

MICHIGAN LEADERSHIP INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

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*Merry Christmas/Happy New Year from
Michigan Leadership Institute*

1. What's New?

MLI/MASA Present the New Superintendents Leadership Academy

MLI and MASA are teaming to present the **New Superintendents Leadership Academy** designed to support Superintendents who are new to the position as well as Superintendents who want to continue to grow and build new strengths in this tough but rewarding job. The cost to participants is \$500 for the four, day-long sessions or \$150 per session. Registration is now open on the MASA website. The remaining New Superintendents Leadership Academy sessions will be offered as follows:

- February 9, 2017: Tools for Effective Board-Superintendent Relationships
- April 20, 2017: HR Practices and Procedures for Success

New Contact Information

Since his former e-mail account was hacked, Dr. Michael Wilmot has a new e-mail address: drmwilmotmli@hotmail.com.

Leadership Opportunities

Detailed information about **Michigan Leadership Institute Searches in Progress** and the on-line application can be found at the Michigan Leadership Institute website, www.mileader.com.

Placements in Recent MLI Searches:

Congratulations to Brad Jacobs selected as Superintendent of Inland Lakes Schools. Brad comes to Inland Lakes from Mason County Central Schools where he was High School Principal.

Congratulations to Dr. William Kalmar selected as Superintendent of Almont Community Schools. Dr. Kalmar was previously High School Principal in Imlay City Schools.

Congratulations to Jennifer Verleger selected as Superintendent of Mount Pleasant Public Schools. Jennifer was previously Assistant Superintendent -Human Resources in Mount Pleasant Public Schools.

Congratulations to Steve Head selected as Superintendent of Onsted Community Schools. Steve was previously High School Principal in Onsted Community Schools.

Congratulations to Mark Darga selected as Superintendent of Allen Park Public Schools. Mike previously served as Principal of Lindemann Elementary School in the Allen Park district.

2. Following Up

Note: If you are a graduate of any Superintendent Preparations Series Academy class, please keep us posted as you assume new education leadership roles.

Congratulations to Jennifer Verleger (SUPES 2016) selected as Superintendent for Mount Pleasant Public Schools.

Congratulations to Steve Head (SUPES 2016) selected as Superintendent of Onsted Community Schools.

Congratulations to Scott Reynolds (SUPES 2016) selected as Superintendent of Alpena-Montmorency-Alcona Educational Service District. Scott was previously employed by AMA-ESD as Principal of Pied Piper Opportunity Center.

Congratulations to Mike Darga (SUPES 2012) selected as Superintendent of Allen Park Public Schools.

3. Research/Reading Roundup: Articles of Interest

“The Secrets of Great CEO Selection,” Ram Charan, *Harvard Business Review*, December 2016, pp. 52-59.

In this HBR article, the author cites four things that adept Boards do when selecting a CEO. Key among them is defining the specific capabilities the new leader must have to be successful in meeting the organization’s challenges in the current and changing context of its work. These are the “pivotal”

qualities that allow the Boards to sort the candidates and make the best choice. The author says “They create a complete and accurate picture of each candidate to determine not the best leader but the best fit.” He goes on to discuss the importance of objectivity, the willingness to look at leaders a few levels below the top leadership (assuming a large organization), and a willingness to accept imperfection in a candidate. These effective selection characteristics are ones that provide a model applicable to education settings as well as to business.

“[After the Handshake,](#)” Dan Ciampa, *Harvard Business Review*, December 2016, pp.66.

In this article in the same HBR issue, the author examines mistakes organizations make when new leadership takes over. The biggest problems he cites are the leader’s underestimation or misreading of the organizational culture and politics, and the Board’s focus on operations/finance with insufficient attention to the complexities of the cultural, political and personal demands on a new leader. He maintains that these are the areas which most often cause leadership to fail, and he promotes the idea that the exiting leader, the Board and the administrative team all have a significant in ensuring that new leadership will be successful. He suggests that this “onboarding” is a part of the continuum of succession planning activities.

“[Few Women Run School Districts. Why?](#)” Denisa R. Superville, *Education Week*, November 16, 2016, pp.1,10-13.

According to this *Education Week* article, although “women make up 76% of teachers, 52% of principals, and 78% of central office administrators, ...they account for less than a quarter of all superintendents. The article goes on to examine reasons that account for these statistics. Some that the author cites include disinterest due to the long hours and insecurity of the position, limited networking opportunities, unfavorable gender-linked scrutiny on the job, bias, and a feeling of not being ready for the top job. The article also suggest that Boards are failing to look for diversity in candidates and that leads to underrepresentation of women as well as minorities in the top school jobs.

“[Warning Sounded on Tech Disrupting Student Sleep,](#)” Benjamin Herold and Michelle R. Davis, *Education Week*, November 30, 2016, pp.1, 12.

As schools shift to increasingly more digital technology, districts are trying to help kids and families establish an appropriate balance between screen time and other activities. Especially of recent concern is the impact of mobile devices and the blue light they emit on the sleep patterns of children. This article cites the results of “20 recent studies covering four continents and more than 125,000 children which found a ‘strong and consistent association between bedtime media-device use and inadequate sleep quantity, poor sleep quality, and excessive daytime sleepiness.’ In addition, the article says even children who did not use their devices immediately before bedtime had similar issues. Some districts are now cautioning parents about the impacts of the digital devices on sleep and health and are suggesting that parents have their children charge and use the devices away from their bedrooms.

“[ACT to Offer ELL Students Extra Time for Testing,](#)” Catherine Gewertz, *Education Week*, November 30, 2016, pp.1,11.

According to this *Education Week* article, ACT has announced that beginning in Fall 2017 it will offer accommodations based on a students English learner status alone. These accommodations will include more testing time, use of a bi-lingual glossary, test instructions read in their native language, and an alternative testing room to minimize distractions. Hopefully, this will allow more students to receive scores colleges will accept and students whose abilities have been underreported because of the testing limitations will get scores that more accurately reflect their learning. ACT plans to study the testing results with these accommodations to verify that the scores are valid and reliable.

4. Leaders’ Speech File: Random thoughts

-“Until you take your profession as passion, each and every activity looks as a headache.”—
Vignesh S.V.

-“Professionalism shouldn’t be defined by a person’s paycheck, role or title. It should be defined by a person’s work ethic.”—Janna Cachola

-“High quality professions look decently, think profoundly, and act thoughtfully.”—Pearl Zhu

-“If I had one hour to chop down a tree, I’d spend the first four hours sharpening the axe.”—Abraham Lincoln

-“When one door of happiness closes, another opens, but often we look so long at the closed door that we do not see the one that has been opened for us.”—Helen Keller

-“Every strike brings me closer to the next home run.”—Babe Ruth

5. Notes from the Asylum

Q: What do you get from sitting on the snow too long? A: Polaroids!

Q: What’s an ig? A: A snow house without a loo!

Q: Why did Frosty the snowman want a divorce? A: Because he thought his wife was a flake

Q: Why does it take longer to build a blonde snowman than a regular one? A: You have to hollow out the head.

Q: What do snowmen eat for lunch ? A: Icebergers!

Q: What time is it when little white flakes fall past the classroom window? A: Snow and Tell.

Q: If the sun shines while it’s snowing, what should you look for? A: Snowbows.

Q: If you live in an igloo made of snow, what’s the worst thing about global warming? A: No privacy!

Q: What do you call ten Arctic hares hopping backwards through the snow together? A: A receding hare line.

Q: Where does a snowman keep his money? A: In a snow bank.

Q: What is it called when a snowman has a temper tantrum? A: A meltdown!

Q: What is a mountains favorite type of candy? A: Snow caps.

Q: What do you call a snowman with a six pack? A: An abdominal snowman.

Q: What do you call a snowman that tells tall tales? A: A snow-fake!

Q: What do you call an old snowman? A: Water!

Q: What did the snowman and his wife put over their baby’s crib? A: A snowmobile!

6. Sponsor Highlight—Plante Moran CRESA

Plante Moran K-12 team members are uniquely qualified to assist in all aspects of a bond project including pre-bond planning, campaign support, procurement of design and construction professionals through construction implementation and occupancy of K-12 facility projects. Having worked extensively within the education sector, the Plante Moran CRESA team brings comprehensive expertise in developing a solid plan, gaining community support and helping districts obtain the necessary financing with a special sensitivity to challenges brought on by the school calendar.

Plante Moran CESA also helps districts evaluate their goals and guides them in making the right strategic planning, financial and education-driven decisions as they relate to facility needs. From concept through completion, Plante Moran assists in defining clear project parameters, negotiating the best transaction, securing the most qualified team of professionals, creating and enforcing strong contracts, and overseeing every project detail to ensure successful project completion. Plante Moran CRESA helps its clients save time, money and headaches.

7. About Us

Michigan Leadership Institute is committed to supporting the success of public education by developing, deploying and supporting outstanding executive leadership. Based in current leadership research, all MLI services are developed and delivered by successful leader-practitioners. For more information about MLI services, please visit our web site www.mileader.com or contact any of the regional presidents:

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Our purpose in publishing this newsletter is to share some of the more interesting and useful information gleaned from our ongoing research on the topic of leadership. Please feel free to forward this message to colleagues who may be interested. If they would like to subscribe directly, they can email us at kathy_eiler@hotmail.com and ask to be added to the mailing list. To unsubscribe, email us at the e-mail address above and ask to be removed from the list.