

# NEW SUPERINTENDENTS

ANDY WOLF WASA

JULY, 2023



“ THE MOST IMPORTANT SINGLE INGREDIENT IN  
THE FORMULA FOR SUCCESS IS KNOWING HOW  
TO GET ALONG WITH PEOPLE.”

THEODORE ROOSEVELT



“

“A DEEP SENSE OF LOVE AND BELONGING IS AN IRRESISTIBLE NEED OF ALL PEOPLE. WE ARE BIOLOGICALLY , COGNITIVELY , PHYSICALLY AND SPIRITUALLY WIRED TO LOVE, BE LOVED AND TO BELONG. WHEN THOSE NEEDS ARE NOT MET, WE DON'T FUNCTION AS WE WERE MEANT TO.”

”

BRENE BROWN



THINGS TO THINK ABOUT THAT CAN BE  
PROBLEMATIC FOR A NEW SUPT.



# LISTENING TO CONNECT AND LEAD!

- BEING STRATEGIC IN HOW YOU ENGAGE THE DIVERSE NEEDS OF YOUR STAKEHOLDERS IS CRITICAL.
- BE OPEN, LISTEN AND LEARN , RATHER THAN ONLY OUTLINING YOUR MISSION.
- REFLECT ON THE VOICES MAKING THEMSELVES HEARD, HOW SHOULD THEY BE PRIORITIZED AND WHAT VOICE IS MISSING? WHY?
- ARE YOU ASKING THE RIGHT QUESTIONS? YOU WILL GET THE INFORMATION YOU ASK FOR BUT IS THE INFORMATION YOU WANT AND IS IT GROWING A CULTURE OR DISMANTLING IT?



# QUESTION SHOULD BE ASKED WITH PURPOSE OUT OF CURIOSITY AND CARE RATHER THAN OBLIGATION OR NORM!

- WHAT ARE YOU GOOD AT DOING? WHAT ARE YOU KNOWN FOR?
- WHAT KIND OF WORK MAKES YOU FEEL MOST PROUD?
- WHAT'S YOUR BIGGEST STRUGGLE?
- WHAT HAVE YOU BEEN WAITING TO DO?
- HOW AND WHAT WOULD YOU WANT TO BE REMEMBERED FOR?
- HOW CAN YOU HELP TO ACHIEVE THE DISTRICT MISSION AND VISION?



## WILL YOUR EFFORTS BUILD.....

- AN UNDERSTANDING OF THE CURRENT CULTURE?
- THE FOUNDATION FOR THE CULTURE YOU SEEK?
- CONNECTIONS TO TEACHERS, STAFF, COMMUNITY AND THE BOARD?
- INFLUENCE OVER THOSE INFLUENCE IN YOUR DISTRICT?
- A SENSE OF BELONGING SO THAT ALL CAN GROW?



# LEADERSHIP TEAM

- WHY DOES YOUR LEADERSHIP TEAM EXIST? PURPOSE?
- DO THEY WORK TO ACHIEVE THE MISSION AND VISION?
- HOW ARE YOU NURTURING AND CULTIVATING THIS TEAM ?
- HOW WILL YOU GROW THEM?
- ARE THEY INNOVATIVE OR REACTIVE?



# LEADING DURING AND AFTER A CRISIS

- WHEN IN CRISIS, STAY FOCUSED AND KEEP MOVING THE DISTRICT TOWARDS SAFETY. RESILIENT, FOCUSED AND HOPEFUL
- AFTER THE CRISIS IS PROBABLY THE MOST DIFFICULT, YOU ARE NOW IN RECOVERY.
- YOU WILL NEED TO RECOGNIZE WHAT HAS BEEN DAMAGED OR HARMED AND DEVELOP A PLAN TO REPAIR.
- HOW DOES YOUR STRATEGIC PLAN ALIGN WITH THE DISTRICT CURRENT STATE?



# STRATEGIC PLAN VS STRATEGIC THINKING

- STRATEGIC THINKING WILL ALLOW YOU TO ACCOUNT FOR COMMUNITY VOICE AND DISTRICT DATA TO DETERMINE THE CURRENT STATE OF THE DISTRICT
- STRATEGIC THINKING WILL ALLOW YOU TO REVIEW AND ADJUST GOALS ON AN ONGOING BASIS.
- STRATEGIC SHORT-TERM GOALS WILL HELP YOU GUIDE THE DISTRICT BACK TO THE LARGER PLAN.



# YOU HAVE LISTENED AND LEARNED

- CREATE BUCKETS AND SYNTHESIZE THE FEEDBACK
- FIND THE PATTERNS, COMMONALITIES AND DIFFERENCES ,ASK MORE QUESTIONS IF YOU NEED TO.
- DEVELOP YOUR PLAN BUT DO NOT RUSH ! PROVIDING SOLUTIONS TO EARLY IS DANGEROUS.
- THINK HOW YOU WILL COMMUNICATE THE PLAN . WHAT ARE THE COMMUNICATION TOOLS YOU WILL UTILIZE?
- CAN YOUR TEAM HELP? IF NOT CONSIDER OUTSIDE HELP.



# CLOSING THOUGHTS

- BE A GOOD LISTENER, COMMUNICATE AND DEVELOP COHESIVE PLANS
- STRIKE A BALANCE BETWEEN NOT ACTING TOO QUICKLY BUT ALSO DEMONSTRATING QUICK WELL MEASURED MOVES.
- UNDERSTAND WHAT THE PREVIOUS PERSON IN YOUR ROLE WAS THOUGHT TO BE SUCCESSFUL OR NOT SUCCESSFUL IN.
- KEEP YOUR BOARD WELL INFORMED, EDUCATED AND NEVER ASSUME THEY UNDERSTAND.