

HONORING NORMAN J. SCHMITT'S LEGACY OF EDUCATIONAL IMPACT

From his earliest days, Norman J. Schmitt saw education not just as a tool for individual success, but as the backbone of a thriving society. Though he initially dreamed of a career in medicine, financial realities redirected him to another path. After serving in the United States Army and completing a tour of duty in Korea from 1954 to 1955, he returned home to New Britain, CT. There, he enrolled at what was then known as The Teachers' College of Connecticut, where he found his true passion: empowering students, supporting teachers, and championing a fairer education system for all.

Norman graduated with a Bachelor of Arts in business education and later earned a Master of Arts in guidance. From his start as a teacher, he moved through roles as a guidance counselor and administrator, eventually serving 19 years as Assistant Superintendent of Schools. His dedication and drive ultimately led him to fulfill a lifelong goal, earning his Doctorate in Education and becoming a doctor in his own way, shaping lives and improving education.

A Champion for Teachers and Equity

Norman's career was fueled by a core belief: teachers deserve to be respected, valued and well-compensated. He knew that quality education starts with quality teachers, and quality teachers require competitive

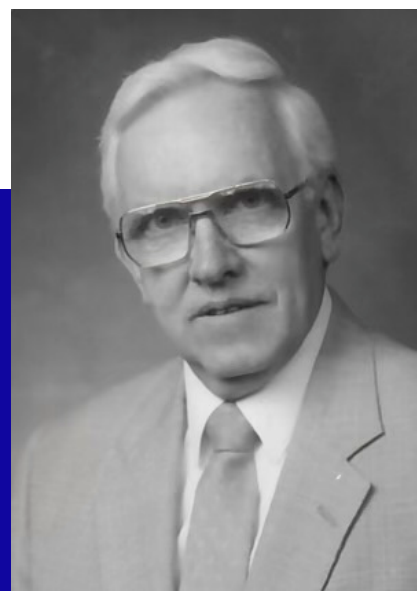
compensation. Because of his work, Connecticut teachers became some of the best-paid educators in the nation. But his vision didn't end with fair pay.

Long before it was commonplace, Norman was outspoken in his belief that a diverse teaching staff is essential for schools to truly serve their communities. He led efforts to encourage young people of color to pursue teaching careers and worked hard to ensure that these students would find a welcoming job market once they graduated. His initiatives left a lasting impact on the state, helping shape a teaching force that reflects the diverse backgrounds of Connecticut's students.

The Norman J. Schmitt Aspiring Educators Scholarship

To honor Mr. Schmitt's life and legacy, Skyward Specialty has established the Norman J. Schmitt Aspiring Educators Scholarship, now part of the Bright Futures Scholarship. This award will award \$5,000 to students pursuing degrees in education, focusing on individuals committed to advancing equity and inspired by Norman's vision for a strong, diverse, and well-supported teaching force.

Norman's legacy reminds us that education shapes not only individual lives but entire communities. We are honored to continue his work and support the next generation of educators who will help build a brighter future for all.



NORMAN J. SCHMITT

"My dad was clearly passionate about public education and his mission to ensure teachers were truly valued and fairly compensated. His dedication deeply influenced my own commitment to creating competitive opportunities for our team. Undoubtedly it is my dad's voice and influence that drives my passion to foster a diverse and inclusive environment where everyone can thrive and contribute to their fullest potential, just as he envisioned for teachers and students alike."

**- Tom Schmitt,
Chief People
& Administrative Officer**

