Incoming Superintendents Conference

July 22-23, 2019
Career Path in the Superintendency…

Colfax School District
1998
Career Path in the Superintendency…

Colfax School District
1998

Snoqualmie Valley School District
2005
Career Path in the Superintendency...

Colfax School District
1998

Snoqualmie Valley School District
2005

Snoqualmie Valley School District
2012
Career Path in the Superintendency…

Colfax School District 1998

Snoqualmie Valley School District 2005

Snoqualmie Valley School District 2012

Snoqualmie Valley School District 2018
Career Path in the Superintendency…
Incoming Superintendents Conference

July 22-23, 2019
Why do we do this?

It’s About the Kids!
Who We Are

WASA's membership includes more than 1,600 members and is open to all educational administrators in central office, building management, and educational agency positions.
Mission Statement

The Washington Association of School Administrators (WASA) is an organization for professional administrators that is committed to leadership:

• Leadership in providing equity and excellence in student learning.

• Leadership in developing competent, ethical, and visionary leaders by:
  
  • Providing member services.
  
  • Offering growth opportunities for leaders.
  
  • Promoting community and legislative support for education.
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

• Keep Students First
• Be Known for Character and Integrity
• Hold Core Values Strong and Exhibit Courage
• Be Patient
• Keep Students First

• Tend to the Board
• Build Relationships
• Press and Lean in for Excellence
• Tend to Communication
• Plan, Plan, Plan
• Develop Inner Confidence and Exude Humility
• Inspire Hope
• Think and Talk “We” v. “I”
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

Keep Students First

“The fundamental purpose of the school is to ensure high levels of learning for all students …”

~Richard DuFour
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

Character and Integrity

“If you don’t bring indisputable integrity to the work, you do a disservice to our great profession, to your school district, and most importantly the students whom it is your privilege to serve.”
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

Know and Act to Your Core Values---- Be Courageous

“In matters of style, swim with the current; in matters of principle, stand like a rock.”

~Thomas Jefferson
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

*Patience*

“Go slow to get there fast.”
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

Keep Students First

The student is . . .

• The student is the most important person in the school. Without students, there would be no need for schools.

• The student is not someone who is to be “tolerated” so that we can do our thing. They are our thing!

• The student is not dependent upon us. Rather we are dependent upon them.

• The student is not an interruption to our work. We are not doing them a favor by serving them. They are doing us a favor by giving us the opportunity to do so.

~Author Unknown
The Superintendency---for kids ...

• It is the most unique job in the system

• It presents opportunities to make a difference for students like no other

• It is the most rewarding job in the system---(hitting home runs for kids)

• It is the best job you’ll ever have!
“It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat.”

~Theodore Roosevelt
WASA is here to serve and support you and your work---for kids …

It is a distinct honor for us to serve, support, and partner with you…
Additional Slides
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

**Relationships**

“Character, competence, consistency, and relationships are THE core of effective leadership.”
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

**Inner Confidence, Humility, “I” v. “We”**

“Strive to develop a strong inner confidence, while exhibiting genuine humility.”

- It’s most certainly not about you.
- Some days it’s about the adults, most days it isn’t.
- **Every day** it’s about kids.
Leading Every Day---for kids ...

A Foundation for Success in the Superintendency:

**Lean In**

“Be both persistent and consistent in your drive for excellence; but constantly gauge the temperature out there. Know when to step on the throttle, and when to tap on the brakes.”
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

Communication

“The single biggest problem in communication is the illusion that it has taken place.”

~George Bernard Shaw
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

**Plan**

“Plans are nothing; planning is everything.”

~Dwight D. Eisenhower
Leading Every Day---for kids …

A Foundation for Success in the Superintendency:

Challenge Everyone Everyday

“Set an expectation for continuous improvement. Look for opportunities to help others get just a little better every day.”
What’s in it for you …

Where will you find satisfaction and fulfillment?
Questions at the Forefront …

• What am I doing to inspire and mobilize the leadership team to chase excellence?

• What am I doing to inspire and mobilize Principals to lead for excellence?

• What am I doing to inspire and mobilize Teachers and Classified Staff----to be the best they can be for kids?

• Is it about me, or we?
What’s in it for you …

Where will you find satisfaction and fulfillment?
Leading Every Day---for kids ... 

A Foundation for Success in the Superintendency:

Inspire Hope

“You might not be able to control your circumstances, but you can control your response to your circumstances.”

~Condoleezza Rice