

Leadership Development 2014-2015



December 10, 2014

Leadership development in Chappaqua
is a team effort...

Types of Administrative Learning

Collective	Administrative Retreats & Administrative Council
Individual Goal Setting & Feedback	Based on Chappaqua C and Action Planning Model
Small Group	Sub-sets of Principals & Asst. Principals
Mentoring	One-to-one throughout year
Targeted	i.e., BOCES DASA Workshop

Administrative Retreats

All District Administrators: District & Building Level

Early Summer	Late Summer	Fall	Winter	Spring
3 Days	1 Day	1 Afternoon	1 Afternoon & Evening	1 Afternoon

Activities include:

Reading & Discussion
Role Plays
Outside presenters
Self-reflections
Planning & Critiques

Purpose:

Setting Vision & Goals
Sharing Strategies
Team Building
Strengthening Practice

Administrative Council

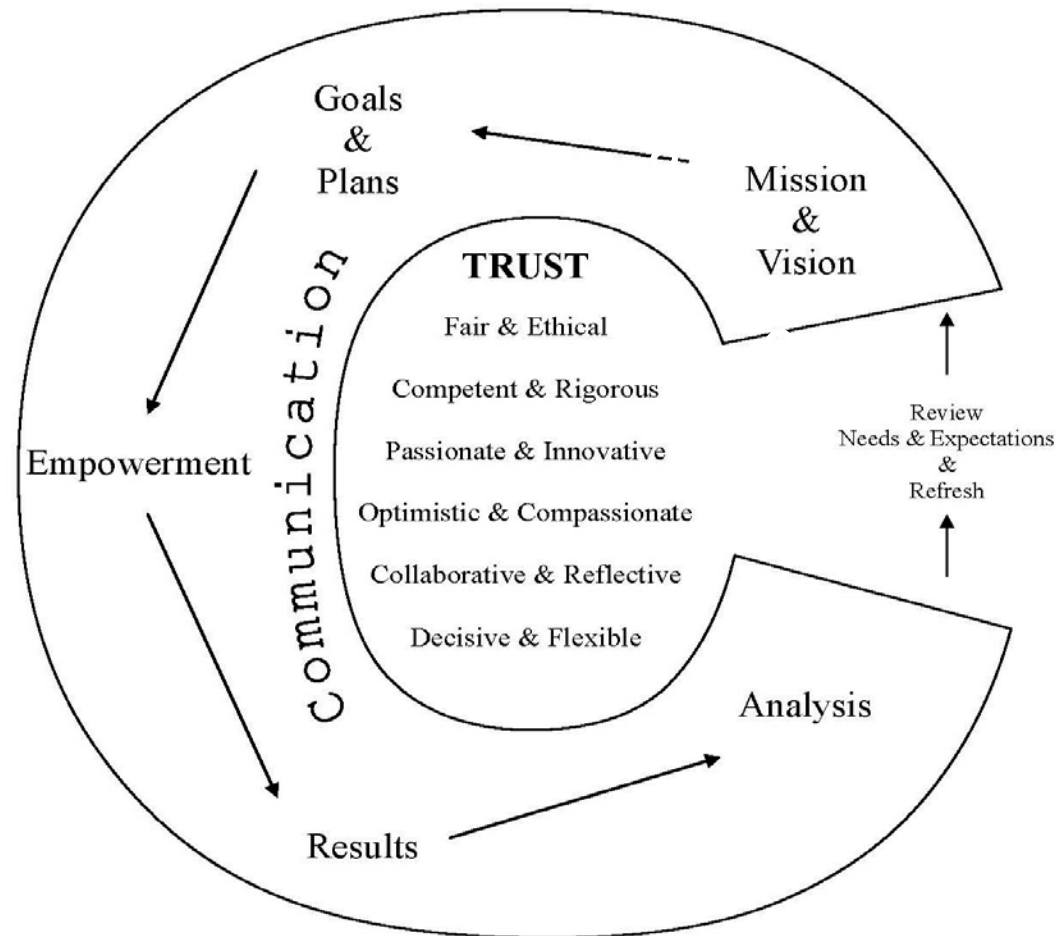
- ▶ Monthly meetings – All district level administrators, building principals and staff development directors
 - Visioning
 - Leadership conversations
 - Budget development
 - Operational issues

Individual Goal Setting

- ▶ Every administrator in the district
- ▶ One initiative/action plan goal and one personal leadership goal, per year
- ▶ Feedback & evaluation from direct supervisor, at least twice per year and typically much more frequently
- ▶ Consistent process for all administrators

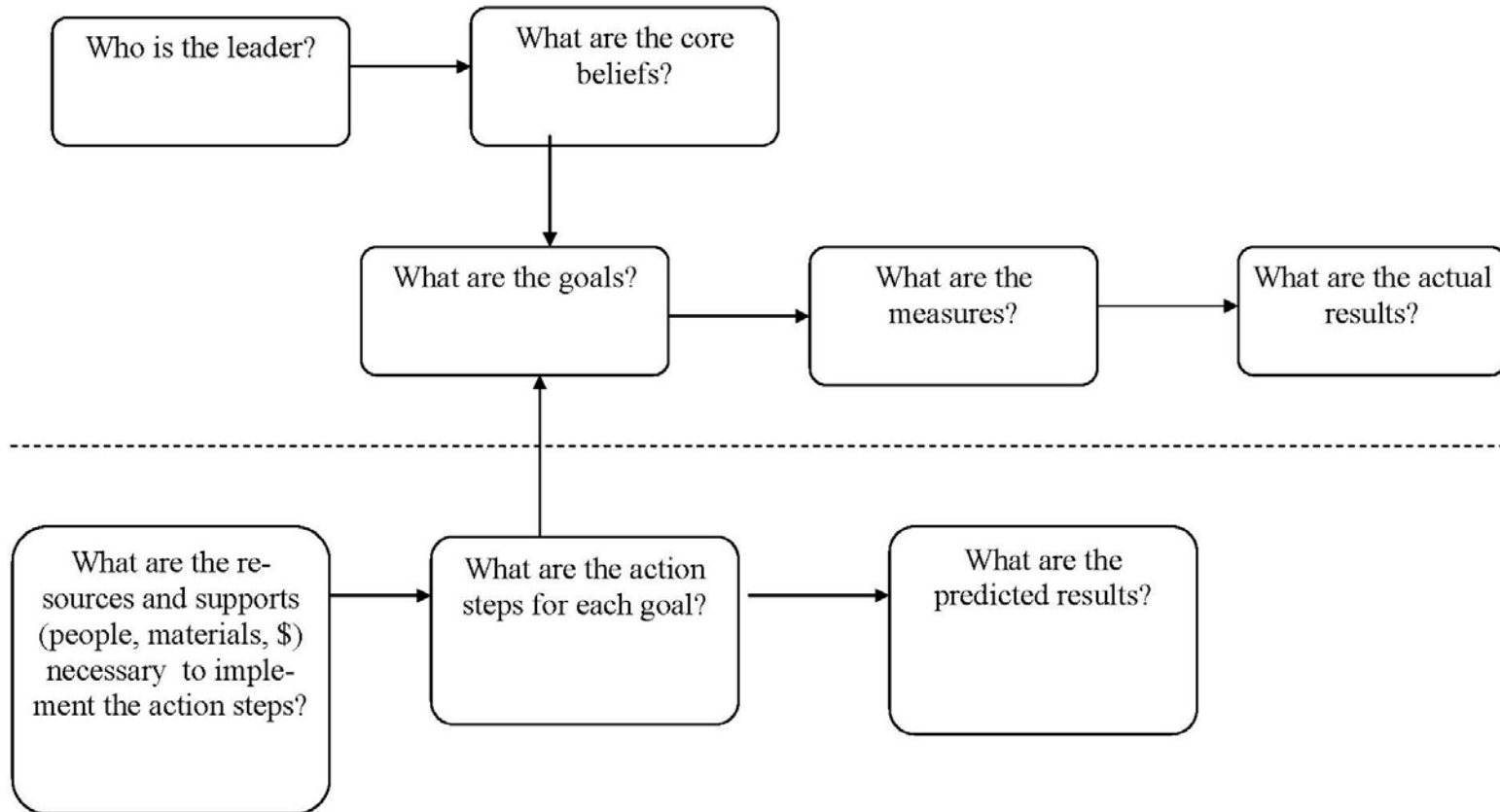
Individual Goal Setting

Chappaqua Central School District Leadership & Planning Model



Individual Goal Setting

Action Planning



Small Group Learning

- ▶ Elementary Principals & Asst. Supt. meet monthly
- ▶ Middle Schools Principals & Asst. Supt. meet quarterly
- ▶ Assistant Principals and Asst. Supt. meet quarterly

Mentoring

- ▶ Throughout the school year, one-to-one meetings between district level and building level administrators
- ▶ Topics include:
 - Leadership style
 - Daily challenges
 - Long & short term plans

Targeted Learning

Workshops to learn particular skills or new policy mandates:

- ▶ BOCES – DASA or APPR requirements
- ▶ Difficult Conversations
- ▶ Public Speaking/Communication
- ▶ Master Schedule Building

And the learning continues...

“Two things seemed pretty apparent to me. One was, that in order to be a [Mississippi River] pilot a man had got to learn more than any one man ought to be allowed to know; and the other was, that he must learn it all over again in a different way every 24 hours.”

- Mark Twain

Life on the Mississippi

quoted in On Becoming A Leader,

W. Bennis

The End

