



AASA/MISSISSIPPI ASPIRING SUPERINTENDENTS ACADEMY

AASA, The School Superintendents Association and the Mississippi Association of School Administrators are proud to present a 9-month blended learning experience for those who aspire to the superintendency.

DEADLINE FOR APPLICATIONS

SEPTEMBER 30, 2018



PROUD PARTNER OF THE AASA/MISSISSIPPI
ASPIRING SUPERINTENDENTS ACADEMY



FOREWORD



DAN DOMENECH
AASA EXECUTIVE
DIRECTOR

The role of school superintendent is one of the most challenging and most rewarding careers in the world. Every single day, the community sends you their most prized possessions - their children - and entrusts you to support and prepare them to fully embrace their future potential.

Superintendents occupy a unique place at the epicenter of the school community, making decisions every day about the physical learning environment, the people who work within it, the learning that takes place and the methods through which this learning is conveyed.

As a superintendent you must be a master communicator, capable of interacting effectively with all stakeholders from individual students, teachers and parents to your school board, community leaders and legislators. You must be a skilled mentor and coach capable of supporting and developing your teachers and administrators, and you must be a role model that serves as the face of your school district throughout the community.

Education and educational environments are changing at unprecedented rates. This change brings about a need for a new generation of superintendents, capable of leading nimble and agile school districts and adapting to the changing needs of today's and tomorrow's students.



OVERVIEW

The AASA/Mississippi Aspiring Superintendents Academy will demystify the position of the school superintendent and provide a blueprint for success in key areas of the role. Through real-world, situational leadership tasks, participants will work collaboratively to prepare themselves to become the future leaders of school districts across Mississippi and the country. Aside from the experiential learning and growth that participants will undergo as a result of their involvement, they will also benefit from expanding their professional networks and interacting with a variety of highly experienced and successful superintendents.

The program has provided many enriching opportunities that have allowed me to grow as an educational leader. I have greatly enjoyed the experience and the real world approach that our instructors used to convey the importance of the content. I feel that I am a stronger leader after participating in the Aspiring Superintendents Academy®.

DR. TIMOTHY HOLLAND

Principal, Long Beach Middle School, Gulfport, Miss.



LEARNING INTENTIONS

The AASA/Mississippi Aspiring Superintendents Academy is purposefully designed to promote a highly interactive exchange on topics essential for participants to develop understanding and knowledge of the role of school superintendent. Connecting leadership responsibilities to participants' knowledge of themselves, their leadership styles, and strengths prepares them to effectively lead their districts.

Throughout the Academy, participants explore leadership strategies to enhance their presence and impact within their context. A major focus is placed upon participants' engagement in simulations, case studies and applied activities. The Academy challenges participants to enrich their educational philosophy and foster a vibrant learning culture to enhance outcomes for their students, teachers, administrators and school communities.

KEY LEARNING INTENTIONS:

- Develop capabilities in superintendency leadership through advocating values, building professionalism and promoting a vibrant learning culture in their context;
- Reflect on the concepts of learning, unlearning, re-learning and leading for the 21st Century...and beyond;
- Prepare participants to be 'Communicator-in-Chief' and navigate the tension between leading, managing and governing their district;
- Improve governance practices and ensure alignment with system policies, directions and accountabilities;
- Establish and grow networks with peers to test assumptions, explore strategies and refine approaches to common issues.

It has truly been a pleasure to be a part of the "blended" AASA/Mississippi Aspiring Superintendents Academy. The pace and scheduling has allowed me to not become overwhelmed with the experience, which was definitely beneficial for me being a building level principal and a mother of two little girls.

I had the opportunity to build new alliances/ friendships and learn from two amazing individuals (Mike and Nick) about what it means to be a superintendent in the 21st century. I would recommend this academy to anyone who is thinking of becoming or already is a superintendent. It surely made me a better administrator and I enjoyed every second of it!!

BRIDGETTE WHEATON

Principal, Goodman Pickens Elementary School, Goodman, Miss.



PARTICIPANT EXPERIENCE

The Academy's learning environment stands at the forefront of integrated digital learning technology and marries the best of connected dialogic learning with highly accessible online and in person environments. Delivered via a sophisticated mix of synchronous and asynchronous learning, the Academy enables participants to co-construct their learning, shaping their direction through guided exploration and meaningful peer level interaction.

The various activities and sessions are designed to simulate the work of being a school superintendent, so that when participants face these situations in the future, they will already have some level of experience. Scenarios include handling communications following a crisis in the school or community, planning a presentation to welcome staff back at the start of a school year and working with school attorneys to navigate potential litigation.

Group exploration via face-to-face workshops

Participants attend three, full day face-to-face workshops, interacting with a cohort of aspiring superintendents from across the state. During the workshops, participants work collaboratively to build their knowledge and capability, creating powerful friendships and alliances in the process. Each workshop is designed to deeply immerse participants in the subject matter and create valuable insights informed by collective experience.

Group exploration via interactive online sessions

Focused on rich discussion and debate, the online sessions help to contextualize learning within real-world scenarios. Accessible from any mobile or desktop device, these sessions create a regular connection point enabling collaborative exploration of key ideas and concepts.

Self-directed learning and exploration

Core content is accessible via the Academy's learning management system (LMS), allowing participants to engage with it at any time from any device. Content includes high quality video tutorials, live participant discussion boards, 'best practice' globally curated leadership literature, discussion-driven task-work and reflective tasks. Participants are also able to connect with one another 24/7 through the LMS, enabling them to collaborate on individual tasks and discuss 'top of mind' issues.

Digital portfolio

As participants complete the various tasks and activities, they will attain evidence to support them on their journey towards the superintendency. This evidence will also be shared with the moderators for active feedback and enable participants to revisit key learning in the future. Successful completion of the academy is tied to participants completing assigned tasks and uploading them to their individual digital portfolios.

CONTENT / MODULES

Segmented into seven key themes, the program engages participants in a comprehensive exploration of the responsibilities and opportunities of being a school superintendent. Through collaborative exploration participants will gain a deeper understanding of their drivers and derailers and develop their capacity to overcome current and future challenges.

WORKSHOP DAY 1: KNOWING YOURSELF AS A LEADER

The first in-person workshop day provides a welcome and overview of the program. Participants are challenged to look at their core values and explore personality storyboards and qualities of exemplary leaders. Guest Superintendents provide guidance and insights through keynote presentations.

By the end of the day, participants will be able to:

- Understand the program structure and expectations;
- Investigate and challenge their core values;
- Develop, enhance and implement their educational philosophy and leadership story.

ONLINE MODULE 1: COMMUNICATION & SITUATIONAL LEADERSHIP

In this module, participants examine their role as “Communicator-In-Chief” of their school districts. To be successful, superintendents require the communication skills and agility to adapt to and lead in various situations. To explore this concept, participants simulate communications strategies both in times of crisis and as they acclimate to new roles and/or new communities.

By the end of the module, participants will be able to:

- Explore the notion of superintendent as ‘Communicator-in-Chief’;
- Engage in real-time applied tasks such as crisis scenarios, response plans and mock press conferences;
- Personalize communication strategies and situational leadership to their professional context, development interests and needs.

ONLINE MODULE 2: LEADING AND CONNECTING FOR THE 21ST CENTURY...AND BEYOND

In this module, participants explore best practice in the usage of social media and online communications tools. In addition, participants engage in authentic professional learning activities focused on developing the leadership skills and capabilities to lead in the 21st Century...and beyond.

By the end of the module, participants will be able to:

- Reflect on the concepts of learning, unlearning and re-learning;
- Engage in real-time applied tasks that contextualize what superintendents need to do to be leaders in the 21st Century...and beyond;
- Explore a range of strategies and resources relating to superintendents’ use of social media.

ONLINE MODULE 3: SCHOOL BOARD AND COMMUNITY RELATIONSHIPS

In this module, participants explore the impact of the relationship between the superintendent and their board and wider community. The superintendent / board relationship is complex and essential for successful governance and leadership. Navigating the tension between leading, managing and governing requires tact and skill. Participants will explore strategies to establish and sustain positive board relations. The superintendent’s initial “Entry Plan” communications will also be addressed.

By the end of the module, participants will be able to:

- Explore the importance of board and community relations for superintendents;
- Identify essential stakeholders within their district to engage as a new and existing superintendent;
- Leverage strategies to improve governance and senior district-level relationships;
- Reflect on their leadership and board-superintendent relationship development and create an ‘Entry Plan’ to the superintendency.

WORKSHOP DAY 2: LOCAL ISSUES AND LEADERSHIP

The second in-person workshop day provides an opportunity to come together and examine senior leadership at the local level. Participants explore their role within law, advocacy and budgeting in their own context, learning from local experts in the field.

By the end of the day, participants will be able to:

- Collaborate with local leaders and benefit from hands-on experiences;
- Develop their role in the arena of law, advocacy, finance and budgeting;
- Strengthen competencies and employ strategies when engaging challenging situations.

ONLINE MODULE 4: LEADERSHIP & LEARNING

In this module participants engage with best practices around staff development. Participants review forward-thinking education learning design and the potential outcomes for teachers and students. Focusing on unlearning and Education Reimagined, participants progress their leadership competencies and further their knowledge in leadership theory and practice. As systems leaders, participants challenge their current frameworks and paradigms on how they view and assess the educational landscape.

By the end of the module, participants will be able to:

- Engage in a JigSaw review of forward-thinking learning design and theories;
- Progress their leadership competencies and further their knowledge in leadership theory and practice;
- Challenge their frameworks and paradigms on what education means to them.

ONLINE MODULE 5: SUPERVISION AND HUMAN CAPITAL MANAGEMENT

In this module participants explore human capital development and staff supervision. Through authentic experiential learning scenarios, participants will consolidate their leadership knowledge and skills and synthesize learning from all elements of the Aspiring Superintendent Framework in preparation for their capstone presentations and program completion.

By the end of the module, participants will be able to:

- Challenge their own and others' thinking around the issues of evaluation and coaching/mentoring;
- Engage and discuss the expectations and accountability required of principal evaluation and leadership development;
- Explore a range of resources, videos and readings relating to the development and growth of school leaders to enhance the outcomes of their staff and students.

WORKSHOP DAY 3: GRADUATION-CAPSTONE PRESENTATIONS (IGNITE)

In the final in-person day, participants consolidate their learning and begin to frame themselves within the Superintendent role. Participants deliver an IGNITE presentation which reflects and synthesizes their Academy journey. This presentation serves as their "capstone" project demonstrating their implementation of the Aspiring Superintendent Framework and encouraging them to "connect the dots."





By the end of the module, participants will be able to:

- Summarize and consolidate the learning in previous modules;
- Demonstrate their implementation of the Aspiring Superintendent Framework;
- Frame themselves within the superintendent role.

SCHEDULE

WORKSHOP DAY 1	October 28, 2018	8:00am – 4:00pm CT
ONLINE MEETING 1	November 13, 2018	4:00pm – 5:30pm CT
ONLINE MEETING 2	December 10, 2018	4:00pm – 5:30pm CT
ONLINE MEETING 3	February 11, 2019	4:00pm – 5:30pm CT
ONLINE MEETING 4	March 14, 2019	4:00pm – 5:30pm CT
WORKSHOP DAY 2	April 3, 2019	8:00am – 4:00pm CT
ONLINE MEETING 5	May 14, 2019	4:00pm – 5:30pm CT
WORKSHOP DAY 3	June 1, 2019	8:00am – 4:00pm CT

SNAPSHOT

 DURATION	9 Months
 WORKSHOP DAYS	3
 ONLINE MEETINGS	5
 COST	\$2,950

The AASA/Mississippi Aspiring Superintendents Academy is a unique and worthwhile learning opportunity. The blended format of online and in-person sessions is the perfect combination for busy school leaders. Participants are required to use various forms of technology, including social media, all of which can be used to increase a district's cutting-edge approach. I would recommend this program as great preparation to anyone considering a future as an executive school leader.

GREG PACZAK, PH.D

Director of Accountability & Assessment, Madison County School District, Ridgeland, Miss.

FACILITATORS AND GUEST PRESENTERS



MIKE LUBELFELD

Michael Lubelfeld, Ed.D., has served as a public school superintendent in Illinois since 2010. In addition, he has worked as an adjunct professor, advisor, and supervisor at National Louis University in the Department of Educational Leadership. A public school educator and educational leader for more than 25 years, Lubelfeld has served as an assistant superintendent, middle school associate principal, principal, and middle school teacher. He presents on leadership across the country and is active in formal leadership development with state and national associations.



NICK POLYAK

Nick Polyak, Ed.D., serves as the superintendent for Leyden Community High School District #212 in Illinois. He began his educational career as a high school math teacher and has since served as a dean of students, assistant principal and director of instruction and staff development. He served his first superintendency at Illinois Valley Central School District #321. He is the co-moderator of the monthly Twitter chat #suptchat with Mike Lubelfeld, and he and Lubelfeld co-authored the books *The Unlearning Leader: Leading for Tomorrow's Schools Today*, and *Student Voice: From Invisible to Invaluable* (Rowman-Littlefield Publishers).



CEDERICK L. ELLIS

Dr. Cederick L. Ellis, Sr. is superintendent of the McComb School District and was recently one of three Mississippians to receive the National School Leadership Coach credential from the National Institute for School Leaders. He was recognized by the National Association of School Superintendents as the 2015 Superintendent of the Year Runner-Up. His primary goal is to develop a "World Class" school district that constantly strives for excellence in preparing its students to both meet and exceed state and national educational standards.



RONNIE L. MCGEHEE

Ronnie L. McGehee, was superintendent for the Madison County School District from 2011 - 2017. As superintendent Ronnie led the fifth largest school district in the state of Mississippi to achieve an "A" rating in 2013. Madison County was one of the first county school districts to achieve this rating on the statewide accountability mode. Ronnie also led an intensive administrative professional development plan where over 95% of district lead administrators and assistants were placed in the National Institute of School Leadership (NISL) Executive Development Program focused on improving classroom instruction.



ENROLLMENT FEES AND INQUIRIES

The AASA/Mississippi Aspiring Superintendents Academy is designed for aspiring superintendents and experienced school administrators.

All applicants enrolling into the program must satisfy AASA's admissions criteria and adhere to standard admissions policies and procedures.

APPLICATIONS MUST BE SUBMITTED BY SEPTEMBER 30, 2018.

Potential applicants must apply online via the AASA website. All applications will be reviewed and successful applicants will be notified directly of their acceptance.

APPLY ONLINE AT

www.aasa.org/AASAMSAspiring.aspx

The program enrolment fee is USD \$2,950. The enrolment fee covers all tuition and coaching, program related materials and access to the online learning portal.

To discuss the program in greater detail or to request an application form, please contact AASA on the details below:

ADENA ADAMS

Phone: 803-627-2061

Email: adena.adams@aasa.org

Web: <http://www.aasa.org/aecacademy.aspx>

Address: 1615 Duke Street, Alexandria, VA 22314

MORT SHERMAN

AASA Associate Executive Director for Leadership Services

Email: msherman@aasa.org



ABOUT AASA

AASA, The School Superintendents Association, founded in 1865, is the professional organization for more than 13,000 educational leaders in the United States and throughout the world. AASA’s mission is to support and develop effective school system leaders who are dedicated to equitable access for all students to the highest quality public education. For more information, visit aasa.org.



ABOUT MASA

The Mississippi Association of School Administrators (MASA) is the oldest educational organization in Mississippi serving administrators across our great state. MASA is proud to be the state affiliate for AASA, The American Association of School Administrators, The School Superintendent’s Association. MASA provides leadership in educational affairs and works on behalf of the children of Mississippi to coordinate the resources of all affiliate representative groups in matters of public education. As an association representing superintendents and school administrators, we provide professional development and services designed to enhance respective leadership roles in support of improving schools and outcomes for children. Central to the work of MASA is our commitment to ensuring a collective voice is heard when advocating for public education on a state and national level advancing our work as we promote and support equity through sound policy.



ABOUT NESLI

The National Excellence in School Leadership Initiative (NESLI) offers responsive and high quality professional learning programs for school leaders and administrators across the world. NESLI is proud to be partnering with AASA and MASA in developing Mississippi’s future superintendents through the AASA/Mississippi Aspiring Superintendents Academy.



ASPIRING
SUPERINTENDENTS
ACADEMY®