

VII.B.

Connecticut State Board of Education Hartford

To be Proposed:
November 6, 2024

Resolved, That the State Board of Education receives the Connecticut Advisory Council for Administrator Professional Standards Annual Report 2023-2024, developed by the Council and submitted in accordance with the requirements of subsection (e) of Section 10-144e of the Connecticut General Statutes, and directs the Commissioner to take the necessary action.

Approved by a vote of _____ this sixth day of November, Two Thousand Twenty-Four.

Signed: _____
Charlene M. Russell-Tucker, Secretary
State Board of Education

Connecticut State Board of Education
Hartford

To: State Board of Education

From: Charlene M. Russell-Tucker, Commissioner of Education

Date: November 6, 2024

Subject: Connecticut Advisory Council for Administrator Professional Standards (CACAPS) Annual Report 2023-2024

Attached, you will find a copy of the Connecticut Advisory Council for Administrator Professional Standards Annual Report 2023-2024, developed by the Council and submitted in accordance with the requirements of subsection (e) of Section 10-144e of the Connecticut General Statutes.

Prepared by: _____
Sharon M. S. Fuller
Education Consultant, Talent Office

Approved by: _____
Dr. Shuana K. Tucker
Chief Talent Officer, Talent Office

Connecticut Advisory Council For
Administrator Professional Standards
2023-2024

Subject: Connecticut Advisory Council for Administrator Professional Standards Annual Report 2023-2024

The Honorable Ned Lamont
Governor of Connecticut
State Capitol
210 Capitol Avenue
Hartford, Connecticut 06106

The Honorable Erin Benham
Vice Chairperson
State Board of Education
450 Columbus Blvd, Suite 606
Hartford, Connecticut 06103

The Honorable Douglas McCrory
Co-Chair, Education Committee
Connecticut General Assembly
Legislative Office Building, Rm. 3100
Hartford, Connecticut 06106

The Honorable Jeff Curry
Co-Chair, Education Committee
Connecticut General Assembly
Legislative Office Building, Rm. 3101
Hartford, Connecticut 06106

History/Background

The Council was established to (1) advise the State Board of Education (SBE), the Governor and the joint standing committee of the General Assembly having cognizance of matters relating to education concerning administrator preparation, training, certification, professional development, assessment and evaluation, and professional discipline; (2) review and comment upon all regulations and other standards concerning the approval of administrator preparation programs and administrator certification; (3) report to the SBE, the Governor and the joint standing committee of the General Assembly annually on its activities and recommendations, if any, concerning the condition of the school administrator profession; and (4) develop a code of professional responsibility for school administrators, to be completed not later than September 30, 1993.

Council Charge

The Connecticut Advisory Council for Administrator Professional Standards has addressed timely and relevant educational issues at the depth necessary to contribute meaningfully to educational improvement. The aim of the Council has been to investigate key issues thoroughly, develop substantive policy recommendations and bring greater visibility to critical matters. The Council has focused annually on one or two major issues affecting school and district leadership and makes recommendations to the SBE, as appropriate.

The (CACAPS) Council's charge this past year has been to serve to assist in the preparation, recruitment and support of school administrators, as the State Board of Education implements its Five-Year-Comprehensive-Plan –for-Education-2023-2028:

- Ensuring equitable access to education,
- Ensuring safe and healthy learning environments,
- Elevating Connecticut's curriculum frameworks, and
- Creating opportunities for students to explore multiple career pathway options.

Issues of Focus for 2023-2024

- **A primary focus for 2023-2024** was recruiting members and **rebuilding the Council**. As of the writing of this report, thirteen of the nineteen positions have been filled. Appointments from the Governor, House Minority Leader, Senate Minority Leader and Speaker of the House remain vacant. Three meetings were held on January 24, March 27 and May 10, 2024. One was held via zoom due to poor weather conditions and the others were in-person meetings.
- The partnership between University of Connecticut, recipient of the Wallace University Principal Preparation Initiative Grant and the CSDE in developing the Guide was discussed along with the need for a “beneficial culture of mentoring” for new administrators to become standard operating professional practice.
- Sharon Fuller **reviewed and Frances DiFiore explained** (as a member of the EES Council) **the Connecticut Leader and Educator Evaluation and Support Model for 2024-2025** with members, reviewing the guiding principles, changes in goal setting, which will focus on high leverage goals and improving professional capacity, along with utilizing multiple measure to determining student growth.
- The Connecticut Education Certification Council’s (CECC) **proposed legislation for changes in certification was explained** to the members by Frances DiFiore (as a member of the CECC), along with the proposed elimination of provisional certification and the extension of time in the initial certification for teachers.
- **Review of the House and Senate Education Bills passed.** (May 2, 2024)
- **Connecting the CACTPS and CACAPS** in a May 2024 joint meeting to review **the four major shifts in new CT guidelines as of 2023**, implementation updates on CT guidelines, timelines for districts to submit Leader and Educator Evaluation Support Plans prior to deadline, and teacher recruitment and retention.

Summary of Council Meetings

Three meetings were held on January 24, March 27 and May 10, 2024.

January 27, 2024 meeting focused on:

- Eliciting names for CACAPS officers,
- Discussing legislative appointments to the Council,
- Introducing new members,
- Planning for upcoming meetings,
- Giving background of the CACAPS and its purpose and importance.

March 27, 2024 meeting focused on:

- Reviewing **the Connecticut Leader and Educator Evaluation and Support Model for 2024-2025**,
- Reviewing Connecticut Education Certification Council’s (CECC) **proposed legislation for changes in certification**,
- **Reviewing CSDE’s Resource Guide for New Administrators.**

May 10, 2024 meeting focused on:

- Connecting the administrators' and teachers' councils (**CACTPS and CACAPS**) for important updates,
- Reviewing the House and Senate Education Bills passed.

Council Planning for 2024-2025

- Work to fully fill all seats on the Connecticut Advisory Council for Administrator Professional Standards to have a full constituency providing advice to the State Board of Education, the Governor, and the joint standing committees of the General Assembly.
- Review Educator and School Leader Evaluation Document and elicit feedback as Connecticut Schools implement the new model.
- Elicit the diverse perspectives and experiences and backgrounds of the council.
- Elicit feedback from districts as they go through and experience the new 2024-2025 evaluation plan.
- Focus on a mentoring culture for administrators and methods to implement meaningfully into professional practice for school leaders.
- Confirm CACAPS goals for the upcoming years at the first meeting held on Wednesday October 16, 2024.

This annual report is provided to the State Board of Education in accordance with the legislation that has established the Council, so that the State Board of Education may be apprised of its activities and the educational issues that are important to the Council members. The Council will update the State Board of Education on its activities annually.

Connecticut Advisory Council for Administrator Professional Standards

Member	Appt. by	Appoint. by Name	Represents	Term
Anthony (TJ) Salutarì	CAS	Glen Lungarini	Secondary Administrator	
Sarhanna Smith	CAS	Glen Lungarini	Elementary Administrator	
Jarrid Clifton	CAS	Glen Lungarini	Elementary Administrator	
Ann Cocchiola	CFSA	Fran DiFiore	Secondary Administrator	
Jonathan Kozlak	CFSA	Fran DiFiore	Elementary Administrator	
Greg Fox	CFSA	Fran DiFiore	Elementary Administrator	
Vacant	Governor	Ned Lamont	Business/Industry	
Thomas Anderson	House Maj. Leader	Jason Rojas	Superintendent	
Vacant	House Min Leader	Vincent Candelora	Business/Industry	
Vacant	House Min Leader	Vincent Candelora	Public	
Maria Campos Harlow	SBE	Karen DuBois-Walton	Business/Industry	
Christopher Trombly	SBE	Karen DuBois-Walton	Admin Prep Program	
Femi Bogle-Assegai	Senate Maj Leader	Bob Duff	Board of Ed	
Vacant	Senate Min Leader	Stephen Harding	Public	
Vacant	Senate Min Leader	Stephen Harding	K-12 Public School Parent	
Keely Garden	Senate Pro Temp	Martin Looney	Teacher	
Vacant	Speaker of the House	Matt Ritter	K-12 Public School Parent	
Frances DiFiore	CFSA	Fran DiFiore	Ex Officio	
Sharon Fuller	SDE	Charlene Russell-Tucker	SDE Rep	

Member	Position	E-Mail	Cell Phone
Anthony (TJ) Salutari	Principal of Daniel Hand High School	salutari.anthony@madisonps.org	
Sarhanna Smith	Principal of Read School (Elementary, Bridgeport)	ssmith@bridgeportedu.net	
Jarrid Clifton	Associate Principal of T.E. Middle School (South Windsor)	jclifton@swindsor.k12.ct.us	
Ann Cocchiola	Principal of Cromwell Middle School	acocchiola@cromwell.k12.ct.us	
Jonathan Kozlak	Principal of Black Rock School (Elementary, Thomaston)	jkozlak@thomastonschools.org	
Greg Fox	Principal of O'Connell Elementary School (East Hartford)	fox.g@easthartford.org	
Vacant	Business/Industry		
Thomas Anderson	Superintendent of East Hartford Public Schools	anderson.t@easthartford.org	
Vacant	Business/Industry		
Vacant	Public		
Maria Campos Harlow	Executive Director of United Way – Meriden and Wallingford	Mharlow@unitedwaymw.org	
Christopher Trombly	Coordinator of EDL 6th Year Program at Southern CT State U	tromblyc1@southernct.edu	
Femi Bogle-Assegai	Bloomfield Board of Education	bogleassegai@gmail.com	
Vacant	Public		
Vacant	K-12 Public School Parent		
Keely Garden	Teacher	Kgarden@cheshire.k12.ct.us	
Vacant	K-12 Public School Parent		
Frances DiFiore	Co-President CT Federation of School Administrators	fdifiore@ctfedschooladmin.org	(860) 759-8235
Sharon Fuller	SDE Rep CT State Dept of Education Talent Office	Sharon.Fuller@ct.gov	