



## **PROGRAM DESCRIPTION**

**A ONE YEAR PROGRAM DESIGNED TO PROVIDE OPPORTUNITIES FOR PRACTICAL TRAINING WITHIN A FRAMEWORK OF EFFECTIVE LEADERSHIP DEVELOPMENT. SELECTED CANDIDATES WILL WORK TOWARDS ATTAINMENT OF LEADERSHIP COMPETENCIES INCLUDING DEVELOPING A SHARED VISION/MISSION, FOCUS ON EFFECTIVE INSTRUCTION, COLLABORATION AND COMMUNICATION WITHIN A SCHOOL COMMUNITY AND THE MANAGEMENT AND OPERATION OF A SCHOOL FACILITY.**



## **TECHNICAL VS ADAPTIVE LEADERSHIP**

**FOCUS ON UNDERSTANDING THE DIFFERENCE BETWEEN TECHNICAL AND ADAPTIVE LEADERSHIP PROBLEMS.**

**EMPHASIS ON BUILDING AN ADAPTIVE LEADERSHIP CULTURE WITHIN A SCHOOL THAT PROMOTES PEOPLE TO ADAPT AND THRIVE WITHIN CHALLENGING ENVIRONMENTS. DEVELOPING STRONG COLLABORATIVE GROUPS WITHIN A SCHOOL TO MEET THE UNCERTAIN CHALLENGES OF TOMORROW.**

## **INAUGURAL CLASS**

- ◆ **CANDIDATES APPLIED IN AUGUST**
- ◆ **CANDIDATES HAD AT LEAST 3 YEARS OF SUCCESSFUL TEACHING EXPERIENCE AND COMPLETED OR ENROLLED TO EARN THEIR ADMINISTRATIVE LICENSURE**
- ◆ **HIGHLY RECOMMENDED FROM THEIR DIRECT SUPERVISOR**
- ◆ **24 CANDIDATES - 10 ELEMENTARY 12 SECONDARY 1 BOTH**
- ◆ **5 CANDIDATES WILL MOVE INTO ADMINISTRATIVE ROLES NEXT YEAR**

## SESSION FORMAT

- LPS UPDATE ON CURRENT HAPPENINGS
  - ADAPTIVE LEADERSHIP SHARE
- SHARING OF ADMINISTRATIVE COVERAGE
- GUEST SPEAKER – LEADERSHIP CHALLENGE
  - HOT TOPIC OF INTEREST

## POSITIVE LEADERSHIP FEEDBACK FROM CANDIDATES

- EXPERIENCE WAS GREAT – I FELT LIKE I TRULY HELPED MY PRINCIPAL IN A NUMBER OF SITUATIONS
- ENJOYED THE GUEST SPEAKERS – NICE TO HEAR A DIFFERENT PERSPECTIVE
- FILLING IN FOR MY PRINCIPAL WAS EYE OPENING – THE CONVERSATIONS WITH MY PRINCIPAL AFTERWARDS WAS BENEFICIAL TO ME AS A LEADER
- IT HELPED ME UNDERSTAND WHY CERTAIN DECISIONS NEEDED TO BE MADE – IT WAS VALUABLE TO ME AS I GROW MY LEADERSHIP SKILLS
- MY EXPERIENCE SUBBING AS THE PRINCIPAL ENABLES ME TO BETTER HANDLE EMERGENCIES AND STUDENT MANAGEMENT
- I WAS ABLE TO FORM CLOSER PROFESSIONAL RELATIONSHIPS WITH A FEW DIFFERENT PRINCIPALS AND LEARN FROM THEIR LEADERSHIP STYLE
- I WAS ABLE TO FOCUS MY PD CHOICES THIS YEAR AT A DEEPER LEVEL

## **CONTINUED....**

- AS I CONTINUE MY EDUCATION I WILL COMBINE WHAT I LEARN IN THE CLASS AND AT THE ACADEMY TO BECOME A MORE EFFECTIVE LEADER
- I GAINED SO MUCH KNOWLEDGE ABOUT THE BUILDING AND DISTRICT LEVEL LEADERSHIP.... I WISH IT WAS 2 YEARS LONG
- THE ACADEMY INSPIRED ME EVEN MORE TO BECOME AN ADMINISTRATOR
- I WAS ABLE TO IDENTIFY MY STRENGTHS AND AREAS TO GROW. I HAVE GAINED MORE CONFIDENCE AS AN EDUCATIONAL LEADER
- IT WAS INTERESTING TO HEAR FROM MANY OF THE DISTRICT LEVEL ADMINISTRATORS AND THE CHALLENGES THEY OVERCOME
- HELPED ME UNDERSTAND THE ROLE OF THE PRINCIPAL BETTER....MADE ME REFLECT ALL THAT PRINCIPALS HAVE TO JUGGLE
- CONVERSATIONS IN CLASS

## **FEEDBACK TO GROW FOR NEXT YEAR**

- THE BOOK WAS AN EXCELLENT READ—I WISH WE HAD MORE TIME TO DISCUSS IT
- WOULD ENJOY SHADOWING A PRINCIPAL FOR A DAY AND DISCUSS THE EXPERIENCE IN CLASS
- GIVE THE PRINCIPALS WE WERE SUBBING FOR MORE DIRECTION ABOUT OUR EXPERIENCE - GIVE PRINCIPALS INFORMATION HOW THEY CAN SUPPORT US AS WE DEVELOP OUR LEADERSHIP SKILLS
- HAVE HAND-OUTS AVAILABLE AHEAD OF TIME THAT THE GUEST SPEAKERS WERE GOING TO SHARE
- HEAR FROM ALL THE DEPARTMENTS - CURRICULUM, TITLE, ETC.
- WE NEED ADMINISTRATIVE INTERSHIPS!
- MORE CURRENT PRINCIPALS AS GUEST SPEAKERS
- MORE PRINCIPAL FEEDBACK ON OUR TIME SUBBING
- MORE COLLABORATION OF CLASSMATES—HOW CAN THIS COHORT STILL INTERACT?

## LOOKING FORWARD TO NEXT YEAR

- ❖ Applications for next year will open this week and remain open until early August.
- ❖ We will allow the first co-hort group the opportunity to continue into next year's leadership academy.
- ❖ We will definitely plan next years' academy from the feedback received.
- ❖ Exploring how to support opportunities for classified staff aspiring to be classroom teachers.



## QUESTIONS

