



*Incoming* **Superintendents** *Conference*  
**JULY 24-25 2022**



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SUPERINTENDENT  
ACADEMY**



**WASA MENTOR  
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# Preparing for a Successful Superintendency

## Competence & Connection



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# Jeff Snell



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# Kim Fry



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# Competency & Connection



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# Building Your Network of Support



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# Partners

Feel free to participate in small group discussions, listen or observe from afar!



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Where in Washington do you work?

NW

C

NE

SW

SE



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# Task

Each person takes a turn...

- Quickly introducing yourself.
- Responding to this question:  
***What's one of the best things about living in your part of the state?***

As a group...

- Decide on one response to share out.
- Select a spokesperson.



What is your district's enrollment?

250-500

501-1,500

<250

1,501-5,000

>5,000



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# Task

Each person takes a turn...

- Quickly introducing yourself.
- Responding to this question:  
***What's one benefit of being a superintendent in district of your size?***

As a group...

- Decide on one response to share out.
- Select a spokesperson.





What is your  
favored way to  
relieve stress?



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# Task

Each person takes a turn...

- Quickly introducing yourself.
- Responding to this question:  
***What is a quick stress relief activity you do, or could do, while at work?***
- If time allows answer this question:  
***What self-indicators let you know it's time for a stress relief break?***



# Each superintendent has a unique journey!



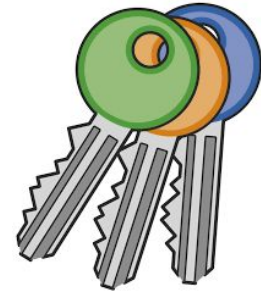
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# Competence & Connection

- Network of Support
- Board-Superintendent Relations (Surface image)
- Strategic Planning & Thinking
- Community Connections
- Ongoing Support
- This opportunity



# Board-Superintendent Relations



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# Board-Superintendent Relations

Reflection/Discussion Question: What are some important considerations you want to keep in mind as you develop your relationship with your school board?



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# Board-Superintendent Relations - Best Practices

Standard 8 — Collaboration with the Board: Effective educational leaders develop positive working relationships and procedures that help the board of directors to promote each student's academic success and well-being.

- A. Respects and advocates mutual understanding of the roles and responsibilities of superintendents and board.
- B. Honors board policy.
- C. Provides the board with timely information.
- D. Treats all board members fairly, respectfully and responsibly.
- E. Provides necessary support for effective board decision making.
- F. Builds strong team relationships with the board.



# Board-Superintendent Relations

Reflection/Discussion Question: What are some important considerations you want to keep in mind as you develop your relationship with your school board?



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# Strategic Planning & Thinking



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# Strategic Planning - Best Practices

*Standard 1 — Mission, Vision, and Core Values:  
Effective educational leaders develop, advocate,  
and enact a shared mission, vision, and core values of  
high-quality education and academic success and  
well-being of each student.*



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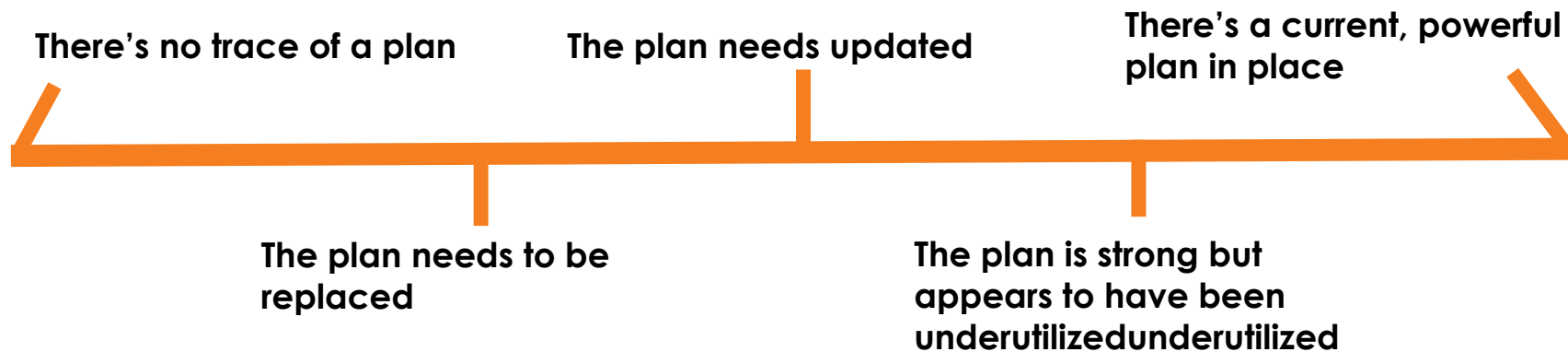
# Why are strategic plans important?

- Creates clarity, direction, and purpose
- Drives organizational alignment
- Communicates the district's priorities
- Enables you to track progress toward goals





# Are you inheriting a viable strategic plan?



Discussion Question: How can you ensure your district's strategic plan (current or future) is a living document that directs ongoing strategic thinking?



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# Community Connections



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# Community Connections

*Develops strategies to involve families and community members in the educational process. The superintendent sustains or expands a network of key family and diverse community stakeholders who can serve as formal and informal advisors on key issues.*

*(Supt Eval Framework)*

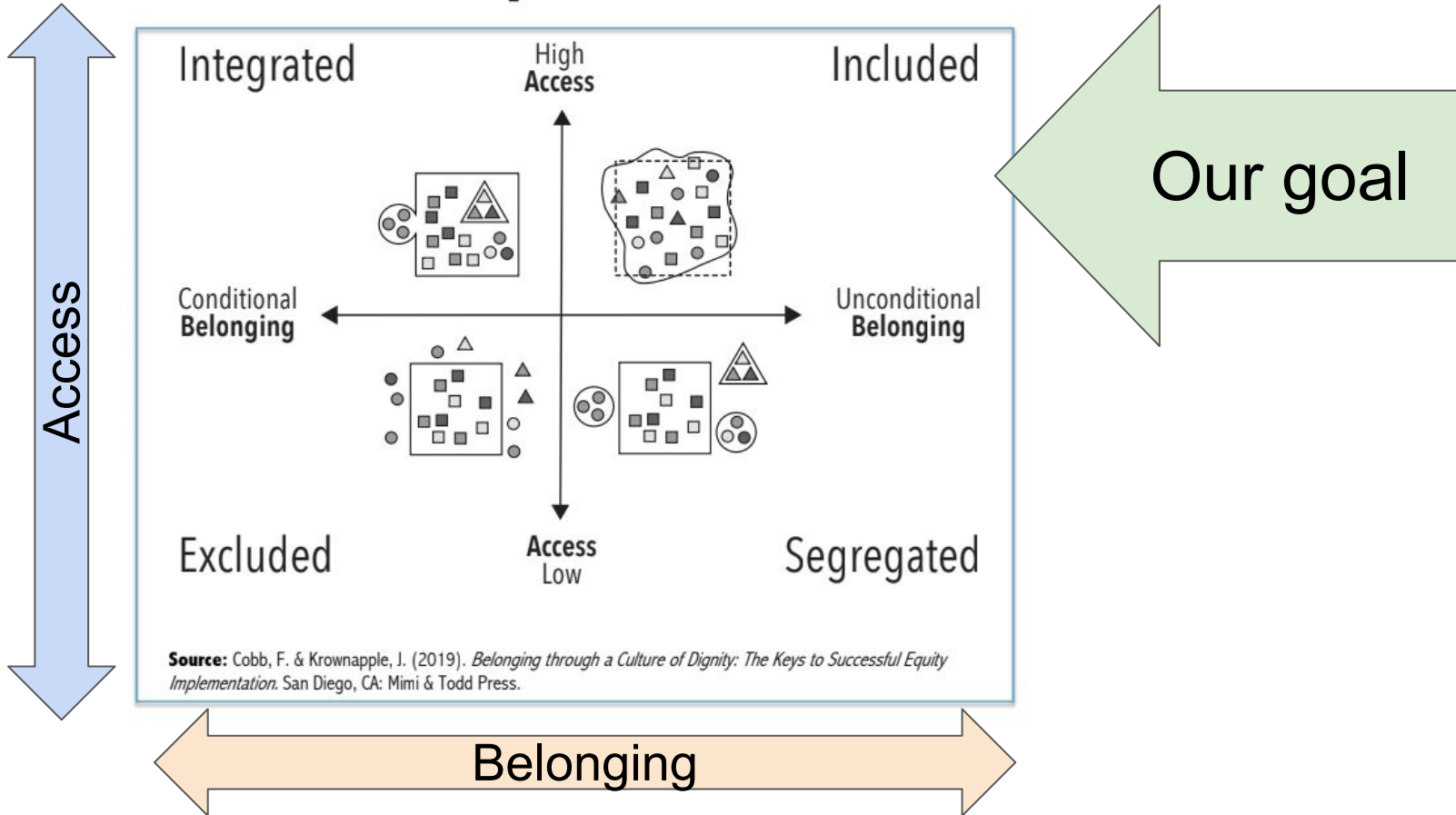


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# Four Diverse Environments & Experiences



# Community Connections

Discussion Question: How do you maximize the opportunity of this transition when engaging community?



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# WASA Early Career & Mentor Academy Overview

Content & Networking

[Link](#)



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Washington Office of Superintendent of  
**PUBLIC INSTRUCTION**

**Supported w/ TPEP Funding**



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# 2022–23 SESSION MODULES

- Leading with Authenticity
- Equity
- Expanding Capacity in Your Leadership Team with a Focus on Evaluation
- Building Strong Board Relationships
- Prioritizing, Strategizing, and Planning Throughout the Year
- Emerging Issues

**Active Engagement | Honor Your Expertise & Unique Circumstances | Provide Support & Mentorship | Safe Place to Ask Questions**



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# Schedule & Structure

Monthly Zoom Sessions 9:30–11:30 a.m.

**September 19 | October 17 | December 12 | January 30 | March 6 | March 27**

(Mentors meet from 8:30-10:30 a.m.)

In-person

**April 30 | Campbell's Resort, Chelan**



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# WASA EARLY CAREER SUPERINTENDENT ACADEMY

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## Jeff Snell

Vancouver School District

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[jeff.snell@vansd.org](mailto:jeff.snell@vansd.org)

# Register

## \$149



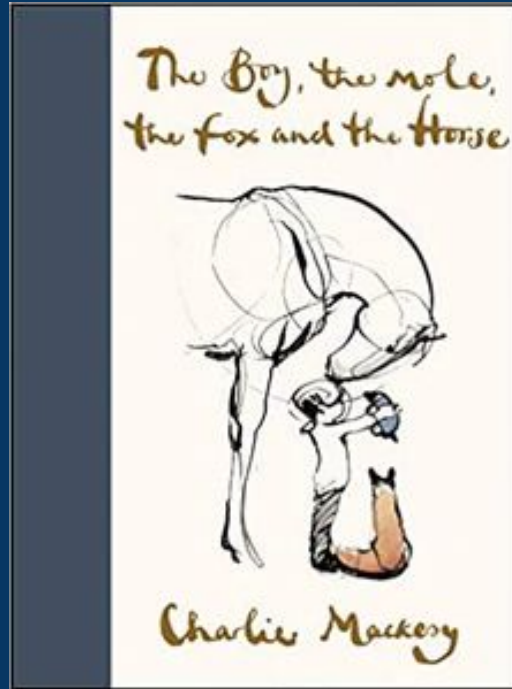
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# Leadership lessons from ...

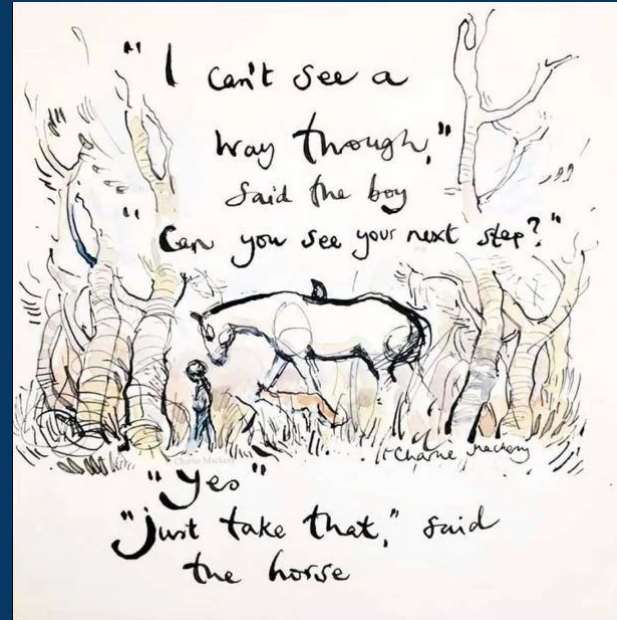
[Audio Book](#)



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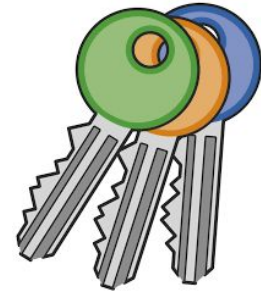
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# Competence & Connection

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Opportunity in the moment and  
thinking ahead



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# Preparing to use a mentor & mentor network



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# This or That

Path to Superintendency #1 *I relocated to become a superintendent*  
*I didn't relocate to become a superintendent*

Path to Superintendency #2 *I was more influenced by a strong leader*  
*I was more influenced by a poor leader*

Path to Superintendency #3  
*I knew early in my educational career I wanted to become a superintendent*  
*It took a lot of time &/or encouragement*



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