

Welcome

New  
Superintendent  
Workshop  
2009



# Superintendent Positions 2009-10

**OUT OF STATE (8)  
IN STATE (40)**

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<u>Female</u>	<u>Male</u>
14	34

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*Fifteen have served as superintendent  
in other Washington State districts*

*Ten are in-district promotions.*

<b>INTERIMS (10)</b>	<u>Female</u>	<u>Male</u>
	4	6



# Newly Assigned Superintendents by District Size

<b>Under 100</b>	<b>4</b>
<b>101-200</b>	<b>7</b>
<b>201-500</b>	<b>8</b>
<b>501-1,000</b>	<b>6</b>
<b>1,001-2,000</b>	<b>9</b>
<b>2,001-5,000</b>	<b>5</b>
<b>5,001-8,000</b>	<b>4</b>
<b>8,001-12,000</b>	<b>0</b>
<b>Over 12,000</b>	<b>5</b>
<b>ESD</b>	<b>0</b>



## Superintendent Vacancies

	<u>Openings</u>	<u>Still in position</u>
<b>1996</b>	<b>46</b>	<b>0</b>
<b>1997</b>	<b>50</b>	<b>6</b>
<b>1998</b>	<b>53</b>	<b>2</b>
<b>1999</b>	<b>51</b>	<b>5</b>
<b>2000</b>	<b>65</b>	<b>6</b>
<b>2001</b>	<b>75</b>	<b>16</b>
<b>2002</b>	<b>40</b>	<b>9</b>
<b>2003</b>	<b>43</b>	<b>14</b>
<b>2004</b>	<b>56</b>	<b>27</b>
<b>2005</b>	<b>50</b>	<b>26</b>
<b>2006</b>	<b>37</b>	<b>27</b>
<b>2007</b>	<b>57</b>	<b>49</b>
<b>2008</b>	<b>50</b>	<b>44</b>

# Hitting the ground running... One strategy to build trust.



## In September and October Visit schools

- Staff meeting rooms
- Break rooms
- Lunchrooms

- ❖ Identify areas of strength.
- ❖ Identify areas of concern.



## Another strategy to build trust.



Classroom Visits: Goal—visit every classroom during the year!

- Block out 10 hours per week to visit classes.
- Visit 10 to 15 minutes.
- Leave a note – something positive you observed and want to reinforce.

# Instructional Leadership

MCREL Research indicates an effective superintendent is worth one standard deviation of student academic achievement!

- Alignment—the board and superintendent on the same page.
- Superintendent and district administrative team are together.
- Focused on the right stuff!!

# Creating an Academic Focus

- **Start with the Board of Directors.**
- **Strategic Plan sets the direction for the district.**
- **Focus on literacy and or math.**
- **Establish target goals.**
- **An assessment system is a must.**
- **Comprehensive professional development.**

# Instructional Leadership

- **Defining a problem of practice.**
- **What will be the role of administrators at all levels?**
- **Continuous staff development for administrators and teacher leaders.**
- **Establishing instructional leadership standards and agreeing on what quality instruction is.**
- **Instructional conferences and learning walks.**

## **Instructional Focus Expectation: All Instructional Administrators**

**Two hours per day or 10 hours per week directly engaged in instructional activities.**

- Classroom observations**
- Walk throughs**
- Working with individual and groups of teachers on instructional issues**



## **Building a Partnership With the Union**



- **Finding common ground: a focus on instruction**
- **Forgive each other**

# Engage the Community

- **Focus groups**
- **Parents as first teachers**
- **Use the media**



# Washington State Leadership Academy



Check out WSLA at  
[www.waleadershipacademy.org](http://www.waleadershipacademy.org)