Every STUDENT

Every STORY

| Registration Booklet | Get Involved |
| Exceptional Speakers | Networking |
| Informative Sessions | Innovative Ideas |
| Meeting with the State Board |

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Connecticut Center for School Change
EASTCONN
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As a school leader, the 2019 CABE/CAPSS Convention is the best opportunity for you to pursue excellence!

My district’s budget is tight . . . Should I go? Yes! Here’s why:

• You expect district staff to engage in professional development; you should have the same expectation for yourself!
• Exchange ideas and network with more than 500 educational leaders.
• Lead by example. We tell our students to be lifelong learners and we reward teachers for continued education. Good governance doesn’t just happen – it’s learned!
• Build camaraderie with your board and superintendent as you strive to become an effective leadership team.
• Meet Connecticut educational leaders such as members of the State Board of Education and the Commissioner of Education.
• Obtain new ideas from exceptional speakers, workshops, and school district presentations.
• Catch up with old friends and make new ones at informal networking and social opportunities.
• Visit exhibitors who supply goods and services to your school district.
• Celebrate Connecticut’s successes and leave with a renewed sense of purpose and optimism!

You can’t afford NOT to attend!

Register NOW. Save $50 by registering on or before October 18.
Dear Board Members and Superintendents,

We look forward to welcoming you to the 113th Annual CABE/CAPSS Convention to be held November 15-16!

This year, we welcome a number of new faces as some board members who will be elected on November 5 and new superintendents will attend their first Convention. We warmly welcome these new faces. We hope that they find the Convention to be an excellent learning experience.

The Convention Committee focuses on ensuring “there is something for everyone” at the Convention. Whether you are a seasoned board member, new superintendent or newly elected board member we are certain that you will find professional learning to meet your needs.

New this year are 55-minute Learning Bursts that provide the learner with enough information to ask informed questions and know where to find additional resources on the topic discussed.

For those workshops where more in-depth knowledge is needed, we continue to offer Workshop Sessions that span one hour and 20 minutes to one hour and 35 minutes. These longer sessions often provide additional presenters and allow for more questions and answers.

We continue to provide two-hour Clinic Sessions that allow presenters and participants deeply explore a topic. While participants may not be experts after participating in a Clinic, you will come away with a solid foundation on the topic presented.

Please come eager to learn, network and share best practices—and it is our hope that you will return to your district energized and focused on Every Student, Every Story!

Robert Rader  
Executive Director, CABE

Fran Rabinowitz  
Executive Director, CAPSS
Registration Information

Convention Fee
Registration fees are listed on the Convention registration form. The **package price** reflects a **$165 savings** over individual prices. The Convention fees include attendance at workshops of your choice, materials, facilities, publications, program costs, refreshments, meals and gratuities.

Register Online
Register for the CABE/CAPSS Convention on the CABE website. Credit cards are accepted only with online registrations. Go to: [https://goo.gl/JV2U5D](https://goo.gl/JV2U5D) to register.

Register by Mail
The official Convention registration form has been included in this packet of materials. Credit cards cannot be accepted with mailed registrations. Complete the form and mail as soon as possible to Convention Registration, CABE, 81 Wolcott Hill Road, Wethersfield, CT 06109-1242. If you have any questions, contact Nancy Propfe or Lisa Steimer at 860-571-7446 or 800-317-0033.

Register by Fax
Complete the registration form and **FAX** it 24 hours a day to 860-571-7452. Be certain to include a **purchase order number** before faxing. Credit cards cannot be accepted with faxed registrations.

Register by Phone
Phone registrations will only be taken **after** October 18, 2019. Make sure to have your registration form filled out with workshop choices before you call to eliminate any delays. Be certain to also have a **purchase order number** before calling. Credit cards cannot be accepted with phone registrations. The phones are open from 8:30 AM to 4:30 PM Monday-Friday.

Purchase Order/Payment
A purchase order will reserve your place, with payment due before the Convention.

Payment may also be made online by credit card. You will need to provide the credit card number, expiration date, name as it appears on the credit card and the billing address.

Pre-Registration
If you pre-registered for the Convention you **DO NOT** need to fill out another registration form.
Cancellation Fee
Substitutions are accepted at any time. Between October 29 and November 1, a $100 fee will be charged for each cancelled Convention registration because meals have been guaranteed. Beginning November 2 there is NO REFUND of the registration fee. No shows will be charged the full fee.

All cancellations and substitutions MUST be submitted in writing.

Hotel Reservations
You may make reservations directly with the Mystic Marriott Hotel’s reservations department by calling 877-901-6632.

You may also make reservations online by going to http://www.cabe.org and clicking on Hotel Reservations. The negotiated rate code is already entered in the appropriate field.

When calling the Mystic Marriott, you must mention that you are attending the CABE/CAPSS Convention to receive the reduced rate of $153 single or double by 4:00 PM on October 16. Purchase orders are NOT accepted.

Dress
We urge you to dress casually and comfortably because the temperatures of meeting rooms may vary. We suggest you wear layered clothing to ensure your comfort. Roll up your sleeves and get involved in the November 2019 Convention!

Directions
From the North: Take I-91 South to Rt. 9 South (roads merge just past Hartford).
Take Rt. 9 South to I-95 North. Proceed to Exit 88.
Take Exit 88 and make a LEFT at the bottom of the exit ramp.
Mystic Marriott is on the RIGHT hand side.

From the East: Take I-95 south to Exit 88.
Take Exit 88 and make a RIGHT at the bottom of the exit ramp.
Mystic Marriott is on the RIGHT hand side.

From the Southwest: Take I-95 North to Exit 88.
Take Exit 88 and make a LEFT at the bottom of the exit ramp.
Mystic Marriott is on the RIGHT hand side.

Address: Mystic Marriott Hotel
625 North Road
Groton, CT 06340
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<tr>
<th>Time</th>
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<th>Session A Workshops</th>
<th>Session B Workshops</th>
<th>Session C Clinics</th>
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<td>7:30 - 8:30 AM</td>
<td>Registration Begins</td>
<td>Networking and Continental Breakfast</td>
<td>Exhibit Area Opens</td>
<td>A8 Meeting with the State Board of Education (EC, PG, DEE, ONBMS)</td>
</tr>
<tr>
<td>8:30 - 10:45 AM</td>
<td>Welcome</td>
<td>Student Performance Remarks</td>
<td>CAPSS Superintendent of the Year</td>
<td>Keynote Address - Derrick Gay</td>
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<td>9:00 AM - 4:00 PM</td>
<td>Talented Student Showcase</td>
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<tr>
<td>10:45 AM - 12:05 PM</td>
<td>Session A Workshops</td>
<td>A1 Recent Legislative Action Affecting Local District Policy (EC, PG, DEE, ONBMS)</td>
<td>B1 Roles and Responsibilities of Board Members and Superintendents (ONBMS)</td>
<td>C1 34th Annual Meeting of the Nutmeg Board (EC, PG, DEE, ONBMS)</td>
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<td>A3 High-Impact Family Engagement: Promoting Equity and Student Success (DEE)</td>
<td>B3 Effective Board of Education and Superintendent Budget Development (EC)</td>
<td>C1 34th Annual Meeting of the Nutmeg Board (EC, PG, DEE, ONBMS)</td>
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<tr>
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<td>A4 Preparing to Advocate in 2020 (EC, PG, DEE, ONBMS)</td>
<td>B4 Absences Add Up! Chronic Absence in Connecticut Schools and Districts (EC, DEE, ONBMS)</td>
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| 2:05 - 3:00 PM | **Session D Learning Burst**  
D1 Promising Practices for Gifted Students from Underserved Populations (DEE) |
| 3:05 - 4:00 PM | **Session E Learning Burst**  
E1 Connecticut’s Ed Sight (EC, ONBMS) |
| 3:25 - 5:00 PM | **Session F Workshops**  
F1 Teacher Negotiations: Where We Are and What Is on the Horizon? (EC, PG, DEE, ONBMS)  
F2 Taking Action for Equity: A Discussion of Districtwide Initiatives (DEE)  
F3 Vernon Shared Services Committee and Collaborative Strategies (EC)  
F4 Magnet and Charter Schools: What Your District Must Know and How We All Can Get Along (EC, DEE)  
F5 Equipped for a Lifetime of Learning: The True Portrait of a Graduate (PG, DEE) |
| 4:10 - 5:05 PM | **Session G Workshops**  
G1 Understanding the Connecticut Certificate for Global Engagement (PG, DEE)  
G2 Putting It Together through Reflection and Networking (EC, PG, DEE, ONBMS) |
| 5:00 - 5:45 PM | **Reception – Sponsored by Pullman & Comley** |
| 5:45 - 8:15 PM | **Dinner | Election Results | President’s Remarks | Teacher of the Year | Evening Program – **Sea Tea Improv – Sponsored by Berchem Moses** |
| 8:15 - 11:00 PM | **Evening Reception Sponsored by Shipman & Goodwin** |
## Convention At A Glance

### Saturday, November 16, 2019

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<td>8:30 - 9:30 AM</td>
<td>General Session</td>
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<td>9:35 - 10:45 AM</td>
<td>Student Session: Student Representatives on Boards of Education: Policy into Practice</td>
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<td>9:35 - 10:45 AM</td>
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<td>H1 Trends (EC, PG, DEE, ONBMS)</td>
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<td>H2 Finnish Lessons (EC, PG, DEE, ONBMS)</td>
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<td>H3 Emerging Issues in Classroom and Teacher Safety and Collective Bargaining Implications (EC, ONBMS)</td>
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<td></td>
<td>H4 Student Success: The Role and Impact of Comprehensive School Counseling (PG)</td>
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<tr>
<td>9:35 - 11:35 AM</td>
<td><strong>Session I Clinics</strong></td>
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<td>I1 Equity in Education: The Power of Storytelling (DEE)</td>
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<td>I2 Understanding Connecticut’s Freedom of Information Act (EC, ONBMS)</td>
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<tr>
<td>10:50 AM - 12:00 PM</td>
<td><strong>Session K Workshops</strong></td>
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<td>K1 Breaking Barriers: Creating Conditions to Close the Achievement Gap (DEE)</td>
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<td>K2 Outside the Box: Using Collaborative Legal Tools to Save Your Board Money (EC)</td>
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<td></td>
<td>K3 Are You Prepared? Public Relations Strategies for Uncertain Times (EC)</td>
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<tr>
<td></td>
<td>K4 Cultivating an Equity Culture (DEE)</td>
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<tr>
<td>11:30 AM - 12:00 PM</td>
<td>Networking and Reception</td>
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<tr>
<td>2:05 - 1:35 PM</td>
<td>Luncheon</td>
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Effective Collaboration
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A4 Preparing to Advocate
A6 The Connecticut Lighthouse Project
A7 Navigating the Challenges of Transforming Facilities for 21st Century Learning in a Small District
A8 Meeting with the State Board of Education
B2 Social and Emotional Learning: It Takes and Village and Begins with You
B3 Effective Board of Education and Superintendent Budget Development
B4 Absences Add Up! Chronic Absence in Connecticut Schools and Districts
C1 34th Annual Meeting of the Nutmeg Board
E1 Connecticut’s Ed Site
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F4 Magnet and Charter Schools: What Your District Must Know and How We All Can Get Along
G2 Putting It Together through Reflection and Networking
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H2 Finnish Lessons

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A4 Preparing to Advocate
A8 Meeting with the State Board of Education
B2 Social and Emotional Learning: It Takes and Village and Begins with You
C1 34th Annual Meeting of the Nutmeg Board
E1 Connecticut’s Ed Site
F1 Teacher Negotiations: Where We Are and What is on the Horizon?
F5 Equipped for a lifetime of learning: The True Portrait of a Graduate
G1 Understanding the Connecticut Certificate for Global Engagement
G2 Putting It Together through Reflection and Networking
H1 Trends
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H4 The Role and Impact of Comprehensive School Counseling

J1 NEASC District Accreditation

Diversity, Equity and Excellence

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A3 High-Impact Family Engagement: Promoting Equity and Student Success
A4 Preparing to Advocate
A5 New Britain Public Schools Minority Recruitment and Retention Strategy Plan
A8 Meeting with the State Board of Education
B2 Social and Emotional Learning: It Takes and Village and Begins with You
B4 Absences Add Up! Chronic Absence in Connecticut Schools and Districts
C1 34th Annual Meeting of the Nutmeg Board
C2 Blended Learning: Designing for Growth/Journey to Real Conversations About Race and Equity with Educators
D1 Promising Practices for Gifted Students from Underserved Populations
F1 Teacher Negotiations: Where We Are and What is on the Horizon?

F2 Taking Action for Equity: A Discussion of Districtwide Initiatives
F4 Magnet and Charter Schools: What Your District Must Know and How We All Can Get Along
G1 Understanding the Connecticut Certificate for Global Engagement
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I1 Equity in Education: The Power of Storytelling
J1 NEASC District Accreditation
K1 Breaking Barriers: Creating Conditions to Close the Achievement Gap
K4 Cultivating an Equity Culture

Onboarding New Board Members and Superintendents

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G2 Putting It Together through Reflection and Networking
H1 Trends
H2 Finnish Lessons
H3 Emerging Issues in Classroom and Teacher Safety and Collective Bargaining Implications
I2 Understanding Connecticut’s Freedom of Information Act
Hotel WiFi
The Mystic Marriott provides complimentary wifi to all Convention participants. To log on:
1. Connect to Marriott_Conf.
2. Click “Connect with an Access Code”.
3. Enter the Access Code: CABECAPSS2019
4. Go to browser and open a webpage.

Convention App
Don’t be left out! Keep up-to-date with the CABE/CAPSS Convention before, during and after the actual event. Get all the late breaking news by scanning the QR code to download the app to your mobile device. Don’t forget to allow push notifications for offers from our sponsors, workshop evaluations and any breaking news. Last year’s app is no longer supported.

Social Media
Follow along with #CABECAPSS2019 for the latest convention updates.

@CTAssocBdsofEd
@ConnecticutAssociation ofBoardsofEducation

Thursday, November 14
CABE Delegate Assembly
3:00 - 6:00 PM | Mystic
Marriott Hotel, Groton
Let your voice be heard! Select your board delegates and alternates and be ready to send in their registration form in mid-October. At the conclusion of business, a reception and optional dinner will provide participants an opportunity to relax and discuss education issues in an informal setting.

The Delegate Assembly is an important part of your Association membership. This is the time for you to take a position on CABE Resolutions that will formulate the action that CABE takes for the 2018-2019 General Assembly.

Friday, November 15 and Saturday, November 16
Registration Hours
Friday: 7:30 AM - 8:30 AM
Saturday: 7:30 AM - 8:30 AM

Mentors
As a new board member or board member attending the Convention for the first time, the Convention can seem confusing or overwhelming. Mentors will be available to orient you to all activities. These mentors are experienced board members who can help direct you to interesting exhibits, informative workshops or anything else you need. Take advantage of their knowledge and experience by checking off the “This is my first CABE/CAPSS Convention – I would like a mentor” box on the Convention registration form.

Exhibit Hall
Friday
7:30 AM - 8:30 AM
12:05 PM - 12:35 PM
1:35 PM - 2:05 PM
5:00 PM - 5:45 PM (reception)

Please note that exhibitors will only be available on Friday.

A number of businesses which conduct business with school districts will be a part of the Exhibit Hall.

There will also be several non-profit organizations with information tables outside the General Session ballroom on Friday from 9:00 AM – 4:00 PM. These groups offer programs and support that are of interest to school districts.

Be sure to visit the Exhibit Hall and the non-profit information tables to bring new ideas back to your district!

Dialogue with the State Board of Education
This is an opportunity for you to meet with members of the State Board of Education and the Commissioner of Education. Become acquainted with a crucial component of the education governance structure in Connecticut. You will have an opportunity to share views with State Board of Education members on issues of concern to you and your community.

The format will be as informal as the size of the group permits. Topics covered will be determined by your questions! Friday, November 15, 2019 at 10:45 AM.
New Board Member Reception
We invite you to join us at a reception in the Exhibit Hall from 5:00 - 5:45 pm on Friday, November 15 to meet newly elected board members and renew old friendships. This is an excellent opportunity to network with your colleagues.

Friday After-Dinner Reception
Come relax, renew friendships and meet new people after dinner on Friday. This relaxing evening from 8:15 - 11:00 pm is made possible by the sponsorship of Shipman & Goodwin. Relax and unwind after a long day.

10+ Year Honor Roll for Superintendents and Board Members
Each year CABE and CAPSS award special pins at the CABE/CAPSS Convention to those active board members and superintendents who have served for 10 years or more.

20+ Year Honor Roll for Board Members
CABE will award special pins at the CABE/CAPSS Convention to those active board members who have served for 20 years or more.

Election of Officers and Area Directors
CABE’s officers for 2019-2020 will be elected on Friday, November 15 as part of the day’s activities. Officers, Directors and Co-Directors from CABE’s nine areas will also be elected. All CABE member boards will be asked in advance to designate a voting delegate(s) to take part in the balloting.

Board Member Academy
The CABE Board Member Academy delivers high quality training for board members. The November 2019 CABE/CAPSS Convention, with its workshops and presentations, will offer excellent in-service training in the Academy core areas of Board Relations, School Finance, Policy, School Law, and Board Operations. By attending the Convention all day Friday or Saturday, you can earn 2 credits each day toward your Certificated or Master Board of Education Member degrees. Credits are automatically granted upon successful completion of the Convention.

Recycling Effort
Recycling saves the environment. As you leave the Ballroom at the close of the Convention on Saturday, please deposit your plastic badge holder in a special container as you exit.

Convention Evaluations
You will be asked to complete an evaluation at the conclusion of each workshop and you will be emailed a program evaluation following the Convention. Please take the time to complete both. This information is used in planning future Conventions.
**Dr. Derrick Gay.**

Dr. Gay is an international consultant with two decades of experience as a classroom teacher, musical director, senior administrator, and educational consultant. Dr. Gay has partnered with hundreds of businesses, schools, education, arts, and philanthropic organizations – domestically and abroad. In this capacity, he collaborates with thought leaders to cultivate cultural competency, promote empathy, and deepen inclusion. No stranger to the state of Connecticut, Dr. Gay has partnered with dozens of independent schools and others in the region, including recent or planned work with Green Farms Academy, Fairfield Country Day School, Kent School, Westminster School and more.

Dr. Gay has been featured in the New York Times, The Washington Post, the Huffington Post, NPR, and on 60 Minutes. He has also produced two TEDx Talks — one exploring “The Double-Edged Sword of Diversity”; and a second TEDx Talk exploring the nature of racial discourse in The United States.

Developmentally, Dr. Gay’s work spans the full educational spectrum from nursery to doctoral students, as he currently serves as Senior Advisor of Content and Curriculum at Sesame Street, while also serving as an Adjunct Professor at The University of Pennsylvania, where he teaches cultural competency to doctoral students. He also serves as a Senior Lecturer in Paris to undergraduate and MBA students at the International Fashion Academy.

Recognizing the 21st-century reality of an interconnected global society, Dr. Gay intentionally deepens his own cultural competency through language study and extensive travel. He has visited every continent, with the exception of Antarctica and has intentionally cultivated his linguistic skills. Dr. Gay is proficient in English, Spanish, French, Italian and Portuguese, with studies in German, Korean and Latin.

Geographically, Dr. Gay’s work spans the globe, as he works with French Schools, and International Schools in addition to consulting with schools in Colombia, Brazil, Chile, and France.

Prior to consulting full time, Dr. Gay taught Middle and Upper School Spanish, French and music at two boarding schools, Masters and Groton; a Quaker school, Wilmington Friends; and a single-sex girl’s school, Nightingale-Bamford.

As an administrator, he served as dean of students at L’Académie de Paris in Paris, France, and director of community life and diversity at Nightingale. A trained operatic baritone, violinist, violist and conductor, Dr. Gay also collaborates with music and artistic organizations, including the Peabody Conservatory, The Young People’s Chorus of New York City, Boston Children’s Chorus, and the Chicago Youth Symphony Orchestra.

Dr. Gay holds a Bachelor of Arts from Oberlin College, where he studied Romance Languages; a Bachelor in Music from The Oberlin Conservatory of Music, where he studied Opera Performance; a Master of Arts Degree in Independent School Leadership from Columbia; and a Doctorate in Education from the University of Pennsylvania.
A1 | Recent Legislative Action Affecting Local District Policy (EC, PG, DEE, ONBMS)

Board policies are influenced by state and federal legislative action, judicial decisions and regulatory language. The actions of the 2019 Connecticut General Assembly have resulted in significant legislation affecting schools. Numerous topics require new or revised policy language. It is necessary to learn how local district policy has been impacted. A fundamental overview of the new legislation will be presented with a primary focus placed on the policy implications and actions for boards of education and superintendents to consider.

**Presenter:** Vincent Mustaro, Sr. Staff Associate for Policy Services, CABE

A2 | Leveraging Portrait of a Graduate for District Improvement (PG, DEE)

In this workshop we will discuss what it means to base a district’s strategic improvement work on a Portrait of a Graduate, and highlight the work of a variety of districts across the state that we have been working with this year as a part of a community of practice funded by Nellie Mae Education Foundation. We will share some of the tools that districts report they have found most helpful.

**Presenters:** Fran Rabinowitz, Executive Director, CAPSS; Isobel Stevenson, Program Coordinator, Connecticut Center for School Change

A3 | High-impact Family Engagement: Promoting Equity and Student Success (DEE)

The most effective family engagement practices for promoting student success are aligned with learning and development goals for students, birth through college and career. Connecticut’s family engagement framework addresses the need for educators and families to co-create meaningful family engagement programs focused on student achievement and grounded in equity. This session will showcase the Connecticut’s new definition and framework and demonstrate how existing family engagement activities can be transformed into high-impact partnerships that build on families’ strengths and are linked to student learning.

**Presenters:** Charlene Russell-Tucker, Chief Operating Officer, Connecticut State Department of Education; Judy Carson, Program Manager, Connecticut State Department of Education; Deborah Watson, Project Manager, Connecticut Office of Early Childhood
A4 | Preparing to Advocate (EC, PG, DEE, ONBMS)

A timely topic of the presenters’ choosing.

**Presenter: Patrice McCarthy**, Deputy Director and General Counsel, CABE; **Sheila McKay**, Sr. Staff Associate for Government Relations, CABE

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A5 | New Britain Public Schools Minority Recruitment and Retention Strategy Plan (DEE)

Barriers to recruiting minority educators plague the hiring process for many districts. Retaining minority teachers and administrators requires all staff to understand implicit bias. New Britain Public Schools has developed a diversity, equity and excellence plan to address minority recruitment and retention.

**Presenters: Shuana Tucker**, Chief Talent Officer, New Britain Public Schools; **Lauren Tafrate**, CCSU Partnership Coordinator, Central Connecticut State University

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A6 | The Connecticut Lighthouse Project (EC, ONBMS)

As the Connecticut Lighthouse Project reaches its tenth year, CABE is undertaking the third generation of board development with the intention of helping boards lead their district through effective governance focused on student achievement. In this session we will explore the original Lighthouse research, learn about the foundations that the training is based on and sample some of the issues that Lighthouse training focuses on. As a result of this workshop, board members and superintendents will have a better understanding of what Lighthouse training is all about, and how it can help boards improve student achievement.

**Presenters: Nicholas Caruso**, Sr. Staff Associate for Field Services, CABE
A7 | Navigating the Challenges of Transforming Facilities for 21st-century Learning in a Small School District (EC)

Small School District: BIG Transformation: A case study on how North Stonington Public Schools, a small district with a declining enrollment and very limited budget, made significant renovations and successfully created 21st-century learning spaces.

**Presenters:** Peter Nero, Superintendent, North Stonington Public Schools; Pamela Potemri, Board Member, North Stonington Board of Education; Rusty Malik, Principal, Education Design, QA+M Architecture, Michael Urgo, First Selectman, North Stonington

A8 | Meeting with the State Board of Education (EC, PG, DEE, ONBMS)

Take advantage of this opportunity to meet with members of the State Board of Education and the Commissioner of Education! We encourage you to share your views on issues of concern to you, your Board and your community, and to ask about the State Board’s priorities for 2018-2019. The format will be as informal as group size permits. Topics covered will be determined by your questions.

**Presenters:** Members of the Connecticut State Board of Education; Miguel Cardona, Commissioner, Connecticut State Department of Education
B1 | Roles and Responsibilities of Board Members and Superintendents (ONBMS)

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 very strong. This workshop will communicate CABE’s and CAPSS’ views on the nature and expectations for Superintendent and Board working relationships.

**Presenters:** Robert Mitchell, CABE President; Board Chair, Montville Public Schools; Kathy Greider, CAPSS President; Superintendent, Farmington Public Schools; Robert Rader, Executive Director, CABE; Fran Rabinowitz, Executive Director, CAPSS;

B2 | Social and Emotional Learning: It Takes a Village and Begins With You (EC, PG, DEE)

Emotions are at the heart of every teacher’s effectiveness. Critical to success is the self-awareness to recognize their own emotions, recognize the emotions of their students and use this rich information to successfully problem solve. Teachers’ Social and Emotional Intelligence (EQ) skills are critical to helping them avoid burnout, increase confidence, fulfillment and classroom effectiveness. This workshop will guide Board of Education Members and Superintendents on how to effectively support teachers in these areas.

**Presenters:** Kevin Case, Superintendent, Canton Public Schools; Deene Morris, President and Consultant, Inspire Leadership, LLC

B3 | Effective Board of Education and Superintendent Budget Development (EC)

Participants of this workshop will see how East Lyme developed an effective BOE/Superintendent budget development process. This process includes the use of two fall budget workshops prior to the Superintendent ‘s presentation in January. Board of Education and Town Board of Finance participation in these workshops is part of the preparation and transparent practice of budget development that East Lyme has successfully engaged in over the last four year.

**Presenters:** Tim Hagen, Board Chair, East Lyme Board of Education ; Jeffrey Newton, Superintendent, East Lyme Public Schools; Amy Drowne, Assistant Superintendent, East Lyme Public Schools
B4 | Absences Add Up!
Chronic Absence in Connecticut Schools and Districts (EC, DEE, ONBMS)

Being chronically absent has a significant impact on students’ ability to perform academically and graduate on time. Improving and sustaining good attendance requires the active engagement of district and school-based leaders and administrators. Leaders will learn how to reduce chronic absence by understanding the data, strengthening policies and practices and building systems of support that included community service providers.

Presenters: Charlene Russell-Tucker, Chief Operating Officer, Connecticut State Department of Education; Kari Sullivan, State Attendance Lead, Connecticut State Department of Education

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C1 | 34th Annual Meeting of the Nutmeg Board of Education (EC, PG, DEE, ONBMS)

Yet again, the Nutmeg Board meets and does all the wrong things. Designed to amuse and educate you, their actions will be analyzed from the legal perspective. This mock board meeting is based on the CABE Journal's “See You In Court” column.

**Presenter: Thomas Mooney,**
Attorney, Shipman & Goodwin; Cast to be determined

C2 | Blended Learning: Designing for Growth (DEE)

Middletown Public School's instructional leaders will share their experiences in how the district used blended and personalized learning to revolutionize math instruction in middle school. Presenters will define both blended and personalized learning and share their Grade 8 Math model which promotes equitable opportunities for all students to grow and achieve in their own time, at their own pace, and within a personalized path. They will also provide strategies for moving classes to a blended environment using technology, data, and a shift in practice.

**Presenters: Michael Conner,**
Superintendent, Middletown Public Schools; **Enza Macri,** Associate Superintendent, Middletown Public Schools; **Michelle Gohagon,** Director of Instructional Technology and Professional Development, Middletown Public Schools; **Dwight Sharpe,** Equity & Restorative Practices Facilitator, Middletown Public Schools; **Colleen Weiner,** Middletown High School Principal, Middletown Public Schools
D1 | Promising Practices for Gifted Students from Underserved Populations
(DEE)

Every child has a right to learn something new every day. Unfortunately, for many students with advanced academic potential from underserved populations this ideal is seldom realized. Traditionally, many schools and gifted and talented programs in Connecticut have overlooked large numbers of highly talented students from underserved populations. Researchers from the Neag School of Education at the University of Connecticut will share promising practices for building teacher and school capacity for identifying gifted students from underserved populations.

**Presenters:** Del Siegle, University of Connecticut, Associate Dean; Catherine Little, University of Connecticut, Professor; E. Jean Gubbins, University of Connecticut, Professor
E1 | Connecticut’s Ed Sight (EC,ONBMS)

This valuable interactive Connecticut State Department of Education portal provides data, statistics, and reports about schools, districts and the state. Do you know how to make the best use of the valuable information you can find here? Participate in this session to learn how to better utilize the information available to you.

Presenter: Ajit Gopalakrishnan, Connecticut State Department of Education, Bureau Chief
F1 | Teacher Negotiations: Where We Are and What is on the Horizon? (EC, PG, DEE, ONBMS)

A timely topic of the presenter’s choosing.

**Presenters:** Rebecca Adams Rieder, Sr. Staff Attorney, CABE; Floyd Dugas, Attorney, Berchem Moses

F2 | Taking Action for Equity - A Discussion of Districtwide Initiatives (DEE)

Join district leaders from five Connecticut districts as they share approaches to changing mindset and promoting a racially conscious lens. Question the presenters on their process, successes and failures. Engage in discussion that leads to identifying an action for equity.

**Presenters:** Jackie Coleman, Sr. Education Investments Office, Hartford Foundation for Public Giving; Cynthia Sanchez, Education Investments Associate, Hartford Foundation for Public Giving; Latasha Turnquest, Director of Family Partnerships, Manchester Public Schools

F3 | Vernon Shared Services Committee & Collaborative Strategies (EC)

Vernon will present the ‘Shared Services Committee ‘ model. Effective strategies for a collaborative approach between the board and town will be outlined and shared with others.

F4 | Magnet and Charter Schools - What Your School District Must Know and How We All (EC, DEE)

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, especially in light of both recent legislative developments on the state front and the issuance of further guidance from the U.S. Department of Education, and will hopefully help attendees to understand 1) the strains on their budgets 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, and 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 Sommaruga, Attorney, Pullman & Comley; Zachary Schurin, Attorney, Pullman & Comley; Melinda Kaufmann, Attorney, Pullman & Comley

F5 | Equipped for A Lifetime of Learning: The True Portrait of A Graduate (PG, DEE)

Today’s students face the most disruptive post-secondary education and workplace environments in history. The explosion of artificial intelligence and algorithms do not just threaten but promise to eliminate entire classes of jobs. What learners will need are the competencies that cannot be automated: the ability to create, launch, and sustain new solutions that deliver value to other people and organizations. Leave equipped from this workshop with powerful insights from case studies, research and models of success that will not only inform the building of an effective portrait of a graduate but also show how to approach the much harder work of aligning instruction and assessment practices to ensure that your portrait actually has an impact on your students’ futures.

**Presenters:** Doug Casey, Executive Director, Connecticut Commission for Educational Technology; Jonathan Costa, Assistant Executive Director, EdAdvance

**CABE’s Unemployment Cost Management Service**

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If you have questions or would like to receive a quote, contact Teresa Costa at CABE at 860-571-7446 or email tcosta@cabe.org.
G1 | Understanding the Connecticut Certificate for Global Engagement (PG, DEE)

Participants will learn about the Connecticut Certificate of Global Engagement and how to implement the Certificate in their own district.

**Presenters:** *Stephen Armstrong,* Social Studies Consultant, Connecticut State Department of Education; *Nicole Struth,* Education Director, World Affairs Council of Connecticut

G2 | Putting It Together through Reflection and Networking (EC, PG, DEE, ONBMS)

Often there is little time to reflect on your Convention experience and determine how to apply your experiences back in your district. This self-guided session provides you with the opportunity to meet with other Convention participants to share your learnings and how to best bring these back to your district.

**Facilitator:** TBD
Join us Friday night for laugh-out-loud fun with Sea Tea Comedy, Hartford’s Professional Improv Company. They’ll take your suggestions and create on the spot improvised scenes and characters.
Recognition of Board of Education Members with 10/20 or more years of service and Superintendents with 10 years of service to public education in Connecticut

Board of Education members with 10/20 or more years of service and active superintendents who as of November 1, 2019 have completed 10 years of service to public education are recognized as a group at the luncheon on Friday. Additionally, these Board members and superintendents are awarded a special pin from their respective Association.

CABE Board of Education Leadership Awards

New this year, the CABE Leadership Awards will be awarded over the course of the Friday General Sessions – morning, lunch and dinner. Photographs with the Commissioner of Education, Miguel Cardona, will take place following the General Sessions. Districts will be notified ahead of time as to when their district will be recognized and the location for photos.

44TH Bonnie B. Carney Awards of Excellence in Educational Communications

CABE, in cooperation with the Connecticut School Public Relations (ConNSPRA), will recognize Connecticut School districts for outstanding work in school communications. The work earning this award will be displayed, with samples available, outside the Exhibit Hall (across from the Convention Bookstore) on both Friday and Saturday. Feel free to take samples back to your district.

Superintendent of the Year

CAPSS will recognize the 2020 Superintendent of the Year at the Friday morning General Session.
George Couros

George Couros is a leading educator in the area of innovative leadership, teaching, and learning. He has worked with all levels of school, from K-12 as a teacher, technology facilitator, and school and district administrator, and is the author of the book, *The Innovator’s Mindset: Empower Learning, Unleash Talent, and Lead a Culture of Creativity* and his latest book, *Innovate Inside the Box*. He is a sought-after speaker on the topic of innovative student learning and engagement and has worked with schools and organizations around the globe.

George is a leader in the area of innovation, yet his focus is always on the development of leadership and people and what is best for learners. His belief that meaningful change happens when you first connect to people’s hearts, is modeled in his writing and speaking. You can connect with George on his blog, *The Principal of Change* (georgecouros.ca) or through Twitter @gcouros.

Mr. Couros will have his book available and will be doing a book signing immediately following his presentation.
Student Representatives on Boards of Education: Policy into Practice

This workshop is designed for students from across the State of Connecticut to better understand 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.

Facilitator: Eileen Baker, Board Member, Old Saybrook Board of Education
**H1 | Trends (EC, PG, DEE, ONBMS)**

A timely topic of the presenters choosing.

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

**H2 | Should We “Teach Like Finland”? What Are the “Finnish Lessons” that Apply to Education In Connecticut? (EC, PG, DEE, ONBMS)**

Hear the perspectives of educators and school board members who participated in the Teacher Leader Fellowship Abroad program in Finland in April 2019. Workshop attendees will develop an understanding of the cultural and economic context of education in Finland, as well as the focus on student-centered learning. Each of the presenters will share distinct perspectives relevant to their role.

**Presenters: Ann Gruenberg**, CABE Past President, Retired Early Childhood Educator; **Jennifer Norman**, Board Member, Griswold; Connecticut Technical Schools Teacher; **Kate Field**, Teacher Development Specialist, Connecticut Education Association; **Patrice McCarthy**, Deputy Director and General Counsel, CABE

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**CABE MEETING**

CABE-Meeting is a user-friendly online service offered by CABE specifically for school boards. Users can eliminate unnecessary paperwork, increase efficiency and reduce costs while enabling board members to utilize the latest in cutting edge technology. Using CABE-Meeting, the Meeting Manager can create an electronic meeting from developing the agenda to creating the minutes and everything in between.

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_If you have an interest in this service, contact Lisa Steimer at 860-571-7446 or lsteimer@cabe.org._
H3 | Emerging Issues in Classroom and Teacher Safety and Collective Bargaining Implications (EC, ONBMS)

This workshop will provide an interactive discussion of emerging issues in the rapidly evolving area of classroom safety and management, including an analysis of recent legislative initiatives, legal requirements and potential implications within the collective bargaining arena. The presenters will provide an in-depth review of topics including legislative initiatives in 2018 and 2019 regarding classroom safety, including disruptive and/or unsafe student behavior; legal developments in teacher safety, including student “assaults” on teachers; practical steps for addressing student-teacher interactions; and potential collective bargaining issues arising from classroom and/or teacher safety concerns and initiatives, including a discussion of the legal boundaries and practical tips for addressing or responding to such concerns and initiatives at the bargaining table.

Presenters: Richard A. Mills, Attorney, Shipman & Goodwin; Andreana R. Bellach, Attorney, Shipman & Goodwin

H4 | Student Success: The Role and Impact of Comprehensive School Counseling (PG)

School counseling programs aim to impact three developmental domains (academic, career postsecondary, social-emotional) and provide services to all students in the school. The role and training of school counselors
has dramatically changed since 1997, providing school counselors with unique skills and expertise to support student learning through a preventative and proactive model. Participants will engage with state association leaders to build an understanding of how school counseling can improve K-12 student success.

**Presenters:** Michelle Catucci, School Counselor and Department Chair, Cheshire High School; Virginia DeLong, School Counselor, Lebanon Middle School; Margaret Generali, Associate Professor and Department Chair, Southern Connecticut State University; Jennifer Parzych, Associate Professor and School Counseling Program, Southern Connecticut State University

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**Equal Opportunity Employer**
I1 | Equity in Education: The Power of Storytelling (DEE)

Developing trust is vital before a conversation can take place that acknowledges and addresses the existence of systemic racism within education settings. The sharing of stories reduces biases that taint our perspectives. Through facilitated cultural story telling, workshop participants will experience the relationship-building and trust that must be established before a school community can move forward to evaluate its culture and policies that negatively impact outcomes for African American youth and other students of color. Following session participants’ story telling, high school youth will describe how through study circle dialogues, students, teachers and administrators identified equity challenges within their schools, generated action ideas to address them, and their work together toward implementation.

Presenters: Gloria Francesca Mengual, Diversity & Inclusion Coordinator, CREC Open Choice Program; Steven Madancy, Assistant Superintendent, Southington Public Schools; Tina Riccio, World Language Department Chair, Southington High School; Trevor Messina, Student Representative, Southington Board of Education; Additional Student TBD

I2 | Understanding Connecticut’s Freedom of Information Act (EC, ONBMS)

The FOIA contains open meetings and public records requirements, along with numerous exceptions. Unfortunately, the FOIA has often been misconstrued, especially with the advent of new technologies and in light of the public’s (and media’s) interest in a school boards work. This workshop should serve to provide further 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; Thomas Hennick, Public Education Office, State of Connecticut Freedom of Information Commission
J1 | NEASC District Accreditation (PG, DEE)

The New England Association of Schools and Colleges, in partnership with our 600 member schools, has developed a new Accreditation process and revised Accreditation standards. A central theme of this new process is the creation of a district-wide Vision of the Graduate. This, along with the revised Standard and the new process are the vehicle for district Accreditation. The session will introduce participants to the new process and the revised Standards. This session will also provide an overview of the District Accreditation Process. The new process and the revised Standard will be implemented for schools and districts hosting decennial Accreditation visits beginning in 2020.

Presenters: George Edwards, Director, Commission in Public Schools, NEASC; Alyson Geary, Deputy Director, NEASC
K1 | Breaking Barriers: Creating Conditions to Close the Achievement Gap (DEE)
Closing the achievement gap requires strong leadership and a relentless commitment to removing barriers preventing students access to an equitable education. Come learn how collaborative partnerships with an outside agency can support guiding leaders toward a data-focused approach to creating positive change for students. With engaged leaders willing to address policies and practices, a supportive BOE, and a data-focused approach, positive change for every student’s story is possible.

**Presenters:** Christopher Tranberg, Assistant Superintendent, Granby Public Schools; Kerry Lord, Consulting Program Partners, Connecticut Center for School Change; Patrice Nelson, Consulting Program Partners, Connecticut Center for School Change

K2 | Outside the Box – Using Collaborative Legal Tools to Save Your Board Money (EC)
Connecticut school districts face unprecedented fiscal challenges. In this environment, board members owe it to their districts to explore new and innovative ways to save money while at the same time offering the highest-quality educational services. In this workshop, the speakers will take audience members on a guided tour of the collaborative legal tools that boards of education can use to do more with less. The formation of regional school districts, cooperative arrangements with neighboring boards and/or municipalities, joint purchasing and insurance cooperatives are only a few of the many innovative tools that boards of education have at their disposal. This workshop will educate board of education members and administrators on the ins-and-outs of these vehicles for collaboration and how these tools can be used to achieve long-term savings.

**Presenter:** Zachary Schurin, Attorney, Pullman & Comley
K3 | Are You Prepared? Public Relations Strategies for Uncertain Times (EC)

The education communications landscape has never been more difficult to manage or more critical to successfully navigate than it is today. Connecticut’s unsteady financial condition has created uncertainty across large and small communities alike as the prospect of decreased education and local funding generates deepening concerns. Faced with fiscal challenges, local crises, enrollment shifts and achievement pressures, the need to effectively communicate with stakeholders across a variety of media platforms is crucial. Join our public relations specialists to learn practical and inexpensive public relations tips, tactics and strategies that will prepare you to manage your communication challenges in uncertain times.

Presenters: Aura Alvarado, Director, Communications and Community Relations, CREC; Matt Engelhardt, Marketing, Communications and Advocacy Coordinator, LEARN

K4 | Cultivating an Equity Culture (DEE)

Cultivating an Equity Culture requires a commitment from board members, superintendents and each and every member of the school community. This workshop will provide an opportunity to explore key factors leading to some of the inequities in our schools as well as key strategies to overcome them. Using lessons learned from Naugatuck’s equity journey, participants will be poised to consider strategies not only to recognize and address inequities in their own districts, but to cultivate a culture that reflects the ideals of social justice and equity.

Presenters: Ethel Grant, Board Vice Chair, Naugatuck Board of Education; Richard Lemons, Executive Director, Connecticut Center for School Change; Sharon Locke, Superintendent, Naugatuck Public Schools; Kathy Taylor, Attorney and Equity Consultant
**Student Panel**

Today, our students play a critical role in determining their own educational needs. In addition, student representatives on boards, district committee members, student council members and more informal student leaders help our boards make important educational policy decisions.

We have invited a panel of students from the State Student Advisory Council on Education (SSACE) to have a frank discussion about their thoughts on the issues with which we grapple each day.

We look forward to hearing what our students have to say, what we can learn from them, and how they think we can increase the achievement of their peers, all students.