

# 2014 CABE/CAPSS Convention

## Public Education in 2027: Courageous Leadership Teams

Friday, November 14, 2014

10:45 AM - 12:05 PM ● Workshop Session A

**A1**      **Schools and Public Safety: Trends and Standards in Policing Our  
Schools (R, PCE)**

This workshop will explore the varied Connecticut models to provide school-based safety, including School Resource Officers, Security Personnel and existing board of education employees. Included in our discussion will be the current trends and laws regarding the use of armed personnel in our schools. Additionally, we will examine the legal standards applied by school officials during the conduct of investigations into student or employee misconduct and impacts and consequences of using public safety professionals during such investigations.

**Presenters:**    **Anne Littlefield**, Attorney, Shipman & Goodwin LLP  
                          **Kevin Roy**, Attorney, Shipman & Goodwin LLP

**A2**      **Negotiations (WDL, R, PCE)**

A timely topic of the presenter's choosing.

**Presenter:**    **Kelly Moyher**, Senior Staff Attorney, CABE

**A3**      **Trends (WDL, R, PCE)**

A timely topic of the presenter's choosing.

**Presenter:**    **Robert Rader**, Executive Director, CABE

A4

**School Climate: Three Years After the "New" Anti-Bullying Law - What Has Changed and What Does the Future Hold? (WDL, PCE, EOC)**

This panel presentation, will address the legal implications of Connecticut's anti-bullying and safe school climate plan laws, anti-bullying training sessions for Connecticut students and administrators and a school district's perspective on anti-bullying training. Through these various perspectives, the audience will 1) learn the impact and repercussions of the 2011 Connecticut legislation since it has been in effect, 2) be provided with specific "on the ground" examples of how school climate can and has been impacted, and 3) participate in discussion about the roles and responsibilities of boards and administrators for continuing improvements to school climates.

**Presenters:** **Marsha Moses**, Attorney, Berchem, Moses & Devlin, P.C.  
**Marji Lipshez-Shapiro**, Education Director, Connecticut Region, Anti-Defamation League

A5

**Policy (WDL, R, EOC)**

A timely topic of the presenter's choosing.

**Presenter:** **Vincent Mustaro**, Senior Staff Associate for Policy Service, CAGE

A6

**Legislative Issues (WDL, R, PCE)**

A timely topic of the presenters' choosing.

**Presenters:** **Patrice A. McCarthy**, Deputy Director and General Counsel, CAGE  
**Sheila McKay**, Senior Staff Associate for Government Relations, CAGE

A7

**Connecticut Education in Transformation (R)**

Workshop participants will be updated on CAPSS' work to transform public education in Connecticut. Updates will cover work in the public policy, public will and proof of concept arenas. Participants will also be afforded a brief opportunity to actually experience the personalized learning towards which CAPSS' work is pointing.

**Presenters:** **Joseph Cirusuolo**, Executive Director, CAPSS  
**Lawrence Schaefer**, Staff Associate – Leadership Development, CAPSS

A8

**Meeting with the State Board of Education (WDL, R, EOC)**

Take advantage of this opportunity to meet with members of the State Board of Education and commissioner of Education. You will have this opportunity to share views on issues of concern to you and your community. Ask about the State Board's priorities for 2014-2015. The format will be as informal as the size of the group permits. Topics covered will be determined by your questions.

**Presenters:** **Stefan Pryor**, Commissioner, Department of Education  
Members of the State Board of Education

2:05 PM - 3:20 PM ● Workshop Session B

B1

**Roles and Responsibilities of Board Members and Superintendents (WDL, R)**

Connecticut's educational leaders recognize the power and potential to improve teaching and learning in our public schools through cooperative, purposeful and professional working relationships between superintendents and boards of education. At a time when public education is under tremendous pressure from reform initiatives, tight budgets and other community concerns, it is critical that this relationship be as strong as possible. This workshop will communicate CBE's and CAPSS' view on the nature of and expectations for superintendents and board working relationships.

**Presenters:** **Richard Murray**, President, CBE  
**Francis Baran**, President, CAPSS  
**Robert Rader**, Executive Director, CBE  
**Joseph Cirasuolo**, Executive Director, CAPSS

B2

**Understanding the Connecticut Freedom of Information Act and Access to Public Meetings and Records (WDL, PCE)**

The Freedom of Information Act (FOIA) contains open meetings and public records requirements, along with numerous exceptions. Unfortunately, over the years, the FOIA and its exceptions have often been misconstrued, especially with the advent of new technologies. This workshop should serve to provide guidance to board of education members and school administrators seeking to navigate the maze of edicts and exceptions associated with the FOIA, along with updates on the FOIA from interesting recent cases.

**Presenters:** **Mark Sommaruga**, Attorney, Pullman & Comley, LLC  
**Thomas Hennick**, Public Education Officer, Connecticut Freedom of Information Commission

**B3**

**Building Capacity to Successfully Navigate in a Perfect Storm (WDLLE, PCE, EEOC)**

As we all experience the "perfect storm" of educational change, we must chart a course for success. The best way to do this is to engage all constituent groups in understanding the challenges and embracing collaborative opportunities. Come learn how a district is navigating the seas of change through partnerships and leadership development of all community members. From teachers to business leaders, this session offers a variety of voices spearheading innovative opportunities for students and educators.

**Presenters:** **Roxane McKay**, Board Chair, Wallingford Board of Education  
**Salvatore Menzo**, Superintendent, Wallingford Public Schools  
**Elizabeth Landow**, Director, Wallingford Center Incorporated  
**Tammy Raccio**, Parent, Wallingford Public Schools  
**David Bryant**, Principal – Innovation Team, Wallingford Public Schools  
**Ken Daly**, Teacher – Innovation Team, Wallingford Public Schools  
**Melanie Montagnon**, Teacher – Innovation Team, Wallingford Public Schools

**B4**

**Fix It before It Breaks (WDLLE)**

Over the years, all three presenters have watched boards learn, the hard way, that attitudes like "business as usual" and "we've always done it that way" can often lead to unforeseen problems, pitfalls and even legal claims. The presenters will discuss real world examples of the need to review and update policies and practices in accordance with changes in the law and other changes to avoid "gotcha" actions by parents, community members, or even employees. The presenters will also discuss planning for more effective Board retreats, the effective development of responsibilities, all designed to help boards stay ahead of pitfalls and avoidable errors, and "fix it before it breaks."

**Presenters:** **Joseph Macary**, Superintendent, Wolcott Public Schools  
**Christine Chinni**, Attorney, Chinni & Meuser LLC  
**Craig Meuser**, Attorney, Chinni & Meuser LLC

**B5**

**The Capstone Project: A True Culmination (PCE, EEOC)**

In this workshop, attendees will learn how the Capstone Project for high school seniors is a true culmination of academic achievement as well as an opportunity for students to make social or community improvements. Participants in the workshop will see how the Capstone Project incorporates post-secondary writing and research with grassroots community service opportunities. Attendees will also learn how to make the Capstone Project a truly meaningful transformative culmination to their high school career.

**Presenter:** **Nick Chanese**, English Teacher, Capstone Coordinator, CREC/Greater Hartford Academy of the Arts

2:05 PM - 4:05 PM ● Clinic Session C

**C1**

**Annual Meeting of the Nutmeg Board (WDL, R, EEOC)**

Yet again, the Nutmeg Board meets and does all the wrong things to amuse and educate you. Their actions will be analyzed from the legal perspective. This mock board meeting is patterned on the CABE Journal's "See You in Court" column.

**Presenters:** **Thomas Mooney**, Attorney, Shipman & Goodwin  
Cast TBD

**C2**

**Leadership Coaching: A Reform Strategy (WDL, R)**

Many districts that are engaged in school reform and leadership development use coaching as a strategy, sometimes by coaches trained in a specific model, and sometimes by teachers and leaders who are simply good at their jobs. There is often a disconnect between this work and the district's strategic plan; often the connections between improvement and coaching, and to provide participants with time to develop understanding and an action plan to make their district plans more effective by increasing their internal alignment.

**Presenters:** **Isobel Stevenson**, Program Coordinator, Connecticut Center for School Change  
**Robert Villanova**, Director, LEAD Connecticut

**D1**                    **Building Civic Synergy: Working with Municipal Officials to Achieve a Common Goal (WDLLE, PCE)**

Boards of Education sometimes experience conflict between the performance of their duties and responsibilities owed as both an agent of the state and an agent of its local municipality or municipalities. This dual role often causes divergent views to arise between a board of education and other municipal boards and commissions and their officials and members. Nevertheless, boards of education should remember that they share a common goal with municipal officials: supporting the vitality and success of their local communities. Given the unique existence of a board of education within a municipal community, this workshop will discuss conflicts that arise between board of education and local government leaders and best practices for recognizing each side's point of view, working together to achieve common goals and satisfying individual interests.

**Presenters:**    **Nicholas J. Grello**, Attorney, Siegel, O'Connor, O'Donnell & Beck, P.C.  
                         **Kyle McClain**, Attorney, Siegel, O'Connor, O'Donnell & Beck, P.C.

**D2**                    **Speak No Evil: The Legal Contours of Board Member Speech (WDLLE)**

When do a school board member's obligations to the district supersede his or her rights to speak freely? When do a Board member's personal grievances become a matter of public concern? At what point can and should a school board take action against one of its members due to his or her words or actions? There are gadflies and then there are runaway trains. Whereas the Supreme Court placed certain limits upon the free speech rights of public sector employees, do those same conditions apply to elected, non-employee members of the school board? Does limiting the actions of school board members who take positions that are adverse to their school districts constitute retaliation under the First Amendment, or, for that matter, under either Title IX or Section 504 of the Rehabilitation Act? This presentation is designed to address what can too often be a scourge of school districts, the board member with a serious lack of discretion or outright hostility against the board upon which he or she sits against the district over which he or she shares oversight as a board member. Its purpose is to help school board members to avoid inadvertently crossing the lines of appropriate speech and thereby expose themselves and their district to potential liability. Its further purpose is to assist school boards in walking the fine line between appropriate response and actionable overreaching and to avoid escalating fractious coexistence into a civil rights disaster.

**Presenter:**    **Michael P. McKeon**, Attorney, Pullman & Comley, LLC

**D3**

**The Lighthouse Project - Lighthouse II (WDLLE, R, EOOE)**

CABE is part of a multi-state consortium teaching boards of education the conditions and beliefs that exist in high achieving districts and give them the tools to replicate them. We will discuss what we have learned from the first cadre of districts and talk about the updated Lighthouse II project.

**Presenters:** **Nicholas Caruso**, Senior Staff Associate for Field Services and Coordinator of Technology, CABE  
**Warren Logee**, Consultant, CABE

**D4**

**On the Path to Achievement: Arts Education Connections to Student and School Community Success (R, EOOE)**

In this session, participants will learn from both the research and the practitioner about the value of arts education in ensuring that all types of learners and thinkers are successful in today's schools. Current brain research relating arts education to early literacy success will be explored. Attendees are welcome to be active participants in discussion relating to current and successful trends in arts education programming.

**Presenters:** **Kim Yannon**, Teacher, Cheshire Public Schools  
**Demaris Hansen**, Graduate Music Educator, Hartt School, University of Hartford

**D5**

**From Accountability to Innovation (WDLLE, R)**

Facing increased accountability and a vast array of educational reforms, collaboration and innovation are more important today than ever before. Discover how positive union-management relations can help lead to successful schools that empower educators, extend learning time for students and embrace blended learning environments. Our students and staff benefit most when we create a collaborative process that supports collecting, analyzing and using data to drive district innovations.

**Presenters:** **Mark D. Benigni**, Superintendent, Meriden Public Schools  
**Thomas W. Giard, III**, Assistant Superintendent, Meriden Public Schools  
**Michael S. Grove**, Assistant Superintendent, Meriden Public Schools  
**Barbara Haeffner**, Director of Curriculum and Instructional Technology, Meriden Public Schools

**D6**

**Common Core Standards: Communicating and Implementing (WDLLL, R, PCE)**

A timely topic of the presenters' choosing.

**Presenters:** **Dianna Roberge-Wentzell**, Chief Academic Officer, Connecticut State Department of Education  
**Nathan Quesnel**, Superintendent, East Hartford Public Schools

Saturday, November 15, 2014

**Student Session I**

**Student Representatives on Boards of Education: Policy in Practice (R, EOOO)**

This workshop is designed for students from across the state to better understand the roles and responsibilities of being a student representative to their Board of Education and how their voice can impact decisions that affect all students in their district.

**Presenter:** **Eileen Baker**, Board Member, Old Saybrook Board of Education

9:35 AM - 10:45 AM ● Workshop Session E

**E1**

**Working with Your Municipal Officials on Collective Bargaining Matters (WDLLL)**

This workshop will focus on the need for school leaders to work cooperatively with municipal officials with regard to collective bargaining matters. The presenter will offer attendees practical examples of circumstances where such cooperation has successfully resulted in negotiated settlements and interest arbitration awards that were supported by the municipal officials.

**Presenter:** **Patrick McHale**, Attorney, Kainen, Escalera & McHale, P.C.



**E2**

**Mental Health Needs of Students: Risks, Evaluations and Response (EOOC)**

Recent tragedies in schools and the rising statistics regarding mental disorder compel the attention of educators and school board members to address student mental health issues. In this workshop, presenters will provide an overview of the school district's obligations under the law to identify, evaluate and plan for students with mental disabilities. In addition, we will discuss under what circumstances a school district may utilize a risk assessment of a student who has engaged in threatening conduct, as well as students who may pose a risk assessment/management and the health and safety of students and employees. Participants will also discuss the potential liability exposure to school districts. Finally, participants will be provided with best practices for handling student mental health issues in the schools.

**Presenters:** **Susan Freedman**, Attorney, Shipman & Goodwin LLP  
**Leander Dolphin**, Attorney, Shipman & Goodwin LLP  
**Peter Maher**, Attorney, Shipman & Goodwin LLP

**E3**

**Transformational Leadership (WDLLE)**

The Plainfield Board of Education completed a strategic plan and audits of its special education, transportation, instruction and facilities. These efforts focused the board to establish universal Pre-K access, grade level benchmarks for technology performance, a new course sequence at the high school and universal PSAT/SAT testing and preparation. This workshop will focus on how the school boards can lead the charge for district transformation to improve student achievement.

**Presenter:** **Kenneth DiPietro**, Superintendent, Plainfield Public Schools

**E4**

**Connecting School Culture, Facility Safety and School Security (WDLLE, PCE)**

We will be connecting the dots around school safety, school security, school culture and bullying. We will present the current thinking on how these critical components of school life are interdependent and must work together to keep us all safe in our schools.

**Presenters:** **Tom Cronin**, Director of Education Services, EASTCONN  
**Don Skewes**, Coordinator of Security and Investigation, EASTCONN

**E5**

**The Evaluation is Complete - What About the Support Piece? (WDLLE, R, EOOC)**

A timely topic of the presenter's choosing.

**Presenter:** **Sarah Barzee**, Director of Leadership Development, Connecticut State Department of Education

WDLLE – What Does Leadership Look Like ● R – Reform

PCE – Promoting Civic Engagement ● EOOC – Education of Our Children

9:35 AM - 11:35 AM ● Clinic Session F

F1

**Instructional Rounds: Improving School and District Instructional Practice through Collaborative Leadership Teams (WDLLL, R, EEOC)**

Educational leaders in Connecticut and other states are using instructional rounds - a practice adapted from medicine - to help their schools and district systems develop the capacity to support high quality teaching and learning for all students. East Hartford adopted this practice three years ago and it now is embedded in district and school improvement practices. After a short overview, participants will engage in the rounds of practice through video stimulation. Educational leaders from three different contexts will share data on how they are using rounds to drive improvement efforts at the school and district levels.

**Presenters:** **Nathan Quesnel**, Superintendent, East Hartford Public Schools  
**Debbie Kaprove**, Assistant Superintendent, Elementary, East Hartford Public Schools  
**Laura Boutilier**, Program Coordinator, Connecticut Center for School Change

F2

**Consolidating Town and School Information Technology Administration and Budgets (R)**

There are challenges and benefits of consolidating budgets, administration and governance of all municipal and board of education information technologies under one administrative department. Panel members currently head a single department in their respective municipalities and administer and deliver information technology services for all municipal and board departments. By focusing technical personnel under one department head do all departments achieve increased operational efficiencies and deliver measurable customer service? What challenges are presented by sharing costs, personnel, information and services? What benefits can be derived from designing and managing a common shared infrastructure?

**Facilitator:** **Nicholas Caruso**, Senior Staff Associate for Field Services and Coordinator of Technology, CABE

**Presenters:** TBD

10:50 AM - 12:00 PM ● Workshop Session G

**G1 Magnet and Charter Schools - What Your School District Must Know and How We All Can Get Along (R)**

There has been a proliferation in the number and influence of "alternative" educational providers such as charter and magnet schools. The respective roles and relationships between a charter or magnet school and a local school district (along with the State Department of Education) sometimes seem blurry and contentious; there are also political battles regarding funding and practical concerns as to which entity (if any) must "foot the bill" for certain students and certain services (for example, pre-school and special education services, accommodations). This workshop is intended to advise board of education members and school administrators of the proper roles and responsibilities for school districts and charter and magnet schools, and will hopefully help attendees to understand 1) the strains on their budget that might exist, 2) areas of friction and collaboration, 3) what options are presented in accepting (or resisting, where appropriate) responsibility for magnet/charter school students and programs, 4) what role local school districts may have in the operation of magnet and charter schools, in light of efforts to accelerate "education reform."

**Presenters:** **Mark J. Sommaruga**, Attorney, Pullman & Comley, LLC  
**Zachary D. Schurin**, Attorney, Pullman & Comley, LLC

**G2 Tough But Fair: Avoiding Discriminatory Practices in Student Discipline (WDLLL, R, PCE, EOOC)**

This workshop will review the latest guidance from the Office for Civil Rights (OCR), U.S. Department of Education concerning their findings of discriminatory treatment and discriminatory impact of discipline models on students of color, and provide concrete suggestions for how to avoid such charges of discrimination in your district. Participants will be given examples of investigations conducted by OCR in Connecticut, and analyze the information that OCR solicited from the district to make the process fairer for all kids, while maintaining high standards of discipline and order. A breakdown in the perception of fairness can impact the level of civic engagement with the community and make it harder to maintain credibility on other initiatives. Learn how to avoid that from a school attorney and an administrator who has lived through the OCR investigation process.

**Presenters:** **Michelle Laubin**, Attorney, Berchem, Moses & Devlin, P.C.  
**Karen Parks**, Deputy Superintendent, Fairfield Public Schools

**G3**

**How Boards of Education Can Create a Learning Organization (WDLLE)**

Much has been written about "learning organizations" to respond to a changing environment by bringing about their own transformation. In the words of Peter Senge, "learning organizations are organizations where people continually expand their capacity to create the results they truly desire, where new and expansive patterns of thinking are nurtured, where collective aspiration is set free, and where people are continually learning to see the whole picture." School districts, by their very design and values, must be considered learning organizations, or at least aspire to become one. The challenge of educating every child, regardless of challenges and circumstances, calls for individual employees and the organization that are committed to learning, and committed to creating an organization that is imbued with relentless culture of learning. This workshop focuses on the role of the board of education in creating a learning organization, both for the school district that it leads, as well as how the board itself can take actions to become a learning organization; an organization committed to systems thinking, building a shared vision and team learning.

**Presenter:** Gary Brochu, Board Chair, Berlin Board of Education

**G4**

**Supporting Technology Initiatives in Your District (WDLLE)**

Integrating technology in the education process can be critical for students' future success in college and career settings. This workshop will help Board of Ed members support successful ed tech initiatives in their district by asking the right questions, ensuring that accountability is considered from the beginning, and knowing which resources will be critical.

**Presenter:** Josiah Hills, Manager of Education Technology, CREC

**G5**

**Preparing Superintendents for the Challenges of 21st Century Leadership - What Do Board Members Need to Know to Support an Effective Governance and Leadership Partnership? (WDLLE, R)**

Superintendents and board members face unprecedented challenges in these times and collaborative leadership is essential. Board members should know how aspiring superintendents are prepared for shared governance and shared leadership in the Neag School of Education's Executive Leadership (Superintendent Preparation) Program.

**Presenter:** Robert Villanova, Director, Executive Leadership Program, Neag School of Education, University of Connecticut