

MICHIGAN LEADERSHIP INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

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1. What's New?

Dave Killips Joins the Michigan Leadership Institute Leadership Team

MLI is excited to welcome Dave Killips as the new Regional President for South Central Michigan. In this role, Dave will represent MLI in serving districts in Hillsdale; Lenawee; Monroe; Jackson; Eaton; Ingham; Clinton; Shiawassee; Gratiot; Isabella; and Washtenaw Counties.

David Killips' career in education has spanned 39 years. He has 15 years of service as a Superintendent in the Chelsea School District (10 years) and Reed City Area Public Schools (5 years). He has also served as interim Superintendent in Ludington Area School District and in the Chelsea School District. He has worked as an Educational Consultant/Superintendent Coach since 2013. His early career included roles as principal in two school districts, assistant principal/athletic director, and teacher.

Mr. Killips has held numerous leadership roles in the communities in which he has lived and worked. These include his membership on: the Regional Board for St. Joseph Mercy Health System; the Chelsea Chamber of Commerce Board of Trustees, the Oceana County Economic Development Corporation Board of Directors, the Silver Maples Retirement Community Board of Trustees and the Work First Development Board. In addition, he has been a volunteer for the Chelsea Senior Center;

an active member of Rotary; and active in support of the Ocoala Community Foundation and the Easter Seals Campaign. He has been a Boy Scout Merit Badge Director and Eagle Scout Project Review Team member and a Little League coach in multiple sports.

Dave holds a B.S. degree from Central Michigan University and a master's degree in Education Administration from Michigan State University. He also has done additional coursework through Michigan State University, The University of Michigan, Western Michigan University and Eastern Michigan University.

The South Central Region was previously served by MLI Regional President Dr. Donald Spencer who has retired.

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 New Superintendents Leadership Academy sessions will be offered as follows:

- October 6, 2016: School Finance Essentials
- December 8, 2016: Leadership for Learning and Achievement
- February 9, 2017: Tools for Effective Board-Superintendent Relationships
- April 20, 2017: HR Practices and Procedures for Success

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.

Current open searches include:

Assistant Superintendent, East Detroit Public Schools. The application deadline is September 30, 2016, at 4:00. Questions regarding the search should be directed to the search consultant, MLI Regional President John Silveri at 248-420-9354 or silverimli@gmx.com.

Superintendent, Inland Lakes Schools. The application deadline is October 7, 2016, at 4:00 p.m. Questions regarding the search should be directed to the search consultant, MLI Regional President Mark Eckhardt at 231-590-4920 or eckhardm@hotmail.com.

Superintendent, Almont Community Schools. The application deadline is October 14, 2017, at 4:00 p.m. Questions regarding the search should be directed to the search consultant, MLI Regional President Charles Andrews at 810-434-5631 or candrewsmli@gmail.com.

Superintendent, Onsted. The application deadline has not yet been established. Questions regarding the search should be directed to the search consultant, MLI President/CEO Dr. Michael Wilmot, at 248-755-7596 or wilmotmli@hotmail.com.

Placements in Recent MLI Searches:

Congratulations to Bill Brown selected as Superintendent of Allegan Area ESA. Bill was previously Assistant Superintendent at Lenawee ISD.

Congratulations to Dr. John Van Wagoner selected as Superintendent of Alpena Public Schools. John was previously Associate Superintendent at Shiawasee ESD.

Congratulations to Edward Manuszak selected as Superintendent of Dundee Community Schools. Ed was previously Assistant Superintendent for Instruction and Student Services at Bedford Public Schools.

Congratulations to Mark Haag selected as Superintendent of Lenawee ISD. Mark was previously Superintendent of Onsted Community Schools.

2. Following Up



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

Moving into new leadership roles:

Dr. Jeff Leslie (SUPES 2015) selected as Superintendent of New Buffalo Area Schools.

Dr. John Van Wagoner (SUPES 2011) selected as Superintendent of Alpena Public Schools.

Bill Brown (SUPES 2015) selected as Superintendent of Allegan Area ESA.

Edward Manuszak (SUPES 2010) selected as Superintendent of Dundee Community Schools.

Jim Baker (SUPES 2011) selected as Deputy Superintendent for Detroit Public Schools.

James Cracraft (SUPES 2010) selected as Superintendent of Clinton Public Schools.

Brian Pearson (SUPES 2013) selected as Superintendent of Gaylord Community Schools.

Mark Haag (SUPES 2002) selected as Superintendent of Lenawee ISD.

3. Research/Reading Roundup: Articles of Interest

“Federal Officials Urge Clear, Limited Roles for Police in Schools,” Evie Blad, *Education Week*, September 14, 2016, pp. 1,13.

This *Education Week* article reports on new resources released by the US Departments of Education and Justice concerning the hiring and training of school resource officers. These resources come in response to concerns that students’ civil rights are violated, students are pushed unnecessarily into the criminal justice system, and student discipline problems are misdirected in some school settings where there are resource officers. The materials released by the Departments provide “guidelines for crafting agreements between schools and local law-enforcement agencies, monitoring the actions of school-based police officers, and training police in such areas as child development and conflict de-escalation.” The guidelines will be requirements for Justice Department grant recipients. Although the number of grant-funded officers is small, the hope is that these resources will serve as a template for all schools. See this article for the suggested steps to improve practice in this area and further details on the reasoning behind the development of these materials.

“ESSA Raises K-12 Stakes in State-Level Races,” Daarel Burnette II, *Education Week*, September 14, 2016, pp. 1, 16.

In this article, the author discusses the impact of ESSA in shifting decision-making and responsibility from Washington to state legislatures. The author points out that under ESSA state governments are given “sweeping authority to design...teacher evaluations and school accountability systems.” The Act ,which goes into effect for the 2017-18 school year, requires that state accountability plans

submitted to the Department of Education next summer must have had significant and timely review by the state legislatures and governors. This will require that legislators who have been critical of Washington's education designs will now have to take positions that will open them to the scrutiny and criticism of stakeholders. This newly increased role for legislators in defining education policy makes voter choice in state elections now all the more significant.

"Inclusive Classes Have Downsides, Researchers Find," Carmen Constantinescu and Christina A. Samuels, *Education Week*, September 7, 2016, pp. 1, 10.

The authors of this article report research on the impact of inclusion of students with emotional and behavioral disabilities on their non-disabled classmates. According to the authors, researchers who used a nationally representative sample of students found that students in kindergarten and first grade who were placed in classes which included students with behavioral and emotional disabilities experienced "spillover effects." These affects included lower math and reading scores, increased absenteeism, behavioral problems, and emotional problems. The article suggests that more study is needed to define the supporting conditions that will make inclusive classrooms best learning environments for both disabled and non-disabled students.

"Are Dual-Enrollment Programs Being Oversold?" Catherine Gewertz, *Education Week*, September 7, 2016, pp. 1,12.

In this article on dual enrollment programs, the author reports the difficulties students are experiencing in transferring their dual enrollment credits to college level programs. According to the article, many 4-year institutions are skeptical of credits earned in classes taught within high schools by high school staff. Some institutions are only recognizing credits earned at community colleges in classes with college students. In addition when credits do transfer, some 4 year institutions only apply credits to general education requirements, not to specific major programs. These problems violate student and parent expectation that dual enrollment can save students time and money in achieving their college degrees. The article raises questions that should be explored by and with school counselors before students invest time and effort in dual enrollment programs.

4. Leaders' Speech File: On Perception

- "Everything that irritates us about others can lead us to an understanding of ourselves."—Carl G. Jung
- "What you see and what you hear depends a great deal on where you are standing. It also depends on what sort of person you are."—C.S. Lewis
- "Change the way you look at things and the things you look at change."—Wayne W. Dyer
- "Most misunderstandings in the world could be avoided if people would simply take the time to ask, 'What else could this mean?'"—Shannon Alder
- "Every man takes the limits of his own field of vision for the limits of the world."—Arthur Schopenhauer
- "The eye sees only what the mind is prepared to comprehend."—Robertson Davies
- "The task is...not so much to see what no one has yet seen; but to think what nobody has yet thought about that which everybody sees."—Erwin Schrodinger
- "The question is not what you look at, but what you see."—Henry David Thoreau
- "Persons appear to us according to the light we throw upon them from our own minds."—Laura Ingalls Wilder
- "Perception does not define who we are, but it does define where we are limited, and where we are not yet free."—Georgi Y. Johnson

Sources: Goodread, Brain Quotes, Wise Old Sayings

5. Notes from the Asylum:

- My goal for 2016 was to lose just 10 pounds. Only 15 to go.
- Ate salad for dinner! Mostly croutons & tomatoes. Really just one big, round crouton covered with tomato sauce. And cheese. FINE, it was a pizza. I ate a pizza.
- I just did a week's worth of cardio after walking into a spider web.
- I don't mean to brag but.....I finished my 14-day diet in 3 hours and 20 minutes.
- A recent study has found that women who carry a little extra weight live longer than men who mention it.
- Kids today don't know how easy they have it. When I was young, I had to walk 9 feet through shag carpet to change the TV channel.
- Remember back when we were kids and every time it was below zero outdoors they closed school? Me neither.
- A thief broke into my house last night.....He started searching for money so I woke up and searched with him.
- My dentist told me I need a crown. I was like: I KNOW! Right?

Source: Unknown

6. Sponsor Highlight—Thrun Law Firm

Thrun Law Firm, P.C. is Michigan's premier public sector law firm specializing in education and municipal law. In contrast to other law firms, public sector law is not just a "sideline business" or one of many practice areas for Thrun. Instead, Thrun's 28 attorneys focus almost exclusively on public sector law and representing the firm's school district, public school academy, local government and other public sector clients across Michigan. This focus plus a deep bench of experienced attorneys and other resources necessary to provide public sector clients with quality and effective legal representation results in substantial cost savings for Thrun's clients.

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.