



Executive Leadership Series

Presented by Mike Rutherford

Rationale

This comprehensive, two-year seminar series is aimed at meeting the unique needs of South Carolina's current and future education executive leaders. Ideal candidates include principals, district level administrators, and state level leaders who are experienced, successful, accomplished, or are recognized as having great potential, and are ready to take their leadership knowledge and skills to the next level.

The curriculum for this series is specifically designed to build upon executive leader's previous learning. It is assumed that participants will have experienced a good deal of prior leadership development and be relatively well read in the leadership literature.

Upon this foundation, the *SCASA Executive Leadership Academy* experience will challenge participants to extend and enhance their learning in eight themes of executive leadership (see below) designed around the thought patterns and practices of the world's most effective education executive leaders.

Curriculum Outline

Session 1

Doing More of What You Do Best

Successful education executives have discovered their most valuable talents and strengths and find ways to spend the majority of their time engaged in these endeavors while spending little time working on tasks for which they have less talent or passion. When leaders undertake this journey of discovery and work re-design, the organizational gains are significant and the personal gains are even



greater.

Session 2 Dealing With Dilemmas

Successful education executives are called upon to solve problems that no one else has been able to solve. These problems are particularly “wicked” in that they defy straightforward solutions. In fact, to attempt to solve them with simple, obvious strategies makes the situation even worse. These types of problems have a name... they are called. There is an “advanced toolbox” for working on these types of problems. This session details the tools and tactics of successfully solving dilemmas that have long defied solution.

Session 3 Harnessing The Invisible Forces

Each and every school organization comes equipped with a pre-existing set of strong, but invisible, forces that powerfully shape the organization’s present performance and future potential. Culture, climate, and community are three examples of these powerful, but invisible “ghosts” that act upon school organizations. Successful education executives possess a kind of X-ray vision that allows them to see, and ultimately to shape, these invisible actors. Most school leaders already know how to deal with forces that are visible and tangible. This session equips executive leaders with the tactics and insights necessary to see and harness the invisible forces as well.

Session 4 The Efficacy Effect

Class size, television viewing rates, socioeconomic factors, size of the parent’s vocabulary, the number of print publications in the home, etc.... all of these factors, and many more, have a direct impact on the achievement of students.

Successful executive leaders, while aware of all the factors than enhance achievement, focus the organization’s efforts and resources on the “critical few” factors that are most linked to improved outcomes. Chief among these key factors is teacher efficacy. Teacher efficacy is the degree to which teachers are successful in their craft and derive meaning and satisfaction from it. Students are quickly able to identify high efficacy teachers and respond to them in important

ways that accelerate learning.

This session examines the three elements of teacher efficacy and builds the executive leader's skills in developing organizational capacity for teacher efficacy.

Session 5

Fighting Fuzzy Purpose

More Details to Come

Session 6

4 Dimensional Success

More Details to Come

Session 7

Becoming An Awesome Communicator

More Details to Come

Session 8

Following Your Internal Compass

More Details to Come