

**Iredell-Statesville Schools**  
**Aspiring Leaders Academy**  
**Cohort 4, 2019-20**

To Lead, Inspire and Transform

**Intent:**

- The Aspiring Leadership Academy will provide a cohort of aspiring leaders with opportunities to develop and practice their leadership skills in a problem-based, action-learning environment that simulates the actual challenges a school leader encounters. Content will be reinforced through authentic project-based activities that are supported with a flipped and blended learning environment in which some content and instruction is online and some is delivered face-to-face. Cohort members who participate in the Aspiring Leaders Academy will be better prepared to effectively meet their current leadership responsibilities as well as be equipped to pursue any leadership positions in I-SS.

**Mission:**

To assist aspiring leaders with the competency development necessary to serve at high levels of effectiveness and, ultimately, be prepared personally and professionally for advancement in I-SS

**Core Beliefs:**

- Every student can achieve at high levels
- All adults must take personal responsibility for student learning and achievement
- All students can unlock their fullest potential in the classroom and in life through the committed use of the I-SS Model by educators
- Great leaders aspire to inspire through their ability and motivation to ensure all students realize their full potential and are either career or college ready when they graduate
- Central Support Services, in concert with all ISS staff, have the responsibility to cultivate the leadership skills of potential school leaders

### **Program Outline**

- Cohort-based
- Maximum number of individuals in cohort is 15
- ~ 8 months program
- ~ 8-10 sessions (face-to-face)
- Web-based platforms augment and support sessions
- Multiple modules that emphasize a spiraling of skills development
- Aligned to North Carolina School Executive Standards with an emphasis on key competencies
- Personal reflections and professional inventories
- Accomplished administrators will facilitate and support various activities and components of the Academy
- Action research and practical application connected to student achievement and designed to stretch the individual's knowledge will be conducted by each cohort member

### **Criteria to Participate in Cohort**

- Principal/supervisor confidential recommendation and support is required
- Infrastructure is in place to support individuals attending
- Anonymous feedback from 3 other stakeholders (including previous supervisors) in the candidates zone of influence via G-form
- Attendance and active participation in all aspects of Aspiring Leadership Academy (Seminars & Web-based platforms)
- Commitment to attend after school hours seminars
- Commitment to apply learning to impact student learning
- Commitment to norms of Aspiring Leaders Academy
- Have a current school administrator license
- A current I-SS employee
- 5 years successful experience in education
- Completed and accepted application to Aspiring Leaders Academy

### **Structure:**

#### **Organization:**

- Kelly Cooper, Jonathan Ribbeck & Jed Stus; Coordinators of Aspiring Leadership Academy
- Accomplished Administrators (District & Building Level)
- Cohort members
- Seminars are above and beyond regular scheduled monthly Professional Learning Communities

~Monthly Seminars - Tentative Schedule (*Will discuss at 1<sup>st</sup> seminar*)

- September 19, 2019 (4-7) Orientation and Inventory model
- October 17, 2019 (4-7) 21<sup>st</sup> Century Leadership
- November 14, 2019 (4-7) Senior Leadership
- December 12, 2019 (4-7) Governance Structures/ Collaborative Teams
- January 16, 2020 (4-7) MTSS
- February 14, 2020 MYR (optional) A Seat at the Table
- February 20, 2020 Conflict & Realizing Results
- March 19, 2020 Influence vs Persuasion
- April 16, 2020 Always on an Interview
- May 14, 2020 Mock Interviews

Seminars:

- Are from 4-7pm, Thursdays
- Dinner provided
- Seminars combine theory and authentic practical application or practice of skills through: case studies, action research projects, face-to-face instruction, simulations, professional reading and online learning communities
- Accomplished effective leaders both internal and external in topic area

Web-based application will be utilized;

- To develop shared knowledge before seminar on topic
- Facilitate focused and threaded discussions
- Develop awareness of and proficiency in the utilization of web-based tools
- Provide improvement input into Academy processes
- Follow up application of content at school or department level
- Next seminar starts with report out of last project

**Learning Environment:**

- A safe, candid, honest, open and trusting learning environment will be cultivated and collectively protected through defined norms

**Selection process:**

- Completed application
- Selection committee
- Utilization of a decision analysis tool based on selection criteria

**Requirements:**

- Access, read and process shared knowledge information before seminar. Respond to focused issue questions.

- Come prepared to seminar ready to participate
- Apply content at school or in department
- Design and complete Project Management/Action research component

#### **Application Process for Aspiring Leaders Academy**

- Access application at:
  - I-SS > Faculty & Staff > Aspiring Leaders Academy
- Applicant completes application questions and reference waiver.
- Submits completed application to Jed Stus by September 6, 2019
- Provide current supervisor with link to reference form to complete and submit by September 6, 2019 to Jed Stus
- Provide 3 stakeholders reference link so they can access and complete digital process by September 6, 2019
- Ensure all components listed on application checklist form are completed

**\*\*All components of an applicant's applications must be submitted to Jed Stus by close of business on September 6, 2019. Incomplete applications will not be reviewed by the selection committee.**

Questions contact Jed Stus at 704-924-2025 or [jed\\_stus@iss.k12.nc.us](mailto:jed_stus@iss.k12.nc.us)