Navigating Pathways to the Superintendency

WEBINAR
April 4, 2018
2-3pm ET
Welcome!

Thank you for joining us for today’s webinar!

HOST:
Vera Turner
Project Manager
AASA Women in School Leadership Initiative

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Logistics

• Access the audio for today’s webinar either via your computer or phone.

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Webinar Participation

- We have allotted time for **Q&A**, but you can submit questions at any time.

- Please use the **chat window** to submit questions. In the dropdown menu, select “**All Participants**” and then type your question in the chat box.
Presenters

MODERATOR
Patricia E. Neudecker, Director of Administrative Leadership, Assistant Professor, Alverno College (WI)

PANELISTS:
Kristi A. Sandvik, Superintendent at Buckeye Elementary School District (AZ)
Karen Cheson, Superintendent, Fort Thomas Schools (KY)
Lupita L. Hightower, Superintendent, Tolleson Elementary School District (AZ)

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MODERATOR

**Patricia Neudecker,**
Director of Administrative Leadership
and Assistant Professor
Alverno College

@NeudeckerPat

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AASA Women In School Leadership Initiative

Two-Year grant from Bill & Melinda Gates Foundation:
• To help mitigate the impact of social barriers women face in ascending to the top leadership positions within our school systems
• To increase the number of women seeking and becoming CEOs and superintendents of schools.

www.aasa.org/WomenInSchoolLeadership.aspx
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5 Major Barriers/ Challenges

- Navigating Pathways to the Superintendency
- Finding Work-Life Balance
- Navigating Boards/Political Dynamics
- Networking and Mentoring
- Working with Search Consultants
National Women’s Leadership Consortium Recommendations

Pathway Strategies

• **Be selective** about where you choose to work.
• **Evaluate your skills and experiences and the district’s needs** to determine if the employment opportunity is a good match for you.
• **Get degrees and other required credentials**, while growing professionally.
Kristi A. Sandvik
Superintendent
Buckeye Elementary School District (AZ)
@KsandvikBESD33
Buckeye Elementary School District

- Location: 212 Acres in Buckeye, AZ
- Staff breakdown:
  - Total Staff: 556
  - Certified: 261
  - Classified: 276
  - Administrators: 19
- District Enrollment: 5251
- Number of schools: 8
  - School breakdown:
    - 7 Elementary
    - 1 PreSchool
- Specials: All Schools are Title 1
- Ethnicity:
  - 56% Hispanic/Latino
  - 31% White
  - 8% Black/African American
  - 3% 2 or More Races
  - 1% Indian/Alaska Native
  - 1% Asian
- 80% Free/reduced students

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## Kristi Sandvik’s Path to Superintendency

### Traditional Path

- Teacher, Principal, Director of HR, ELL, Executive Director Student Services, Assistant Superintendent, Superintendent
- Small, Large, Urban, Rural, Suburban Districts
- National, State, Local, Board Presence
- President Elect of Minority Student Achievement Network (MSAN)
- AASA Executive Board
- President of Greater Phoenix Educational Management Council

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How to Make Your Journey a Success

Being an active board member on both local and national boards gives you a greater perspective as a Superintendent.
Karen Cheser
Superintendent
Fort Thomas Schools (KY)
@FTISSuper
My District

Fort Thomas

FORT THOMAS
INDEPENDENT SCHOOLS

2018 Best School Districts in Kentucky

Fort Thomas Independent Schools

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My Pathway

- Procter & Gamble
- Elementary Teacher/ HS Coach
- State Department Consultant/ Distinguished Educator
- Principal
- District Administrator (Boone County Schools, 23,000+):
  - Director
  - Assistant Superintendent
  - Deputy Superintendent/ Chief Academic Officer
Personal Story

- Choice
- Confidence
- Challenge
- Change

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Lupita L. Hightower
Superintendent
Tolleson Elementary School District (AZ)
@LupitaHightower

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Tolleson Elementary School District

- Phoenix area
- 4 schools (2 schools rated ‘B’ and 2 rated ‘C’)
- 3,399 treasures
- 89% free/reduced lunch
- 82% Latino
- 10% African American
- 13% English language learners
- 14% Special education
- 21% Open enrollment
- Kids at Hope Belief System – no exceptions!
Leadership Story
Leadership Story

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Words of Encouragement

• Your dream is more than a dream. It’s a calling.

• The best way to discover your dream is to help others accomplish theirs.

• Follow the mission/goals with effort and a great attitude. The goal is to make a difference.
Q & A and Panel Discussion

Join the conversation!

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Resources

Contact Information:
Patricia Neudecker peneudecker@gmail.com
Karen Cheser karen.cheser@fortthomas.kyschools.us
Lupita Hightower lhightower@tesd.k12.az.us
Kristi Sandvik KSandvik@besd33.org

Resources:
3-Part Webinar Series
• Part 2: Finding Work-Life Balance
• May 2, 2018; 2-3pmET

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Thank you for your participation!