Arts Committee** (Co-chaired by Maureen Berescik, Director of Arts, Bethel Public Schools; and Laura Ferrante Fernandes, Assistant Principal, Masuk High School, Monroe) –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 ninth 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 seventh 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 2009. 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. Marcia Elliott, principal of West Stafford Elementary School was selected as Connecticut's 2009 NDP.

■ **Volunteer/Parent Recognition Awards Committee** – This committee plans the annual Parent Volunteer Recognition Banquet and, this year, collaborated for the first time 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. Gina Vance is to be acknowledged for her outreach to the middle level, which resulted in a successful collaboration on the volunteer recognition banquet.

■ **Secretaries Conference-** The Third Annual Secretaries Conference, including K-12 and central office personnel, was held on April 23rd at Water's Edge Resort in Westbrook, where over 160 secretaries were in attendance.

ELEMENTARY ACTIVITIES 2008-09

■ **The Annual Elementary Program Recognition Banquet** – This event was held in November. CAS recognized exemplary school programs as well as the school of the year and the exemplary educator award winner. This was a positive way for schools to begin the school year.

■ **Parent Volunteer Recognition Banquet** - This most successful seventh-year program was co-chaired Gina Vance, Assistant Principal, Gideon Welles School, Glastonbury. The program was for the first time a collaboration 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, with over 500 guests representing over 60 schools present.

■ **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.

■ **Elementary School Blood Drive 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.

■ **Getting Retired Principals to Remain Active in CAS** – Many retired principals have become involved in the CAS mentor/mentee program and have been trained as executive coaches.

■ **Urban Leaders** — Through our mentor/mentee program and through membership on our committees, we will continue our efforts to involve more urban leaders. The Urban School Committee is in the process of establishing goals for next fall to address their members' specific needs through workshops and networking initiatives.

■ **Increasing CAS and NEASP Membership**– Regina Birdsell, Kit Bishop and RoseAnne O'Brien-Vojtek are overseeing this effort and are encouraging our new administrators to become members at the local and national levels. Rosie presented information on membership in CAS and NAESP to the new elementary administrators who were participating in the mentor/mentee program. Most of those administrators were from districts which were already CAS members. Kit and Rosie have led the charge in our increased efforts to encourage more principals to join NAESP and to pay their membership dues through CAS. CAS has taken direct charge of all NAESP renewals and new member applications for Connecticut elementary principals. Through this effort, CAS will receive a small percentage of the dues. Last July at the NAESP state leaders conference, CAS was recognized for the increase in its NAESP membership. RoseAnne O'Brien-Vojtek continues to represent us well as NAESP state representative; and Vicki Reed has represented us with federal relations.

■ **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, East Haddam, 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 Board of Control met three times during the 2008-09 academic year, fulfilling its mission of meeting the expanding and evolving needs of non-athletic student activities. 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 schools/communities. The following is a brief summary of CSAC initiatives and standard committee reports for 08-09.

■ **Student Leadership Conferences** - The Connecticut Association of Student Councils sponsored five half-day workshops in addition to the popular overnight conference at Wesleyan University in March. The half-day workshops were planned in conjunction with the Berkshire, Southwest, Eastern, Naugatuck and Central Athletic Leagues. Lewis Mills, Masuk, Manchester, Griswold and Holy Cross hosted the programs that featured amazing speakers and break-outs that explored the themes of 21st century skills. More than 900 student leaders participated in these workshops – an all time record! A summer leadership camp opportunity with specific activities linked to 21st century skills is planned for Connecticut high school student leaders at Nichols College, MA, in July. CAS also hosted an advisors workshop on October 1st that provided advisors with a toolkit of ideas and strategies to jumpstart their programs for the new academic year. 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 CASC Director Sarah Jones. It is also anticipated that the goals and objectives of the CIAC Sportsmanship Committee, chaired by Karissa Neihoff, will be tied to future leadership conferences offered next year.

■ **RSVP** - On November 19th, Bolton High School sponsored an RSVP workshop for CAS member schools. RSVP stands for Raising Student Voice and Participation, a leadership program endorsed by the National Association of Secondary School Principals. The number one goal of RSVP is to increase student involvement in the key decisions that really matter to students. RSVP asks students what they care about; what actions need to be taken in cooperation with the school faculty; and how might action plans be implemented for positive change. Ten high schools – fifty participants – were trained by Karen Cordero, student council advisor, in this exciting civic-minded program.

■ **Geno's Cancer Team** - The CSAC Board hosted Hall of Fame Women's Basketball Coach Geno Auriemma at a press conference on November 17th. Coach Auriemma and his Cancer Team were placed on the approved list of student activities that morning before a large crowd of dignitaries and member school groups who have been doing charitable activities in the area of cancer awareness. The audience heard moving stories from elementary, middle and high school students who, through student activities, have reached out to raise funds and spread the message of caring for others. Auriemma noted, "One of the reasons why I like this collaboration is that it is not about you personally winning the game or your team beating another team. It is a lot bigger than that." Many schools followed Auriemma's lead and undertook philanthropic student activities this year to promote service and charitable contributions to their schools/communities.

■ **Dance Championships** - The 3rd state dance championship was held at Branford High School on February 28th. A record number of teams – 41 – entered the event witnessed by a standing room only crowd. Teams were crowned champs in the hip hop, jazz and pom categories. Most impressive was the display of sportsmanship and cheering by all the teams for one another.

■ **Cheerleading** - Kudos to the Cheerleading Committee, chaired by Jackie Sullivan, for another outstanding year of regional competitions leading up to the states at the New Haven Athletic Center on March 13 and 14. 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.

■ **Debate** - Under the direction of newly appointed chair Jeremy White, Social Studies teacher at Stamford High School, the Connecticut Debate Association had a busy year. Six regional extemporaneous debates were held in 2008-09 leading up to the state championships at Amity High School on March 28th. A spring workshop is planned in an effort to recruit interested schools to get on board with this "higher order thinking skill" activity!

■ **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 an opportunity to recognize their top student activities. The board plans to make on-site presentations to elementary, middle and high schools who are selected for their significant contributions through 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 the Commissioner of Education. Their projects this year included examining ways students could provide feedback to teachers for improvement of instruction and testifying on state legislation to have

at least one student representative on each board of education. They also selected the recipients of the Challenge to Citizenship Awards that are an annual recognition of high school and middle schools community service projects.

■ **The Governor's Scholars Committee** - Chaired by Laura Ferrante-Fernandes, assistant principal of Masuk High School, the committee annually designates Connecticut's finest junior year students as *Governor's Scholars*. Formed thirteen years ago at the urging of then Commissioner of Education Ted Sergi, the program has been sponsored for the past eight years by Big Y World Class Markets. Each honoree 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 of Masuk High School, this committee annually plans the high school arts banquet recognizing two outstanding arts students from each high school. One hundred thirty four high schools were represented at this year's banquet. Since its inception fourteen years ago, the program has been sponsored by the Westfield Corporation. Josten's joined the program this year as a co-sponsor. The three Westfield centers will provide student artists and performers the opportunity to share their work; and three students will be selected for the *Bruce Eagleson Memorial Scholarship Awards* based on voting by visitors at the centers. One \$1000 and two \$500 scholarships will be awarded.

■ **The Connecticut Association of National Honor Societies** - Under the direction of executive director Don Gates, CANHS was awarded the prestigious *Ardis Kyker Service Award* at the National Conference of Honor Societies this fall. The award recognized the CANHS service project which featured the preparation of 500 gift packs for Connecticut veterans living at or receiving services from the Rocky Hill Veterans Home. The project was designed to promote community service and encourage giving back to people who put their lives on the line for our country. On May 28th, CANHS will host its spring conference with the theme of "Generation To Generation," a planned connection of NHS students with senior citizens in another creative service project.

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 ACTIVITY 2008-2009

- The CIAC board approved a \$1.00 increase in ticket prices for the 2009-2010 school year. The increase will help to offset an anticipated shortfall resulting from lost sponsorships and reduced grant subsidies.
- The CIAC staff surveyed principals, athletic directors, and superintendents to determine interest in expanding the football playoff structure. The board decided to take no action on proposals for a revised format for the 2009 football season.
- The CIAC board voted to revise the transfer rule for those student athletes transferring to a school of choice. The proposed change in the CIAC bylaws will be brought before the membership at our annual meeting.
- The CIAC board added a representative from the Connecticut Athletic Trainers Association (CATA) to serve on the board of control as a consultant.
- A physician affiliated with the UCONN women's program and UCONN Medical Center has been made available to provide advice and assistance to the CIAC and act as a liaison with the Connecticut State Medical Society Committee on Sports Medicine.
- In September 2008, the CIAC received a proposal from the Mohegan Sun to host the CIAC High School Basketball Championships at its arena. After negotiations with CIAC staff, the board of control approved a contract with Mohegan Sun and both the boys' and girls' championship games were held at the Mohegan Sun Arena. The entire event was an overwhelming success.
- In September, the CIAC entered into an agreement with the Michaels Jewelers Foundation to own and manage the Michaels Jewelers Recognition programs for high school and Unified Sports®.
- In response to a request to amend our policy on home-schooled students, the CIAC board continued to maintain its long-established policy which prohibits home-schooled students from participating in CIAC sports.
- The CIAC board endorsed a letter requesting school principals and athletic directors to educate their coaches on the ethics of criticizing officials in the press.
- The CIAC Fall Sports Tournament Income Report showed positive results, even in light of the current economic climate. The net result was a \$32,000 gain for CIAC.

UNFINISHED BUSINESS

- The board needs to continue to address the goals which were put forward at the beginning of the 2008-2009 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.
- To discuss implementation of eligibility rules quiz for student athletes.
- To continue discussion of possible changes in the football playoff format to expand greater participation in post season tournaments.

APPRECIATION

Thanks to the CIAC staff for the leadership, guidance and support they provide to all of the student athletes of Connecticut.

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. Mike Buckley, associate executive director of CAS, is the director of the Center. The Center is served by an advisory board 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.

■ Aspirant Committee – Gene Horrigan, Chair

- Sixty-four aspiring administrators completed a two-day residential program in October at the Heritage in Southbury, the eighth time this event has been offered. Despite the popularity of the conference and favorable evaluations, the event will not be able to be sustained because of its cost.
- A third “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. In three years, thirteen of the thirty-nine participants have been appointed to leadership positions.
- 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 130 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 Committee

- 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 administrators' 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 fourth year experience with UCAPP, the Center successfully *managed* eight cohorts with a total of 91 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.
- Placement rates for UCAPP graduates remain the highest of the seven principal preparation programs in the state. Within five years of graduation, approximately three out of four graduates are working in school or district leadership positions. A Stanford University study, co-authored by Linda Darling-Hammond, listed UCAPP as one of the top eight leadership development programs in the nation.

■ Mentor-Mentee Committee – Dale Bernardoni, Chair

- One hundred and thirty-five new administrators (and an equivalent number of mentors) enrolled in the programs offered this year. The Tier I series covered orientation activities for mentors and mentees, networking, and building human capacity. Programs for Tier I (year one participants) included sessions on *navigating the culture of a new school while planting the seeds for change*; *avoiding the legal landmines that ensnare new administrators*; *what you need to know about the effective supervision of staff (that they didn't teach you in graduate school)*; and *CT's framework for SRBI and how to make it work*.
- A Tier II sequence of activities was sustained for year two participants. Topics in the Tier II sequence included *working with difficult people and dealing more effectively with confrontation and conflict*; *media and good public relations*; *special education issues for administrators*; *creating climates of respect*; and *CT's framework for SRBI and how to make it work*.
- 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. The new administrator induction academies developed by the three partners – *Leading Change . . . And Getting Everyone on Board* and *Classroom Data...Feedback, Follow-Up and Follow-Through* – were picked up by the CSDE and placed under the Connecticut Accountability for Learning Initiative (CALI) umbrella. Both were offered twice during the year. A third academy – *Getting the Climate Right so All Students Can Achieve* – was also developed and offered once.
- While the professional development offered to both Tier I and Tier II participants was well-received, 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

- As a result of the collaboration with both CSDE and the State Education Resource Center (SERC) in the design and implementation of a Principals' Summer Institute, the event “sold out” from 2005 through 2008. Indeed, the 2008 institute, featuring Richard Lemons and Deborah Helsing, turned away over forty people.
- Unfortunately, the CSDE has had to withdraw \$45,000 of the \$55,000 they had budgeted for the institute. In order to avoid losing the institute this year, the Center took the following steps:
 - reduced the institute from two nights and two days to one night and two days, eliminating the previous evening registration, dinner, and program;
 - took over from SERC program, publicity, registration, and on-site facilitation of the institute; and,
 - reduced presenters' fees by half.
- This year's institute, scheduled for June 30 – July 1 at the Heritage in Southbury, will “break even” if we again “sell out,” a realistic possibility given presenters Kati Haycock (president of the Education Trust); Kim Marshall (of *Marshall Memo* fame); and Lol Fearon, CSDE consultant. Themed *When principals can't do it all, what should they be doing to raise achievement and close gaps?*, the institute will focus on leadership lessons from schools on the performance frontier and on leveraging assessment, supervision, and evaluation to improve teaching and learning.

■ Critical Issues Committee – Michael Galluzzo, Chair

- Two years ago the committee conducted a survey of member school leaders to determine what issues were perceived to be critical and worthy of examination. Given that demands on school leaders are enormous and complex and that the school principalship has become one of the most difficult management jobs in the United States, redefining and restructuring the principalship emerged as the most critical issue for review. University of Connecticut Professor Emeritus Mark Shibles agreed to help facilitate the project and a research project was designed around the following questions:
 - Which core characteristics of job design and combination thereof are reported to be most related to the attractiveness/unattractiveness of the position?
 - How does the work context of the position of principal relate to the job's attractiveness/unattractiveness?
 - What job characteristics and facets relating to work itself are most important and which are currently lacking?
 - Which factors such as independence in work job structure, doing meaningful work, exercising responsibility, achievement,

recognition and hours of work are in need of change?

- What specifically should be changed about the current job design of the principalship that would make the job more attractive and doable?
- Last May and June, forty principals drawn equally from urban and exurban settings participated in structured interviews. Data from these interviews was categorized, analyzed, and translated into a preliminary report. The committee identified a number of possible outcomes including the publication of a monograph with recommendations for restructuring for interested schools and districts, the sharing of results at conferences (CAS, CAPSS, CABE), and the implementation of recommendations for restructuring in an identified school and district. It is the latter that is of the most interest to the committee and, toward this end, Dr. Shibles is investigating possible sources of support for interested schools and districts. The Connecticut Commissioner of Education has been briefed on the report and has indicated an interest in connecting it to the new national standards for school administrators coming out in 2009.
- The committee, building on its prior year involvement in reacting to and shaping the commissioner's secondary reform proposals, is also continuing its focus on 21st century skills.

■ The Principal and Technology Committee – Robert Hale, Chair

- The committee continued to focus on the development and presentation of workshops designed to both improve the efficiency and productivity of school leaders and to enhance teaching and learning through the infusion of technology. The Intel Teach to the Future Leadership Forum was presented in October, an outgrowth of the certification training the committee offered to school and district leaders the previous year. A Principals' Center Technology Skill-Building Series was organized for the spring semester. While the January (RSS Technology) and February (Classroom Blogs) programs were conducted, the remainder of the series was cancelled due to low subscriptions.
- As part of its year-long review of the structure and functioning of the Principals' Center, the board of control has asked whether the technology strand is still viable. It is not that the members question the necessity for school leaders to be technologically literate, or the value of technology as an enhancement of the teaching and learning process; rather, it is an awareness of the resources professional development providers such as SERC and the RESCs "bring to the table" and a questioning of whether the Center should continue to allocate its increasingly scarce resources. The committee will meet before the end of this year to formulate its recommendation to the board.

■ Other Activities of Note

- The Center this year continued its involvement in both shaping and advancing the state board of education's secondary reform plan. Both the fall CAS conference and the assistant principals conference were organized to "roll out" the plan and build support for its components. Keynotes included Commissioner McQuillan; Education Trust President Kati Haycock; CSUS Chancellor David Carter; NASSP Executive Director Gerald Tirozzi; and Hartford Superintendent Stephen Adamowski. Breakout sessions highlighted CT school examples of many of the "best practices" required by the plan. While the current economic downturn has delayed legislative action, the Center, through its divisions and committees, is determined to advance the reform agenda regardless. The middle level division has shared with and received the endorsement of the Principals' Center Board of Control for a regional networking initiative that promises to go a long way to accomplishing this.
- The 3rd Annual Connecticut Public School Data Showcase on May 13 and 14 attracted over 500 participants each day. They were inspired by keynoters Brian McNulty and Jane Bluestein, selected from a menu of breakout sessions, and viewed an incredible 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.
- The Center again sponsored a session of *The Breakthrough Coach* (TBC), demonstrating with forty 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 eight sessions with over 280 teams participating. A ninth session is scheduled for November 5 and 6.
- The Center again offered its popular five session series on teacher evaluation. The series this year featured Attorney Thomas Mooney (again) and University of Connecticut Professor Richard Lemons (first time) and again was over-subscribed. Evaluations were so positive that the same presenters will do the series next year.
- 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. The Center also secured funding to support a fourth Principal Shadowing Program (PSP) and a delegation drawn from the 100 plus Connecticut schools with established partnerships visited Shandong Province in April. The Center will pursue funding for a similar PSP experience during the next school year. One significant area of concern relates to funding for the Center. Since its inception, the professional development activities of the Center have been partially subsidized by an Institute for Teaching and Learning (ITL) Grant from the CSDE. These funds annually make-up more than fifty percent of the Center's income. As a result of the tight economy and the state imposed reductions in the budget of the CSDE, the ITL funds have been withdrawn for next year. Coupled with the above mentioned loss of CSDE support for the Principals' Summer Institute, the anticipated drop in income for next year is at least \$135,000. Clearly the Center will not be able to carry on as usual. While committees and the Principals' Center board have not yet finalized all of the changes, the following results can be anticipated:
 - reduction in the scope of the mentor—mentee program (from two years to one, and with some changes in the professional development activities);
 - change in the format for the CAS Annual Fall Conference and Annual Assistant Principals Conference;
 - change in the format for the Principals' Summer Institute (already implemented for the June '09 event);

- elimination of the Fall Aspiring Administrators Conference;
- increased fees for some professional development activities; and,
- increase in the number of “mini-conferences” around specific topics and networking events.

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 School and District Improvement Bureau staff Susan Kennedy (chief), Nancy Cappello, Jo Ann Freiberg, Robert Pitocco, Meghan Martins, and Lol Fearon; Professor Barry Sheckley and Michele Femc-Bagwell, Educational Leadership Department, UCONN’s Neag School of Education; Attorneys Thomas Mooney and Susan Freedman of the Neag School of Education and Shipman and Goodwin; CAS administrative assistant Erin Guarino, CAS Executive Director Michael Savage, CAS Assistant Executive Director Dennis Carrithers, and Center Director Mike Buckley.

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:

- Jay Brennan, Paul E. Chatfield School, Seymour, CAS Board of Directors: 2006-2009
- Michael Galluzzo, East Farms School, Farmington, CAS Board of Directors: 2004-2009
- Harry Gagliardi, Anna Lopresti School, Seymour, CAS Board of Directors: 2005-2009
- Gene Blain, Windham High School, CIAC Board: 2002-2009, Eligibility Committee Chair: 2008-2009
- Joseph Bacewicz, Tolland High School, High School Board of Control: 2004-2009
- Francis Kennedy, Stafford High School, High School Board of Control: 2005-2009
- David Russell, John Winthrop Middle School, Middle Level Board of Control: 2005-2009
- Renata Lantos, Bielefield School, Middletown, Elementary Board of Control: 2005-2009, Chair: 2007-2009
- Jay Brennan, Paul E. Chatfield School, Seymour, Elementary Board of Control: 2005-2009, Vice Chair: 2007-2009
- Victoria Reed, Highland School, Wallingford, Elementary Board of Control: 2005-2009
- Linda Cahill, Green Acres Elementary School, North Haven, Elementary Board of Control: 2005-2009
- Loraine Giannini, Elmer Thienes-Mary Hall School, Marlborough, Elementary Board of Control: 2005-2009
- Kirk Murad, Principal, Windham Technical High School, CSAC Board of Control: 2005-2009
- Altressa Cox-Blackwell, Hazardville Memorial, Enfield, CSAC Board of Control: 2005-2009

NEW BUSINESS

Proposed Changes to the CAS Constitution: There were no proposed changes presented to the membership this year.

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 2009-2010 year.

REPORT OF THE CAS NOMINATING COMMITTEE: 2009-2010

CAS BOARD OF DIRECTORS

Officers

		First Elected	Term Length	Term Expires	2009 Action
President	V. Everett Lyons, Bristol Eastern High School	2004	1 year	2009	Re-elect
President-Elect	Katharine Bishop, Daisy Ingraham School, Westbrook	A 2006	1 year	2009	Re-elect
Vice President (High)	Donald Macrino, Waterford High School	2007	1 year	2009	Re-elect
Vice President (Middle)	David Russell, John Winthrop M.S., Deep River	2007	1 year	2009	Re-elect
Vice President (Elementary)	Loraine Giannini, Elmer Thienes-Mary Hall, Marlborough	2007	1 year	2009	Re-elect
Secretary/Treasurer	Janet Garagliano, Jonathan Law H.S., Milford	2004	3x2 yrs.	2010	N/A
Past President	Mike Rafferty, Old Saybrook Middle School	2002	<i>until succeeded</i>		N/A

Class Representatives

<u>Class L (I)</u>	Gary Highsmith, Hamden High School	2008	2 years	2010	N/A
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Class M (1)	Donna Hayward, Suffield High School	A 2008	2 years	2010	N/A
Class S (1)	Fran Kennedy, Stafford High School	A* 2006	2 years	2009	Re-elect
Middle Level (2)	Donna Schilke, Smith Middle School, Glastonbury	* 2007	2 years	2010	N/A
	Paul Osypuk, Granby Memorial Middle School	A 2005	2 years	2009	Re-elect
Elementary(5)	RoseAnne O'Brien-Vojtek, Ivy Drive School, Bristol	* 2009	2 years	2010	Elect
	Gail Dahling-Hench, Pine Grove School, Avon	2009	2 years	2011	Elect
	Christopher Pomroy, Center School, Old Lyme	2009	2 years	2011	Elect
	Kathryn Walsh, Preston Veterans Memorial School, Preston	2009	2 years	2011	Elect
	Jordan Grossman, Canton Intermediate School	2008	2 years	2010	N/A
Asst. Principal	Joanne Brogis, Torrington Middle School	2007	2 years	2009	Re-elect

CIAC BOARD OF CONTROL

Officers

Chair	George Synnott, Berlin High School		2002	2 years	2010	N/A
Vice Chair	Robert Hale, Westbrook High School	}	All appointed by and serve at the pleasure of the Board 1998			
Secretary	Steve Wysowski, Coginchaug H.S., Durham	}				
Treasurer	Paul Newton, Enrico Fermi High School, Enfield	}				
Past Chair	William Barney, Morgan School, Clinton					

Class Representatives

Class L	Matt Dunbar, Glastonbury High School	2006	2 years	2010	N/A
	Greg Shugrue, New Milford High School	* 2008	2 years	2009	Re-elect
Class M	Karissa Niehoff, Lewis Mills H.S., Burlington**	* 2006	2 years	2009	Re-elect
	Jeffrey Mathieu, Bacon Academy, Colchester**	* 2004	2 years	2010	N/A
Class S	James Wenker, Thomaston High School**	* 2007	2 years	2010	N/A
	Andrea Lavery, Portland High School	A* 2008	2 years	2009	Elect
AP At-large	Jackie Sullivan, Norwich Free Academy**	2004	2 years	2010	N/A

Eligibility Committee

Chair/Class M	Joseph Bacewicz, Tolland High School	2005	3x2 yrs.	2009	Elect
L	Robert Tremaglio, Trumbull High School	2008	3x2 yrs.	2010	N/A
S	Kirk Murad, Windham Technical School	* 2006	3x2 yrs.	2009	Re-elect
At-large	Margaret Williamson, Northwest Catholic H.S., West Hartford	* 2008	3x2 yrs.	2009	Re-elect
	Daniel Sullivan, New London High School	* 2007	3x2 yrs.	2010	N/A
	Rick Misenti, Guilford High School	2009	3x2 yrs.	2011	Elect
AP At-large	Eric Baim, Rockville High School	A 2008	3x2 yrs.	2010	N/A

HIGH SCHOOL BOARD OF CONTROL

Chair	Jeffrey Mathieu, Bacon Academy, Colchester (first appointed chair in 2006)	2003	2 years	2010	N/A
Class L	Timothy Canty, Wilton High School	* 2007	2 years	2010	N/A
	Donald Slater, Hall High School, West Hartford	2008	2 years	2010	N/A
Class M	Barbara Britton, Daniel Hand H.S., Madison	* 2006	2 years	2009	Re-elect
	Susan McKernan, Ansonia High School	2009	2 years	2011	Elect
Class S	Melissa Bavaro-Grande, East Granby High School	2009	2 years	2011	Elect
	Jan Guarino-Rhone, Lyme-Old Lyme High School	2006	2 years	2010	N/A
Asst. Principal	Deirdra Preis, Fairfield Warde High School	A 2008	2 years	2010	N/A
	Andre Hauser, Coginchaug Regional High School	A* 2008	2 years	2009	Elect

MIDDLE LEVEL BOARD OF CONTROL

Chair	Joseph Scheideler, Canton Middle School (first appointed chair in 2006*)	2005	2 years	2009	Re-elect
Vice Chair	Jeffrey Cryan, Mansfield Middle School (first appointed vice chair in 2009*)	2005	2 years	2010	Elect
	Sally Biggs, Hartford Magnet Middle School	2008	2 years	2010	N/A
	Richard Dellinger, Amity Regional Middle School, Bethany	2006	2 years	2010	N/A
	Susan Homrock, Henry James Memorial M.S., Simsbury	* 2006	2 years	2009	Re-elect
	Paul Cavaliere, Jr., Sage Park M.S., Windsor	A* 2006	2 years	2009	Re-elect
	Anthony Carrano, AP, Lyme-Old Lyme Middle School	A 2007	2 years	2009	Re-elect
	Linda Anania, AP, East Lyme Middle School	2007	2 years	2009	Re-elect
	James O'Connor, Hamden Middle School	* 2009	2 years	2010	Elect
	Kelly Lyman, Irving Robbins M.S., Farmington	2009	2 years	2011	Elect
Past Chair	none			indefinite	N/A

ELEMENTARY BOARD OF CONTROL

Chair	Lauren Elias, Tinker School, Waterbury (<i>first appointed chair in 2009</i>)	2008	2 years	2011	Elect
Vice Chair	Jeff Newton, Charles E. Murphy School, Oakdale (<i>first appointed vice chair in 2009</i>)	2007	2 years	2011	Elect
	Jordan Grossman, Canton Intermediate School	* 2007	2 year	2010	N/A
	Karen Fitzsimmons, Memorial Elementary School, East Hampton	* 2009	2 years	2010	Elect
	Norma Fisher-Doiron, Southeast Elementary School, Mansfield	2009	2 years	2011	Elect
	Christopher Pomroy, Center School, Old Lyme	2008	2 years	2010	N/A
	Elizabeth Catarius, Emerson-Williams, Wethersfield	*2007	2 years	2010	N/A
	Gail Dahling-Hench, Pine Grove School, Avon	2006	2 year	2010	N/A
	Dale Bernardoni, McKinley School, Fairfield	* 2005	2 years	2010	N/A
At Large Rep	Roxanne Augelli, Washington Elementary School, Waterbury	2009	2 years	2011	Elect
	Kathleen Carter, Nayaug School, Glastonbury	2009	2 years	2011	N/A
	Josephine Smith, Betances Elementary School, Hartford	2009	2 years	2011	Elect
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

CONNECTICUT STUDENT ACTIVITIES CONFERENCE

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

PRINCIPALS' CENTER BOARD OF CONTROL

Chair	Benjamin Skaught, Sedgwick M.S., W. Hartford (<i>first appointed chair in 2008</i>)	2007	2 years	2010	N/A
Vice Chair	RoseAnne O'Brien-Vojtek, Ivy Drive Sch. (<i>first appointed vice chair in 2008</i>)*	2007	2 years	2009	Re-elect
High School	Donna Hayward, Suffield High School	2007	2 years	2009	Re-elect
	Andrea Lavery, Portland High School	2007	2 years	2009	Re-elect
Middle	Genie Slone, Whisconier Middle School, Brookfield	2008	2 years	2010	N/A
	Jeffrey Cryan, Mansfield Middle School	2007	2 years	2009	Re-elect
Elementary	Linda Provost, Hebron Avenue School, Glastonbury	2007	2 years	2009	Re-elect
	Josephine Smith, Betances Elementary School, Hartford	2008	2 years	2010	N/A

NOMINATING COMMITTEE

Chair/At-large	Everett Lyons, Bristol Eastern High School	2005	1 year	2009	Re-elect
L	Tom Moore, Wethersfield High School	2007	1 year	2009	Re-elect
M	Bill Barney, Morgan School, Clinton	2005	1 year	2009	Re-elect
S	Robert Hale, Westbrook High School	2004	1 year	2009	Re-elect
Middle	Joseph Scheideler, Canton Middle School	2007	1 year	2009	Re-elect
	Mike Rafferty, Old Saybrook Middle School	2007	1 year	2009	Re-elect
Elementary	Gina Vance, Gideon Welles School, Glastonbury	2007	1 year	2009	Re-elect
	Loraine Giannini, Elmer Thienes-Mary Hall, Marlborough	2007	1 year	2009	Re-elect
	Kit Bishop, Daisy Ingraham School, Westbrook	2007	1 year	2009	Re-elect
	Andrienne Longobucco, Center School, Litchfield	2004	1 year	2009	Re-elect
At-Large	Janet Garagliano, Jonathan Law H.S., Milford	2004	1 year	2009	Re-elect
	Paul Newton, Enrico Fermi High School, Enfield	2008	1 year	2009	Re-elect
	Rich Cavallaro, Wilcox Technical High School, Meriden	2007	1 year	2009	Re-elect

AWARDS AND RECOGNITION COMMITTEE

Chair	Everett Lyons, Bristol Eastern High School	2005	2 years	2009	Re-elect
	Janet Garagliano, Jonathan Law High School, Milford	2007	2 years	2009	Re-elect
	Mike Rafferty, Old Saybrook Middle School	A* 2006	2 years	2009	Re-elect
	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
Mike Galluzzo, East Farms School, Farmington	2009	2 years 2011	Elect
Genie Slone, Whisconier Middle School, Brookfield	* 2007	2 years 2010	N/A
Gina Vance, Gideo Welles School, Glastonbury	2009	2 years 2011	Elect
Kay Costa (retired)	2002	<i>indefinite</i>	Re-Elect
Robert Hale, Westbrook High School	* 2007	2 years 2010	N/A
Dr. Jerome Auclair (retired)	2009	2 years 2011	Elect
Jay Brennan (retiring)	2009	2 years 2011	Elect

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 Jeffrey Mathieu, Bacon Academy, Colchester
CSAC Chair Scott Leslie, RHAM High School, Hebron
CIAC Chair George Synnott, Berlin High School
Prin. Center Chair Ben Skaught, Sedgwick Middle School, West Hartford

CIAC ELIGIBILITY REVIEW BOARD

Chair: Tom Moore, Wethersfield High School
Present Eligibility Comm. Chair: Joe Bacewicz, Tolland High School
CIAC Board/Elig. Comm Reps (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: Dan Scavone, Holy Cross High School, Waterbury
Class S: Kathy Barmak, East Windsor High School
Class S: Daniel Hatch, Gilbert High School, Winsted

Eligibility Revision Comm. Reps (2): Donald Macrino, Waterford High School
Richard Cavallaro, Wilcox Technical High School, Meriden

Consultants:

Athletic Directors: Walt Zalaski, Granby Memorial High School
Superintendents: Joe Castagnola, Superintendent, New Fairfield 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 Bill Barney, seconded by James Wenker, the membership voted unanimously to adopt the proposed 2009-2010 Nominating Committee Report as presented.

PROPOSED BUDGET FOR 2009-10 FISCAL YEAR

Treasurer Garagliano presented the following highlights of the proposed 2009-10 budget:

1. In building the budget all sponsorship money received for CIAC will be deposited in the CIAC Endowment Fund. This money will be used, in part, for the administration of the CIAC Program Evaluation initiative. We are anticipating a gross amount for CIAC of \$292,250.00. All CAS sponsorship money has been earmarked for operating specific CAS programs. All this money has been included in the operating budget or a total of \$136,522.00. We are anticipating a gross amount of \$428,772.00 from sponsorships. To date, and to the best of our knowledge all CAS programs which require sponsorship money to operate have been funded except for the Elementary Environmental Science Program.
2. Last year CAS had an excellent financial year. Therefore, while the operating budget will increase the executive board voted NOT to increase CAS dues for this coming year. However, they did vote to increase CIAC ticket prices by \$1.00. This is mainly to cover increases in workman's compensation insurance for tournament workers. In addition, CIAC sports expenses have been increasing at a rate of approximately 10% per year for the past six years.
3. All income line items have been adjusted to meet next year's anticipated income. No new accounts have been added and one has been deleted. The Elementary Environmental Science Program has been discontinued due to a lack of growth and the loss of its sponsor.

4. The total increase in the operating budget this coming year is \$260,228.00 or 6%.
5. On the expense side of the ledger we likewise made all line item adjustments based on the actual expenses for the past five years. The only significant items to bring to your attention are the executive coaching expenses, line 772 00 and UCAPP expenses, line 900. As you can see we budgeted our expenses to be the same as our income. While there should be a small profit for the association we wanted to be on the safe side and budget these activities as a wash item.
6. The executive board approved a 3% increase for the operational staff salary account in this proposal. There are no salary increases for the administrative staff. However, the budget shows an increase in this account and that is to account for additional money for UCAPP changes and additions.
7. In this budget there has been no new staff requested and no new positions approved. We anticipate functioning next year with no increase in staff numbers. In fact, there will likely be a staff reduction and that will be determined by the level of funding from our various grants.
8. One additional matter that the executive board spent some time discussing was the need to establish a practice of segregating a designated account each year again this year which can grow for future capital expenditures. Right now we would have to rely on the use of our reserve account to manage any major capital expense. Our thinking is to use a percentage of the previous year's profits, if there are any, for that purpose.

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 9th meeting.

On a motion by Treasurer Garagliano, seconded by Steve Wysowski, the membership voted unanimously to approve the proposed 2009-2010 budget as presented.

On a motion by Greg Shugrue, seconded by Bill Barney, the 57th Annual Meeting of the Connecticut Association of Schools adjourned at 9:43 a.m.

**MINUTES OF THE SIXTEENTH ANNUAL MEETING OF
THE CONNECTICUT SCHOOLS CORPORATION**
May 22, 2009

V. Everett Lyons, President of the Connecticut Schools Corporation, convened the Sixteenth Annual Meeting of the Connecticut Schools Corporation at 9:45 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 Fifteenth Annual Meeting of the Connecticut Association of Schools held on May 8, 2008.

On a motion by J. Garagliano, seconded by Gene Blain, the minutes were approved for the record.

Report of the Connecticut Schools Corporation Nominating Committee

Jeffry 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. Ev Lyons, President
- * 2. Kit Bishop, President-Elect
- * 3. Donald Macrino, High School Vice President
- * 4. David Russell, Middle School Vice President
- * 5. Loraine Giannini, Elementary School Vice President
- * 6. Janet Garagliano, Secretary-Treasurer
- * 7. Joanne Brogis, Assistant Principal Representative
- * 8. Scott Leslie, CSAC Board Chair
- * 9. Jeffry Mathieu, High School Board Chair
- * 10. Joe Scheideler, Middle Level Board Chair
- * 11. Lauren Elias, Elementary Board Chair
- * 12. George Synnott, CIAC Board Chair
- * 13. Benjamin Skaught, Principals' Center Board Chair
- * 14. Donna Hayward, 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. Matt Dunbar, CIAC Class "L"
- * 19. Karissa Niehoff, 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. William Chaffin, CIAC Class "S"
- * 23. Gene Blain, CIAC Eligibility Committee Class "M"

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

- * 24. Jeff Mathieu, CIAC Class "M"
- * 25. James Wenker, CIAC Class "S"
- * 26. Robert Tremaglio, Eligibility Committee Class "L"

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

- * 27. Ray DeAngelis, President
- * 28. Chip Dorwin, Past-President

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

President	Ev Lyons
President-Elect	Kit Bishop
Vice President (High)	Donald Macrino
Vice President (Middle)	David Russell
Vice President (Elementary)	Loraine Giannini
Secretary-Treasurer	Janet Garagliano
CIAC Chair	George Synnott
CIAC Treasurer	Paul Newton

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

Jeffry Mathieu, High School Board Chair

Scott Leslie, CSAC Board Chair
Renata Lantos, Elementary Board Chair
Joe Scheideler, Middle Level Board Chair
George Synnott, CIAC Board Chair
Benjamin Skaught, Principals' Center Board Chair

On motion by J. Mathieu, seconded by Dave Russell, 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 2008-2009 Year

Treasurer Garagliano reported that there were no income generated or expenses incurred by the Connecticut Schools Corporation from July 1, 2008 through May 22, 2009.

On a motion by Treasurer Garagliano, seconded by Kit Bishop, the 2008-2009 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 Steve Wysowski, seconded by Fran Kennedy, the Sixteenth Annual Meeting of the Connecticut Schools Corporation was adjourned at 9:53 a.m.