

# Incoming Superintendents Conference

July 20, 2020

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# Career Path in the Superintendency...



**Colfax School District  
1998**

# Career Path in the Superintendency...



Colfax School District  
1998



Snoqualmie Valley School District  
2005

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**Colfax School District  
1998**



**Snoqualmie Valley School District  
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**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...



# 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.*



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# Why do we do this?



# It's About the Kids!

# Who We Are

**\*Leadership**

**\*Trust**

**\*Advocacy**

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# 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.**

# WASA

**\*Networking**

**\*Collegiality**

**\*Friendship**

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# A bit about WASA ...

- ✓ Leadership
- ✓ Trust
- ✓ Advocacy

The Washington Association of School Administrators is a professional association representing education administrators in Washington State. The organization is a **strong advocate for public education, a state-wide legislative voice**, and a **trusted source** for legal and financial information.

# A bit about WASA ...

## MISSION

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;
  - and promoting community and legislative support for education.

# Leading Every Day---for kids ...

## A Foundation for Success in the Superintendency:

- How do I survive in the Superintendency?
- How do I flourish in the Superintendency?

# 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
- Exhibit Courage
- Be Patient
- Inspire Hope
- Relationships
- Exude Humility
- Develop Inner Confidence
- Think and Talk “We” v. “I”
- Press and Lean in for Excellence
- Tend to Communication
- Plan
- Challenge Everyone Every Day
- Keep Students First

# 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

“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:

### Courage

“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:

### Inspire Hope

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

*~Condoleezza Rice*

# 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 bit better every day.”

# 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*

# 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
- Exhibit Courage
- Be Patient
- Inspire Hope
- Relationships
- Exude Humility
- Develop Inner Confidence
- Think and Talk “We” v. “I”
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- Tend to Communication
- Plan
- Challenge Everyone Everyday
- Keep Students First

**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?**

# Tend to the Board---for kids ...

- How much time?
- Care and feeding of the Board must be a priority.
- Once again, it's about relationships.
- Boards don't lead districts, Superintendents do.
- Leaders ask questions. Managers answer questions.

# 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 and seeing them grow, prosper, and amaze)
- It is the best job you'll ever have!

# Leadership and Responsibility ...

“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... to make  
a difference for community, staff, and  
kids.*

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