What I Wish I'd Learned in my Superintendent Prep Program

Dr. Laurynn Evans, Superintendent
North Kitsap School District

Dr. Whitney Meissner, Director of Secondary School
Lake Washington School District
What I thought it'd be:
Teaching and Learning Leadership
What it really is...
What it really is...

85% Budget, HR and Operations...

AKA Systems Leadership

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<td>Budget, Budget, BUDGET</td>
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<td>Did we mention understanding the budget?</td>
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<td>HR related matters, concerns, etc.</td>
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<td>HVAC systems, etc.</td>
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<td>Security systems, etc.</td>
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<td>Roof materials, angle, composition, lifetime</td>
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<td>Capital project management generally</td>
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<td>Buses – mechanics, routing, technology, software</td>
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<td>Technology infrastructure</td>
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COVID 19
Messaging and communication: importance cannot be overstated

- **Video is powerful!**
- Lots and lots of writing is involved in the work
- **CAREFUL** writing
- Internal/external communications
- "Joe Public" lens
- You need a critical friend to review your words and message

Below is a short video outlining the preliminary draft plans for returning to school in the fall, the link to a Q & A video, and a letter to the community from Dr. Evans.

Also watch the Return to Learn Q & A Video
What I wish they'd told me...

• The inheritance we all receive on Day One
• Board relations
• Employee relations
• The Public Eye (Scrutiny, Reward)
• The hat that never comes off – even in your sleep!
• Self-assurance, self-care
• People who support you often do so silently
What I wish they'd told me...

• People expect you to know everything immediately

• Need to have both broad and deep knowledge on a variety of topics 24/7

• Know what the community and board hold as important

• Make time for your family and friends

• Be able to look yourself in the mirror every day - Is my integrity intact?

• Be aware of “confirmation bias”

• Work is a bit Dickensian - best of times, worst of times
But... there are many moments of awesome

- Graduation
- Classroom visits
- Public recognition of improvement
- Notes from parents, community, teachers
- Vision – setting it and moving towards it
- Colleagues, partnerships
- Strategic planning
- Growing those around you
It's still awesome – focus on the WHY

- Learn every day
- Systems repair, improvement
- The people and the community
- Peer support, WASA support
- Really, truly making a difference for our kids... our future

Our passion lies deep in who we are not what we do.

- Simon Sinek

Great leaders are optimists. This is not the same as being positive. Positive is finding the light in the now; optimists see the light always.

- Simon Sinek

The joy of leadership comes from seeing others achieve more than they thought they were capable of.

- Simon Sinek
...It's Your Turn
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