

MICHIGAN LEADERSHIP INSTITUTE

DEVELOPING, DEPLOYING
AND SUPPORTING
OUTSTANDING LEADERS

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1. What's New?



Merry Christmas, Happy Hanukkah, Happy Holidays and Happy New Year from everyone at Michigan Leadership Institute. It has been our privilege to support you in your important work for Michigan school districts this year, and we look forward to a continuing relationship in 2018.

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 Searches

Superintendent, Westwood Community Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Westwood Community Schools. The application deadline is January 19, 2018, at 4:00 p.m.. Questions regarding the search should be directed to the search consultant, MLI President/CEO Dr. Michael Wilmot, at drmwilmotmli@hotmail.com or 248-755-7596 or drmwilmotmli@hotmail.com

Superintendent, Sturgis Public Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Sturgis Public Schools. The application deadline has not yet been set. Questions regarding the search should be directed to the search consultant, MLI Regional President Gary Rider, at 616-901-3738 or gridermli@gmail.com.

Superintendent, Branch ISD

Michigan Leadership Institute is facilitating the search for Superintendent of Branch ISD. The application deadline has not yet been set. Questions regarding the search should be directed to the search consultants, MLI Regional Presidents Gary Rider (626-901-3738/gridermli@gmail.com) or David Killips (734-320-6572/dkkillips@gmail.com).

Superintendent, West Shore ESD

Michigan Leadership Institute is facilitating the search for Superintendent of West Shore ESD. The application deadline has not yet been set. Questions regarding the search should be directed to the search consultant, MLI Regional President David Killips at 734-320-6572 or dkkillips@gmail.com

Placements in Recent MLI Searches

Congratulations to Nicholas Ceglarek selected as Superintendent for Traverse Bay Area ISD. Nicholas comes to the position from his role as Superintendent of Hudsonville Public Schools.

Congratulations to David O'Bryant selected as Superintendent for Farwell Area Schools. David currently serves as Superintendent of Rogers City Area Schools.

2. Following Up

Congratulations to Jami Hitchcock (SUPES 2017) selected for the position of Director of Character Education, Diversity, and Equity for Birmingham Public Schools. Jami previously was the principal of Beverly Elementary School in Birmingham.

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

3. Research/Reading Roundup: Articles of Interest

“Why Every Organization Needs an Augmented Reality Strategy;” Michael E. Porter and James E. Heppelmann; *Harvard Business Review*; November-December 2017; pp.46-57.

This article in the *Harvard Business Review* discusses a quickly emerging technology that has the potential to change the way we learn, work, and function in daily life. Augmented reality is the overlay of 3-D digital information on the real world. It integrates what might have previously been available on a 2-D screen (now in 3 dimensions) with real world contexts. This revolutionary application of digital information offers opportunities for visualization (revealing internal features), training and coaching in real time on real or virtual equipment and in real or virtual contexts, and interaction that allows for

remote operation and interaction with products. The article gives a number of examples where this technology is already being used in medicine, manufacturing, logistics, marketing and sales. The implications for education are immense. Thinking about teaching and learning, jobs of the future and future career readiness will need to consider the applications and benefits of this kind of technology. Read the full article and the companion pieces in the same magazine for an understanding of what this technology offers.

***Education Week*, Vol. 37, Issue 12; November 8, 2017**

This issue of *Education Week* looks at personalized learning. It presents arguments against personalized learning and research on the implementation and benefits of personalized learning. In addition, this publication also presents some of the varied ways that states are using flexibility in requirements to recognize personalized student learning experiences, create new learning options for credit, allow for program piloting, and encouraging teacher development. This entire issue is of value as part of the on-going consideration of personalized learning and how best to prepare 21st century learners.

“Turning Potential Into Success: The Missing Link in Leadership Development;” Claudio Fernandez-Araoz, Andrew Roscoe, and Kentaro Aramaki; *Harvard Business Review*; November-December 2017; pp.86-93.

In this HBR article, the authors suggest that as organizations evaluate their leaders for ever-increasing responsibility, they should look at two areas: leadership competencies and the potential for growth. They maintain that potential for growth is a key aspect for consideration in predicting the success of leaders and that it is often overlooked or undervalued. Four components of potential presented in this article are curiosity, determination, insight, and engagement. The authors say that by looking at both current competencies and potential, organizations can do a better job of developing and promoting leadership. Understanding a candidate/employee’s competencies plus potential allows for a specific plan for growth and movement through targeted experiences like job rotation and stretch assignments, and through supports like coaching. The consideration of “growth potential” in this article has carryover applications into education for both leadership development and leadership placement.

“Schools Struggle With Hacking, Other Cyber Threats;” Benjamin Herold; *Education Week*; November 29, 2017; pp.1, 10-11.

This *Education Week* article reports on the problem cybersecurity threats pose for school districts. According to the authors, since 2016, hundreds of cyber hacks have occurred in the K-12 sector. They suggest that schools and school districts have underestimated or failed to recognize the potential for cybersecurity breaches against their district technology. E-mail scams, identity theft, the theft of funds, and the capture of data for ransom are just some of the problems that have been perpetrated against schools. The collection and use of data and the acquisition of hardware and software have been the focus in schools, rather than the security of networks and data. The authors say that schools are a big target for cyber hacks. The article gives examples of districts that have been hacked and results of a survey of 450 school technology leaders on the topic of cybersecurity.

“Rising Food Allergies a Challenge for Schools;” Evie Blad; *Education Week*; November 15, 2017; p.7

This article discusses the increase in the number of students with potentially life threatening allergies and the need for school policies in response. According to the article, “peanut allergies in children have increased 21 percent since 2010, and nearly 2.5 percent of US children may have an allergy to peanuts.” While many children have been diagnosed with these allergies before entering school, a significant number (20-25% according to the article) have their first reaction and epinephrine injection at school. The article goes on to suggest that schools need broad policies that address food issues that may impact all students with steps such as “food free classrooms” and limiting the use of peanut butter in school cafeterias.

4. Leaders' Speech File: On Receiving

- ❖ “Always give without remembering and always receive without forgetting”.-Brian Tracy
- ❖ “Gracious acceptance is an art—an art which most never bother to cultivate. We think we have to learn how to give, but we forget about accepting things, which can be much harder than giving...Accepting another person’s gift is allowing him to express his feelings for you.”
Alexander McCall Smith
- ❖ “Getters don’t get—givers get.”—Eugene Benge
- ❖ “Being a gracious receiver allows the giver to be the best person he/she can be. Not to accept someone’s gift denies them that opportunity.”—anonymous
- ❖ “Until we can receive with an open heart, we’re never really giving with an open heart. When we attach judgment to receiving help, we knowingly or unknowingly attach judgment to giving help.” -Brene Brown
- ❖ “Because we idealize giving so much, we ignore the ability, blessing, and duty to receive.”
– Ashlecka Aumrivani
- ❖ “If every action has an equal and opposite reaction, then the opposite of giving is receiving! Give maximum appreciation and you will equally receive!”
– Harrish Sairaman“

5. Notes From the Asylum: Humor for the season

- Why does Santa Claus go down the chimney on Christmas Eve?
Because it “soots”him.
- What happened when the guy ate the Christmas decorations?
He came down with “tinsel-itis.”
- What do you do if Santa gets stuck in your chimney?
Pour “Santa Flush” on him.
- How do you know Santa has to be a man?
No woman would wear the same outfit year after year.
- What did the reindeer say before launching into his comedy routine?
This will sleigh you.
- What did Adam say on the day before Christmas?
It’s Christmas, Eve.
- What happened when the snowwoman got angry at the snowman?
She gave him the cold shoulder.

- What do you call elves who work at the North Pole?
Subordinate Clauses.
- A lady went to the Post Office to buy stamps for her Christmas cards.
“What denomination?” asked the clerk
“Oh! Good heavens” Have we come to this?” she exclaimed. “Well, give me 50 Methodist and 50 Baptist ones, please.”
- It was Hanukkah and the tiny village outside Budapest in Hungary was frightened that they may not have any latkes [pancakes] because they had run out of flour.

Rudi, the Rabbi, was called upon to help solve the problem. He said, 'Don't worry, you can substitute matzo meal for the flour, and the latkes will be just as delicious.'

Sarah looked to her husband and said, 'Samuel, you think it'll work?'

“Of course,” Samuel replied, “Everybody knows Rudolph the Rab knows grain, dear.”

6. Sponsor Highlight—Plante Moran CRESA

Plante Moran CRESA is a full service owner’s representative consulting firm affiliated with Plante Moran, PLLC located in Southfield, Michigan. They are a team of professionals (Architects, Engineers, LEED AP, CPA’s, Technology and Curriculum experts) specializing in bond planning and implementation with a dedicated team focused on the special needs of school districts. Plante Moran CRESA offers a comprehensive and integrated set of services to meet school district needs.

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:

Dr. Michael Wilmot - President/CEO
Michigan Leadership Institute (Office)
P.O. Box 62
Ossineke MI 49766
989-471-2686 (o)
248-755-7596 (c)
drmwilmotmli@hotmail.com

Charles S. Andrews - Regional President - East-Central Michigan
810-434-5631
candrewsmli@gmail.com

Mark Eckhardt - Regional President - Northern Michigan
231-590-4920
eckhardm@hotmail.com

Kathleen Eiler - Regional President - Northeast Michigan
989-354-6071
kathy_eiler@hotmail.com

David Killips - Regional President-South Central Michigan
734-320-6572
dkkillips@gmail.com

Gary Rider - Regional President - Southwest Michigan
616-901-3738
gridermli@gmail.com

John Silveri - Regional President - Southeast Michigan
248-420-9354
silverimli@gmx.com

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.