

Spokane Public Schools

Introduction

- What's your twitter handle?



Dr. Adam Swinyard

@SuptSwinyard

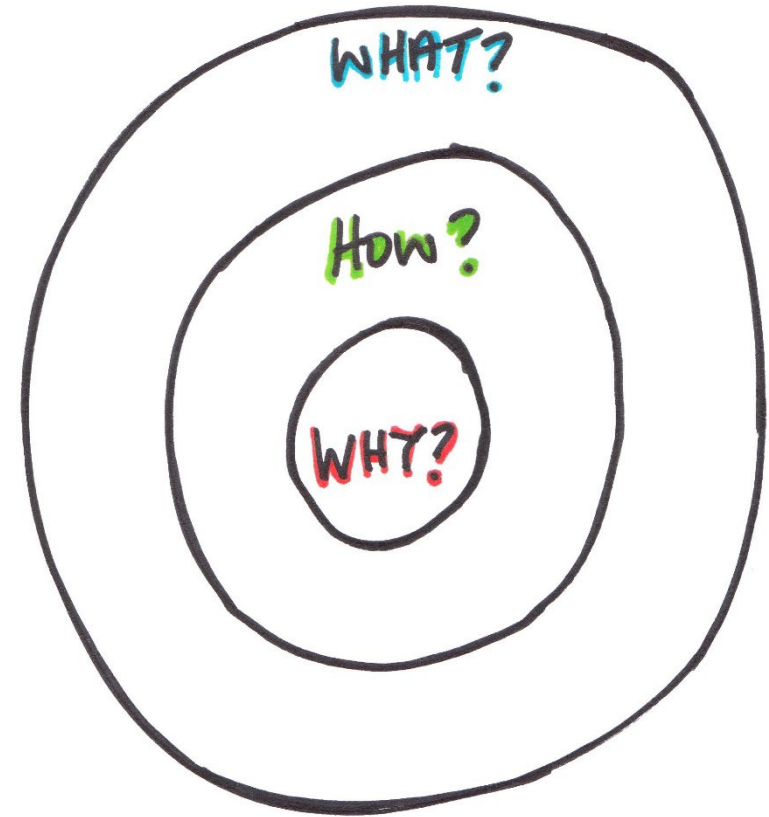
Superintendent of [@SpokaneSchools](#) | Dad | Husband | Eastern Washington-born & raised | Former teacher & principal | [#spokaneschools](#) [#excellenceforall](#)

First & Foremost

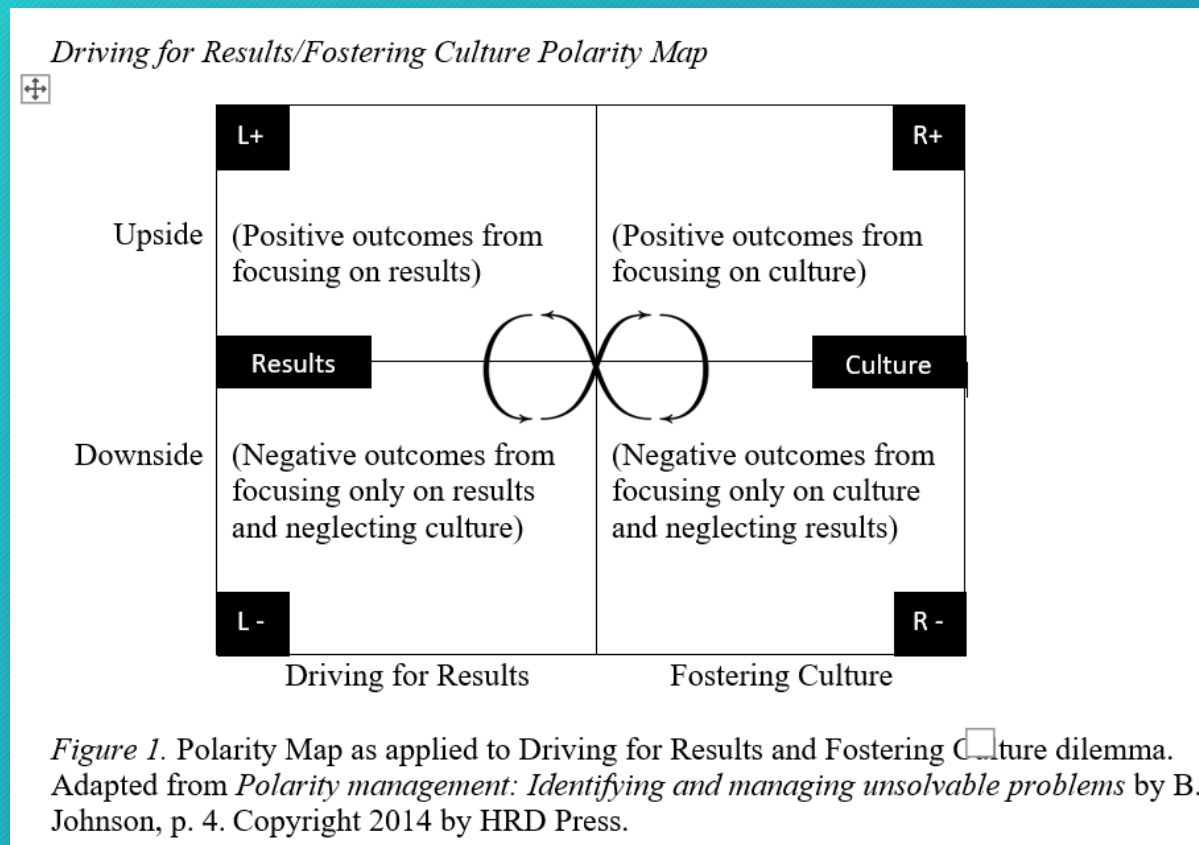
The Golden Circle

&

The Dream of Public Education



Approaching the work



Polarity Management

Organizational Learning

Individual

Group

Formal

Informal

Transitioning into the Superintendency



IMPLEMENTER



COMMUNICATOR



COALITION BUILDER

Building an effective team



Leadership Attributes



Technical Expertise



Chemistry

Tenets of transition planning

- Set and project the north star
- Don't rush to judgement
- Prioritize getting it right, over being right - embrace vulnerability
- Consider the dynamics of change & capacity
- Foster and rely on relationships and networks that transcend your community

Tenets of transition planning

- Common sense isn't always common
- Plug into mentors
- Clarity and organization is a powerful antidote to chaos & fatigue
- Be visible & accessible
- Follow the data