

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

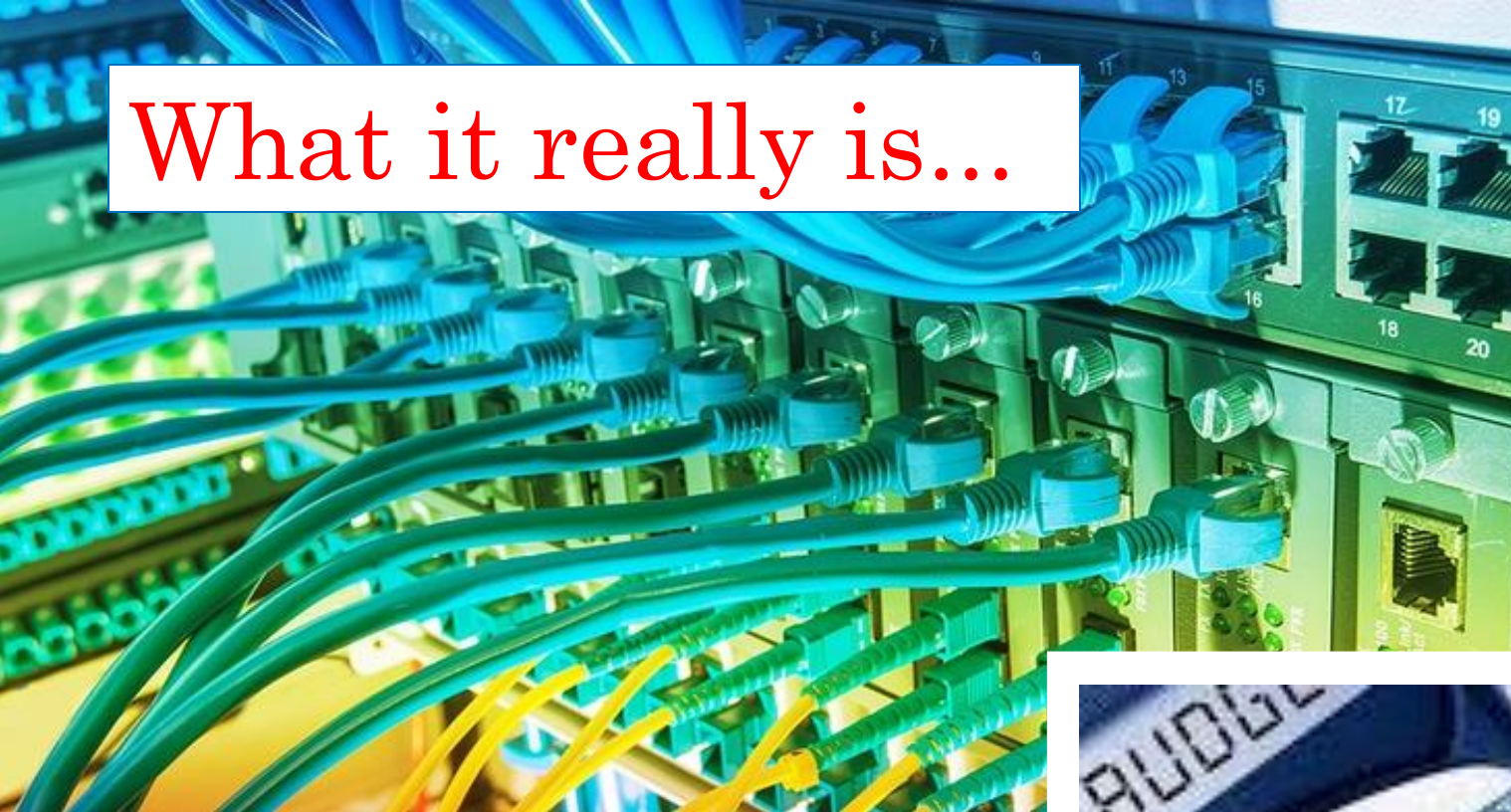
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What I thought it'd be:  
Teaching and Learning Leadership

What it really is...



# What it really is...

85%  
Budget, HR and  
Operations...

AKA

## Systems Leadership

- ☐ Budget, Budget, BUDGET
- ☐ Did we mention understanding the budget?
- ☐ HR related matters, concerns
- ☒ HVAC systems
- ☐ S
- ☐ e, composition, lifetime
- ☐ project management generally
- ☐ Buses – mechanics, routing, technology, software
- ☐ Technology infrastructure

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.

## Video Blog



Also watch the [Return to Learn Q & A Video](#)

- 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...

# 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





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 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



**...It's Your Turn**

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