Superintendent Leadership Series

Leadership Associates
2019- 2020

Exceeding Expectations
For
District Leadership

Session I

Strive not to be a success
But rather to be of value.
-Albert Einstein
Welcome to the Superintendent Leadership Series 
2019-2020 

As the communities we serve face increasingly complex issues that challenge and divide us, the work of Superintendent Leadership is even more critical. This leadership series brings us together to increase our knowledge, hone our skills and bolster our courage. Our most important job is to convene the conversation for change. This time, space, and attention is dedicated to the highest level of Superintendent leadership that makes a difference in the lives of all students. Although this series will include high quality resources, texts, videos, etc. it is true that the most essential element of this time together is the opportunity to interact with colleagues to face challenges and realize goals. Please join with us and with your colleagues to make a difference through our “simple, honest, human conversations.”

Leadership Associates

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What questions are we trying to answer today?

In what ways do the expectations of the job challenge us as Superintendents? How might we inform our thinking about our responses to those expectations?

Today we will:

Share experiences that build our Superintendents’ community.

Explore high-demand drivers that impact Superintendent effectiveness.

Inform our thinking about our own effectiveness using current literature.

Increase our knowledge of leadership resources and tools.
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Exceeding Expectations for District Leadership
Session 1
Agenda

*Strive not to be a success
But rather to be of value.*
-Albert Einstein

- Welcome, Introductions, Outcomes, Essential Question, Agenda, Norms, Acknowledgement of Sponsors
- Community-Building: Line-Ups
  Expectations & Well-Being Graphic Organizer
  Partner Conversation
- Activity I – Introduction of the Superintendent Expectations Model
  “High Demand Drivers” Chart and Gallery Walk
  Table Discussion & Group Debrief
- Activity II - Into the Book –
  Video – “City Slickers” – Curly & The One Thing
  The One Thing – p.6 – 24
  Reader’s Protocol – Dominoes Activity
- Take Away Studio & Evaluation
Building Our Leadership Community: 
*One Conversation at a Time*

- Bring your authentic work to the table.
- Start with the belief that there is another way.
- Give yourself permission to “Not Know Yet.”
- Respect the diversity of styles and points of view within the group
- Be completely present without the temptation of devices and multi-tasking
- Actively engage in making meaning.
- Have Fun!
- Be willing to amaze yourself!
Building Better Conversations

1. Make it about the other person

2. Practice active listening

3. Move the conversation to a deeper level

4. Ask good questions

5. Consider time and space

Adapted from Fast Company 3.24.14 by Harvey Deutschendorf
Line Up

Round 1

Line up alphabetically according to your favorite summer activity.

Have a stand-up conversation with the person next to you about one thing that you are looking forward to in the new school year.

Round 2

Line up alphabetically according to the name of a book or movie you recently read or saw.

Have a stand-up conversation with the person next to you about one expectation related to your superintendency that challenges you the most. Why?

Round 3

Line up alphabetically according to your favorite song, musical performer, or musical genre.

Have a stand-up conversation with the person next to you about one way that you manage work-life balance.
Bringing The Work Into The Room

Please take this opportunity to view this video. As you watch reflect on the following Guiding Questions. Be prepared to share your thinking with the group.

The Science of Subjective Well Being, a.k.a Happiness.
Doc Mike Evans
https://youtu.be/PPbjK3MmjL0

Guiding Questions:

1. How might those identified qualities of well-being inform or provoke your thinking about your own current, or desired approaches to your own well-being?
2. What concepts will you take away?
3. How might this video and concepts be helpful to others in your district?

Notes:
Expectations & Well-Being

Please use this graphic organizer to capture your thinking about the relationship between the expectations of the Superintendency and safeguarding your well-being. Be prepared to share your thinking with the group.

One Current Expectation

What is the driving force related to this expectation?

One way to safeguard well-being related this expectation
Exceeding Expectations for District Leadership

Focus 1

Introduction of the Model
How might a model inform our inquiry into the relationship between expectations and well-being?

What is a Model? A model can come in many shapes, sizes, and styles. It is important to emphasize that a model is not the real world but merely a human construct to help us better understand real world systems.

We build models to communicate the desired structure and behavior of our system. We build models to visualize and control the system's architecture.

In science, a model is a representation of an idea, an object or even a process or a system that is used to describe and explain phenomena that cannot be experienced directly.

We will use the model on the following page to lend a structure to the way we both think about and formulate responses to the expectations of the Superintendency.
Superintendent Expectations Model

Superintendent

Lead Yourself

Lead Your Organization

Lead Your Students

Lead Your People
What Are The High-Demand Drivers Impacting Leadership Expectations?

Take a few moments to consider the high-demand drivers that are impacting your leadership of the District. Record as many as come to mind below. Check the chart on the following page to further inform your thinking.

High-Demand Drivers in my District Leadership

Consider both Internal (Board, unions, Parents) and External (State requirements, Accountability) Drivers

1.
2.
3.
4.
5.
6.
7.
8.
9.
10.
Top 5 Drivers

Circle your top five drivers in the list above. Share your choices with the colleagues at your table and capture your collective top 5 drivers for the table on a chart. Be ready to share your chart with the whole group on a gallery walk. Observe similarities, differences and patterns.

1.

2.

3.

4.

5.

Notes:
Exceeding Expectations for District Leadership

Focus 2
Into the Book

The One Thing
This segment from the movie “City Slickers” is referenced in the opening of your book with good intentions and especially good humor!

Please enjoy this video clip and take this opportunity to consider the power of this very simple concept!

If it were you having this conversation with Curly, what would your next thought be about YOUR OWN ONE THING?
Focus 2
Into the Book

The One Thing
The Surprisingly Simple Truth Behind Extraordinary Results
By Gary Keller with Jay Papasan, April 1, 2013

Please use this opportunity to get into your copy of The One Thing by Keller & Papasan. Take a look at p. 6 – 24.

Excerpted from Forbes.com interview with Dan Schawbel May 23, 2013

How do you discover what your “one thing” is?
Again, it’s the focusing question. You simply ask yourself in any given area of your life, “What’s the one thing I can do, such that by doing it everything else is easier or unnecessary?” That’s it.

Of course, we never said it was ONLY ONE THING. It isn’t in the research or in the book, but people add that word all the time. Success is sequential, not simultaneous. It’s one step at a time. ONE Thing at a time. It’s NOT your one and ONLY thing. It’s the ONE Thing right now.
What you’re trying to do is set up a domino run in your life. You want to line things up with the end in mind.

Define where you’re going and determine what your next step is to get there. Your ONE Thing is always tied to your destination. At any given moment it is your most levered action – your first domino – that starts it all and gets you the most bang for your buck. We can’t do everything, but we can do ONE Thing that matters most at any given moment in time.

Over time, a pattern can emerge around your career, skills and passion. For me, my ONE Thing always comes back to teaching in one form or another. That’s my ONE Thing.
What’s Your Lead Domino?

Every great change starts like falling dominoes.
– B. J. Thorton

What’s the one thing I can do, such that by doing it everything else is easier or unnecessary?

My Lead Domino is ….

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

_________________________________________________________________

Please keep your actual domino where you see it daily to remind you of your ONE thing!
One
Thing
Leadership
Next Steps

1. One Thing that I can do immediately:

2. One Question that I can ask:

3. One Thing that might be a resource:

4. One Thing that I want to learn next:

5. One Thing I could teach my team:
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<th>What portion of today’s content or activities was the most relevant to your work?</th>
<th>How might you be using today’s materials and activities in your district?</th>
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<th>What big ideas did today’s session challenge or affirm for you?</th>
<th>Please share any additional thoughts about how we might make our work together even more supportive of your success.</th>
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