



Spring 2022



# **Superintendent Development: From One Superintendency to the Next! Leadership Lessons Learned!**



Krestin Bahr  
Jeff Snell

# From One Superintendency to the Next, Leadership Lessons Learned

Each year of being a superintendent is eventful and unique. Sometimes getting ready for next year can feel like you're starting over in a brand new district even if you're not moving! Join two superintendents who recently did transition to a new district for a collaborative discussion about superintendent leadership and leadership opportunities to leverage as you plan for the next school year.



# Krestin Bahr

- 9th year in Superintendency Peninsula School District
- 8 years in Eatonville Schools; 1st in Peninsula Schools
- Past WASA President
- Current AASA Delegate



**8,878**

Students Enrolled  
2021-22 School Year

**61.0%**

Met ELA  
Standards

**40.6%**

Met Math  
Standards

**58.0%**

Met Science  
Standard

Fall 2021



**90%**

Graduated in 4 Years  
2020-21 School Year



**34.8%**

High Math  
Growth

**29.8%**

High ELA  
Growth

2018-19 School Year



**83.2%**

Students Regularly Attend  
2020-21 School Year



**\$14,539**

Per-pupil Expenditure  
2019-20 School Year



**603**

Number of Classroom  
Teachers  
2020-21 School Year



**14.9**

Average Years of Teaching  
Experience  
2019-20 School Year

*Data is collected on different timelines throughout the year. To provide the most current data possible, each measure is updated as data becomes available.*

# Jeff Snell

- Vancouver School District
- 6th year in superintendency; 1st in VPS
- WASA Superintendent Mentor co-facilitator



**21,954**

Students Enrolled  
2020-21 School Year

**52.6%** **42.2%** **43.7%**

Met ELA Standards   Met Math Standards   Met Science Standard  
2018-19 School Year



**89%**

Graduated in 4 Years  
2019-20 School Year



**32.7%** **30.6%**

High Math Growth   High ELA Growth  
2018-19 School Year



**86.2%**

Students Regularly Attend  
2019-20 School Year



**\$14,712**

Per-pupil Expenditure  
2019-20 School Year



**1,404**

Number of Classroom Teachers  
2019-20 School Year



**12.1**

Average Years of Teaching Experience  
2019-20 School Year

# Getting to know you...



- Who's in the room?



# Themes



- Leadership
- Growth
- Board Relations
- Voice

**- why are these important?**



# Guiding Questions



- What insight about these themes did you gain by changing districts?
- What opportunities are there to look at your current reality with fresh perspectives?
- How do you move from ideas and fresh perspectives to prioritizing action steps?
- How will you know if you're making a difference?



# Agenda

01



**Leadership**

03



**Board Relations**

**Growth**

02



**Voice**

04





01

# Leadership

The slide features a teal background with a white, torn-paper-style border. There are several decorative elements: a single white star in the upper left, a cluster of four white stars in the upper right, a cluster of five white stars in the lower left, a white star in the lower right, and a white line graphic in the bottom right corner that consists of a horizontal segment, a diagonal segment, and another horizontal segment. A white sunburst icon is located near the bottom center.

How is the leadership team structured and how is leadership developed?

- What are things that stood out to you in the transition?
- What are practices you think are important to establish?

02





Growth






What does improvement work look like and how are you monitoring progress?


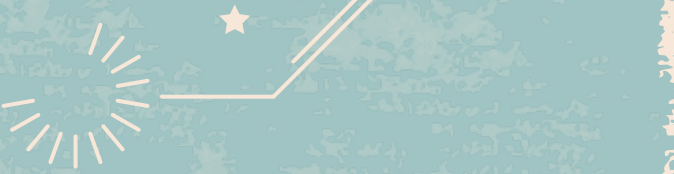
- What are things that stood out to you in the transition?
  - What are practices you think are important to establish?
- 
- 



# 03 Board Relations



How does the board interact with district staff, students, and community?

- What are things that stood out to you in the transition?
  - What are practices you think are important to establish?
- 
- 



The background is a solid teal color with a slightly distressed, hand-painted texture. It is decorated with several white stars of varying sizes and two circular patterns made of short white dashes, resembling sunbursts or stylized galaxies. Thin white lines, some straight and some angled, are scattered across the background, adding a geometric feel.

**04**

**Voice**



How does the district listen and who does the problem solving?

- What are things that stood out to you in the transition?
  - What are practices you think are important to establish?
- 
- 

**01 Leadership**

**02 Growth**

**03 Board Relations**

**04 Voice**

# Group engagement

- What opportunities are there to look at your current reality with fresh perspectives?
- How do you move from ideas and fresh perspectives to prioritizing action steps?
- How will you know if you're making a difference?

# Reflection - your next steps

- What opportunities are there to look at your current reality with fresh perspectives?
- How do you move from ideas and fresh perspectives to prioritizing action steps?
- How will you know if you're making a difference?

# Wrap-up

- What opportunities are there to look at your current reality with fresh perspectives?
- How do you move from ideas and fresh perspectives to prioritizing action steps?
- How will you know if you're making a difference?