VIRGINIA SUPERINTENDENTS LEADERSHIP ACADEMY

PROGRAM OUTLINE July 2020—June 2021

THE VIRGINIA SUPERINTENDENTS LEADERSHIP ACADEMY (VSLA)

is a 12-month competency-based training program designed for sitting Virginia superintendents who desire to serve as leading change agents through innovation and deeper learning in their school division. The Academy bases its curriculum on the acquisition of leadership competencies identified in the Profile of a Virginia Leader, which was presented to the Virginia Board of Education in July, 2020. There are a number of superintendent academies throughout the country; however, the VSLA is the only academy uniquely designed to meet the challenges and opportunities of Virginia superintendents. Participants who successfully complete VSLA requirements will receive a Certificate of Recognition from the Governor.

The VSLA incorporates elements of the American Association of School Administrators' (AASA) national models for superintendent "Professional Standards for Educational Leaders" (National Policy Board for Educational Leaders), which serve as the basis for AASA's Leadership Academy and National Superintendent Certification Program®.

VSLA CURRICULUM FRAMEWORK

The program is structured around four module conferences, three digital meetings, executive coaching, and a Capstone Project focused on a contemporary problem of practice. Participants examine, analyze, and investigate approaches to innovation, deeper learning, and engagement for superintendents as lead change agents who demonstrate outstanding instructional leadership and address the needs of increasingly diverse student populations through the lens of equity for all students. Participants are assigned an Executive Coach—a current or recently retired superintendent, whose primary responsibility is to help support the superintendent and facilitate the Capstone Project.

SEQUENCE OF STUDY

Digital Orientation Conference
Date: July 11, 2020

Module I: Profile of a Virginia Leader
Date: Saturday, September 26, 2020
Location: AASA Headquarters, Alexandria, VA

Module II: Profile of a Virginia Graduate
Date: Sunday, October 18, 2020
Location: VASS Fall Conference, Omni Charlottesville Hotel, Charlottesville, VA

Problems of Practice Digital Conference
Date: November 2020

Module III: Profile of a Virginia Classroom
Date: Sunday, January 10, 2021
Location: VASS Winter Conference, Richmond Marriott Hotel, Richmond, VA

Problems of Practice Digital Conference
Date: February 2021

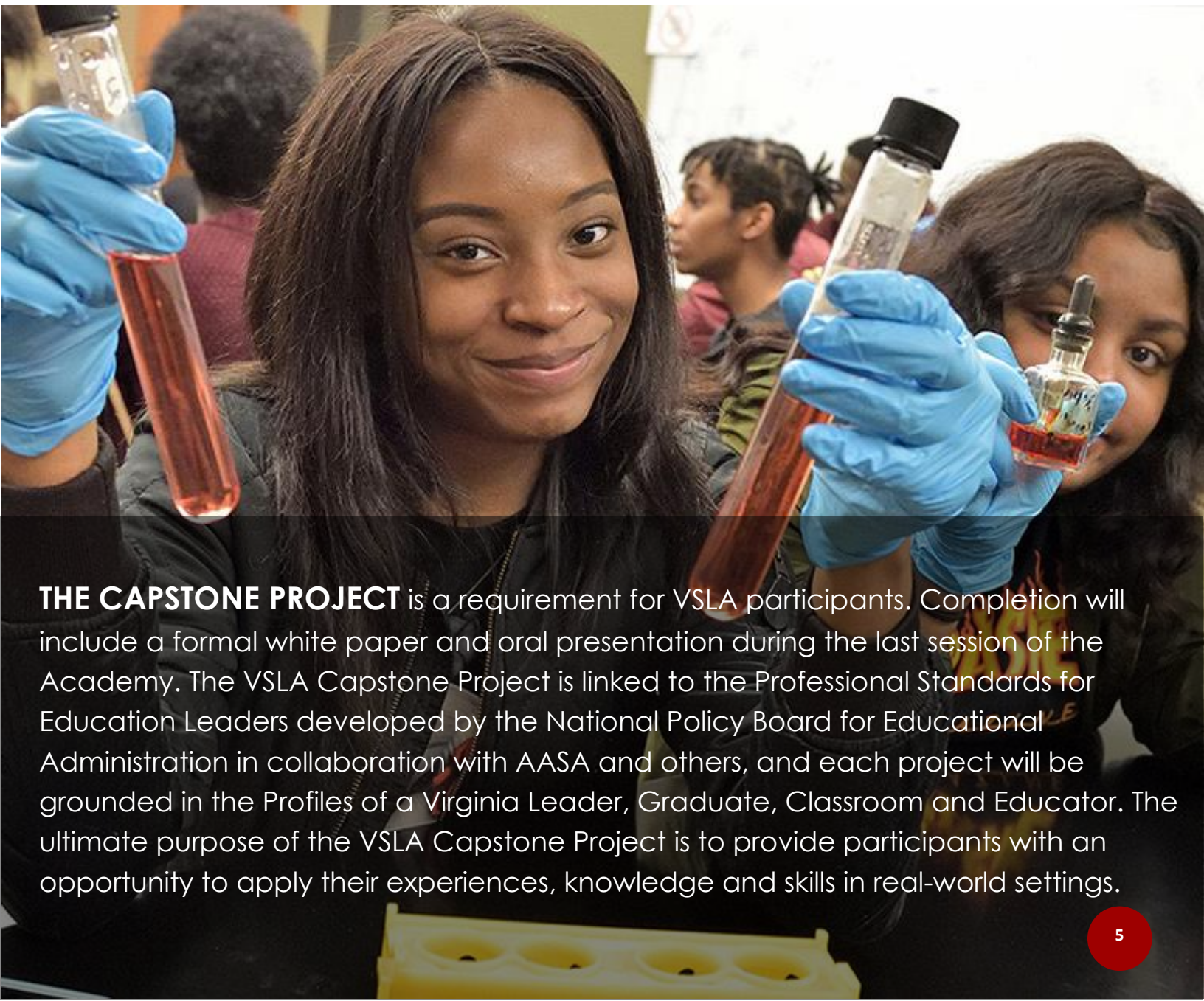**Module IV: Profile of a Virginia Educator**
Date: Saturday and Sunday, April 24—25, 2021
Location: VASS Spring Conference, Hotel Roanoke, Roanoke, VA

CAPSTONE PROJECT

Participation in the VSLA is a significant investment in personal and professional growth. It institutionalizes lessons learned and provides tangible follow-up leading to student success. The Capstone Project is the authentic artifact produced by participants in the Academy.

The VSLA Capstone Project incorporates features of the AASA Capstone process developed by Dr. Bernadine Futrell, Director, Leadership Network, AASA. VSLA participants work in small groups to identify a problem of interest and to develop a recommended action plan that improves student performance in their school division, while concurrently enhancing the body of knowledge and skills acquired through participation in the VSLA.

THE CAPSTONE PROJECT is a requirement for VSLA participants. Completion will include a formal white paper and oral presentation during the last session of the Academy. The VSLA Capstone Project is linked to the Professional Standards for Education Leaders developed by the National Policy Board for Educational Administration in collaboration with AASA and others, and each project will be grounded in the Profiles of a Virginia Leader, Graduate, Classroom and Educator. The ultimate purpose of the VSLA Capstone Project is to provide participants with an opportunity to apply their experiences, knowledge and skills in real-world settings.

MODULE SEQUENCE

Module I
Theme: Profile of a Virginia Leader
Saturday, September 26, 2020

Module II
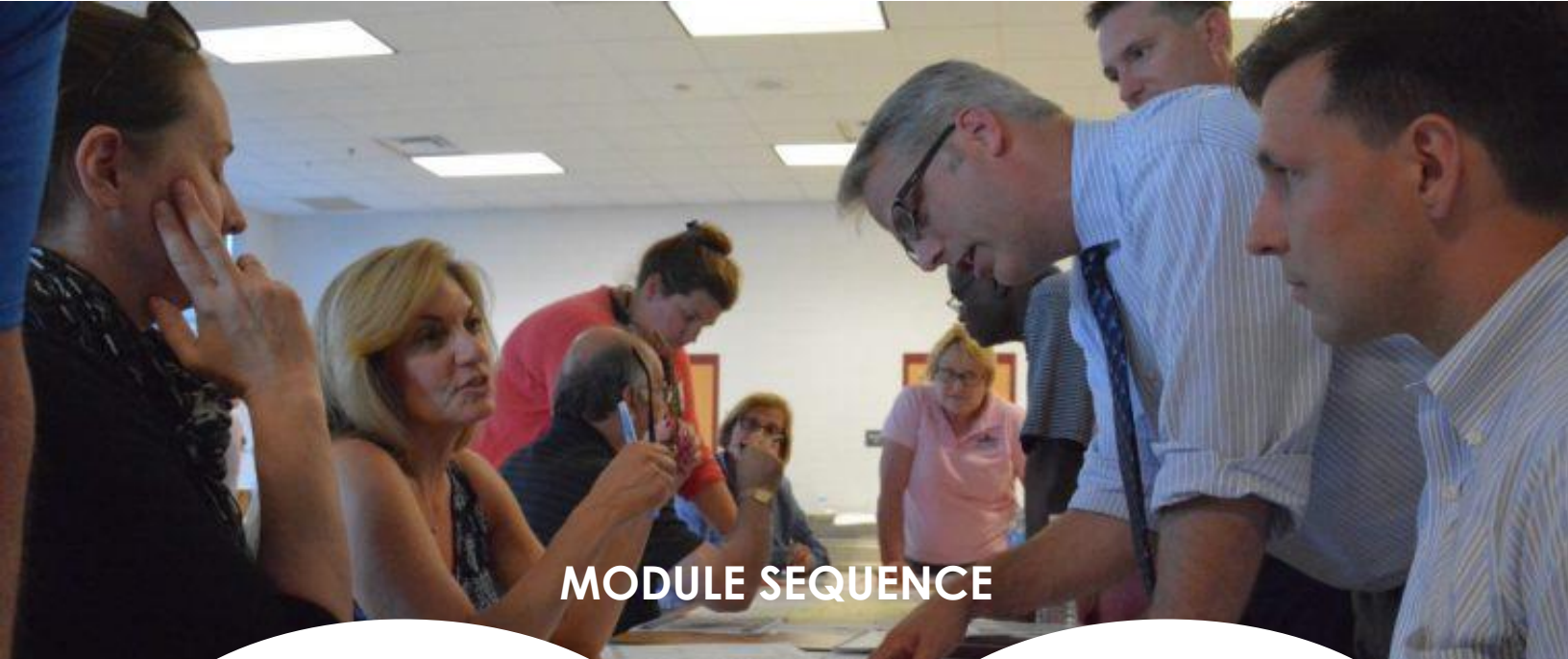### Theme: Profile of a Virginia Graduate
Sunday, October 18, 2020

Topics

- Morning session facilitated by Amy Sichel, Director of the AASA National Superintendent's Certification Program
- Professional Standards for Educational Leaders
- Promoting Equity & Cultural Responsiveness
- A Vision for Educational Leadership in the 21st Century
- Introduction to the Capstone Process
- Afternoon session facilitated by Peter Gorman, CEO of Leadership Associates, LLC
- Journey to Courageous Leadership
- VDOE Initiatives
- Profile of a Virginia Leader

Topics

- Profile of a Virginia Graduate
- Leading Change
- Communities of Practice: Preparing Students for Their Success
- Active Student Engagement
- Ethics in the Classroom
- Innovative K-12 Teaching and Learning
- Student Voice
- College, Career, and Civic Ready Learners
- Problems of Practice

MODULE SEQUENCE

Module III
Theme: Profile of a Virginia Classroom
Sunday,
January 10, 2021

Module IV
Theme: Profile of a Virginia Educator
Saturday and Sunday,
April 24—25, 2021

Topics

- Profile of a Virginia Classroom
- Systems Thinking and Creative Problem Solving
- School Improvement
- Curriculum & Instructional Design
- Equity
- Community Connections
- Engaging Families, Businesses, Government Agencies and Community Partnerships
- Board Relationships and Policy
- Curriculum and Assessment

Topics

- Profile of a Virginia Educator
- Deeper Learning
- Leadership Influence
- Superintendents and the Chamber of Commerce
- The 21st Century Superintendent
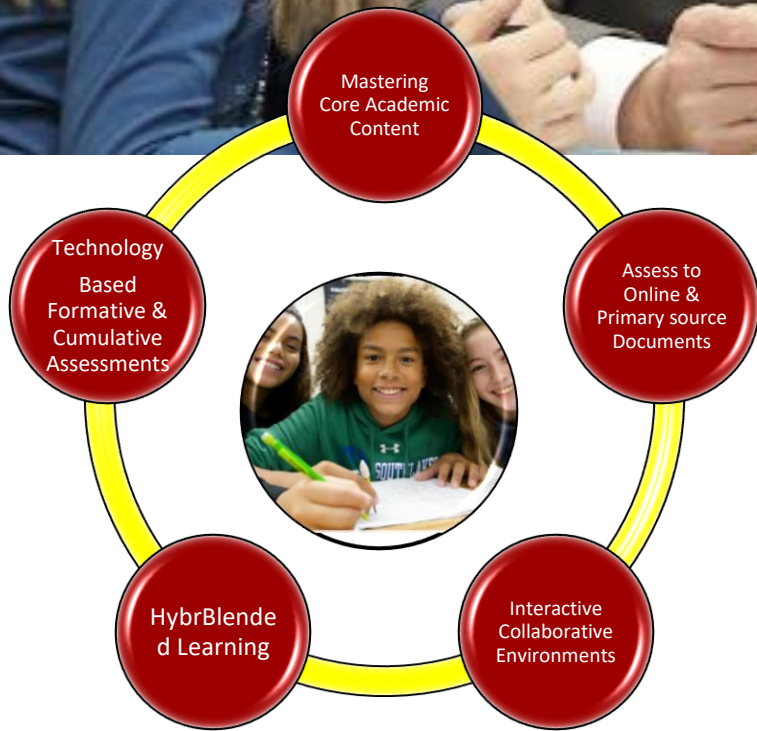- Presentation of Capstone Projects

CURRICULUM CONCEPTS

PROFILE OF A VIRGINIA EDUCATION LEADER

Virginia education leaders work through an equity lens for deeper learning
by building personal skills, growth mindsets, attitudes & values

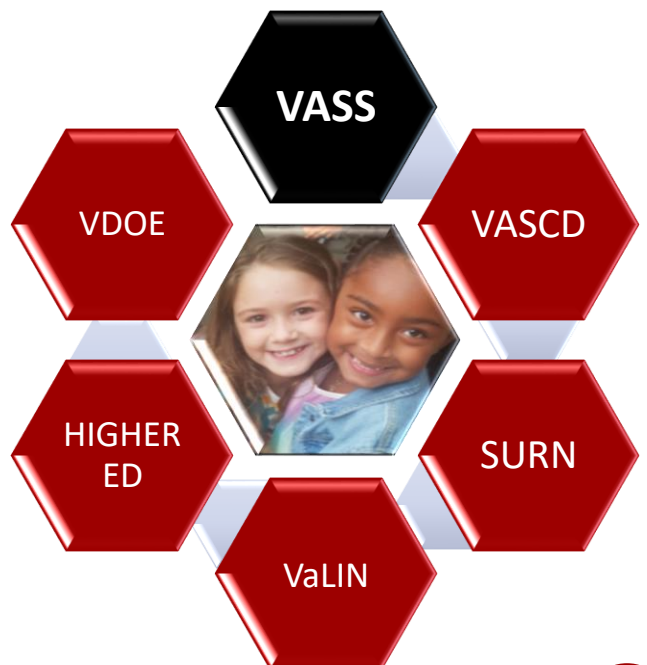|	KNOWLEDGE	SKILLS	DISPOSITION
VISION, VALUES & CULTURE — LEADERS & VISION	• Broad based content knowledge • Pedagogy • Strategic thinking and management process • Change process • Systems thinking • Transformational use of data Cultural continuum	• Communication • Strategic agility • Culture building • Decision making • Bias for action • Perspective consciousness • Cultural responsiveness • Taking a disciplined strategic approach	• Inquiry minded • Learner-centered • Optimism • Self-awareness • Diplomacy • Courage • Embraces and celebrates differences • Integrity
CAPACITY BUILDING — LEADERS & OTHERS	• Designs for collaborative communities of learning and practice • Learning theory • Professional learning and development with purpose • Talent management	• Cultivating leadership in others • Diffusion of innovation • Digital literacy • Priority Setting • Coaching • Supervision • Evaluation	• Self-development • Interpersonal savvy • Action oriented • Empathy • Trust
SHARED RESPONSIBILITY — LEADERSHIP & SYSTEMS	• Science of motivation and engagement • How to build, manage, and leverage teams for both internal and external stakeholder-driven engagement • Well-defined research-based models and processes for school improvement and transformation • Strategic collection and use of data • Systems of support	• Influential communicator • Active listening • Fostering lateral connections for dialogue and learning • Mentoring • Conflict management • Collaborative	• Transparency • Emotional intelligence • Humility

Diagram (concentric circles):

- Mastering Core Academic Content
- Technology Based Formative & Cumulative Assessments
- Assess to Online & Primary source Documents
- HybrBlended Learning
- Interactive Collaborative Environments

VIRGINIA DEPARTMENT OF EDUCATION
Focus on Deeper Learning

Hexagon diagram:

- VASS
- VDOE
- VASCD
- HIGHER ED
- SURN
- VaLIN

VIRGINIA COMMONWEALTH PARTNERSHIP

The VSLA works in collaboration with key partners throughout the Commonwealth of Virginia to ensure a common focus and language around the Virginia Profiles of a Leader, Graduate, Classroom, and Educator.

VIRGINIA SUPERINTENDENTS LEADERSHIP ACADEMY

INVITED PRESENTERS

Billy K. Cannaday
State Superintendent (Retired)

Dan Domenech
Executive Director AASA

Deborah Jewell-Sherman
Professor Harvard University

James F. Lane
State Superintendent

Jared A. Cotton
Superintendent Chesapeake Public Schools

Amy C. Colley
Executive Director SURN College of William & Mary

Mark Ginsberg
Dean, School of Education George Mason University

Laurie McCullough
Director Virginia ASCD

ADVISORY COMMITTEE

Rosa Atkins	Superintendent, Charlottesville Schools
Cyndee Blount	Principal, Acquinton E.S., King William County Schools
Amy Colley	Director, W&M School of Education SURN
Jared Cotton	Superintendent, Chesapeake Schools
Barry DuVal	President & CEO, Virginia Chamber of Commerce
David Eshelman	Director of Workforce Development, Richmond
Donald (Rusty) Fairheart	Virginia Department of Education
Mark Ginsberg	Dean, School of Education, George Mason University
Ernest Longworth	Coordinator for Tech Services, Chesterfield County Schools
Stewart Roberson	CEO, Mosley Architects
Adam Seldow	Head of Education Partnerships, Facebook
Morton Sherman	Associate Executive Director, AASA
Aaron Spence	Superintendent, Virginia Beach Schools
Haydee Robinson	Superintendent, Dickenson County

VASS STAFF

Ben Kiser	Executive Director
Andy Stamp	Associate Executive Director
Tom Smith	Legislative Liaison and Educational Services Review Director
Laura Fornash	Legislative Consultant
Marcus Newsome	Director, Virginia Superintendents Leadership Academy
Liza Scallet	Administrative Assistant
Peter Gorman	Academy Facilitator

APPLICATION PROCESS

Virginia Division Superintendents with a minimum of one-year of experience are encouraged to apply. The application can be accessed from the VASS Website: www.vassonline.org

Applications for the 2020-2021 session must be completed and submitted to VASS by May 30, 2020.

Tuition Costs: The cost of operating the VSLA is $4,000 per participant. Due to the support of VASS Business Partners, each participant will receive a $3,000 discount on VSLA tuition. The final cost to each participant is $1,000, payable by Tuesday, June 30, 2020. (Participants who choose to use FY 20-21 funds are asked to submit payment by Friday, July 31, 2020.) Meals and materials will be provided at no additional cost. Participants are responsible for covering their own travel and lodging costs.

FOR MORE INFORMATION, CONTACT: Marcus J. Newsome ▪ Director
Virginia Superintendents Leadership Academy ▪ (804) 930-7448 ▪ m.newsome@vassonline.com