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## 1. What's New?

### 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](http://www.mileader.com).

### Current Searches

#### Superintendent, Sturgis Public Schools

Michigan Leadership Institute is facilitating the search for Superintendent of Sturgis Public Schools. The application deadline is February 16, 2018, at 4:00 p.m. Questions regarding the search should be directed to the search consultant, MLI Regional President Gary Rider, at 616-901-3738 or [gridermli@gmail.com](mailto:gridermli@gmail.com).

#### Superintendent, Branch ISD

Michigan Leadership Institute is facilitating the search for Superintendent of Branch ISD. The application deadline is February 16, 2018 at 4:00 p.m. Questions regarding the search should be directed to the search consultants, MLI Regional Presidents Gary Rider (626-901-3738/[gridermli@gmail.com](mailto:gridermli@gmail.com)) or David Killips (734-320-6572/[dckillips@gmail.com](mailto:dckillips@gmail.com)).

### **Superintendent, West Shore ESD**

Michigan Leadership Institute is facilitating the search for Superintendent of West Shore ESD. The application deadline is February 16, 2018, at 4:00 p.m. Questions regarding the search should be directed to the search consultant, MLI Regional President David Killips at 734-320-6572 or dkillips@gmail.com.

### **Superintendent, St. Johns Public Schools**

Michigan Leadership Institute is facilitating the search for Superintendent of St. Johns Public Schools. The application deadline is February 23, 2018, at 4:00 p.m. 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, Fraser Public Schools**

Michigan Leadership Institute is facilitating the search for Superintendent of Fraser Public Schools. 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 drmwilmotmli@hotmail.com.

## **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.**

## **3. Research/Reading Roundup: Articles of Interest**

**“Stop Doubling Down on Your Failing Strategy,”** Freek Vermeulen and Niro Sivanathan, *Harvard Business Review*, November-December 2017, pp. 111-117.

In this *HBR* article, the authors explore why companies/leaders stick too long to strategies that were once successful or promising but that are no longer producing the same successful or expected results; and they present six research-based strategies to keep companies/leaders from doubling down on strategies that are no longer successful. The cited biases that lead people to continue investment into programs and ideas they have been committed to in the past are certainly evident in education as well as business. The strategies to overcome the doubling down on past practice include protecting setting decision criteria, examining the procedures of voting, protecting dissenters, expressly considering alternatives, separating advocacy and decision making and reinforcing the anticipation of regret all would be useful and relevant to leadership in education. The article offers lots to think about for education leaders as they consider what to let go of/and how to let go in favor of new initiatives. Read the full article in the *Harvard Business Review*. It is worth the time and offers “take aways” that can improve/support decision making. A good article to share with your leadership team.

**“Getting and Keeping Good Teachers,”** *Education Week*, January 24, 2018.

In this month’s issue of *Education Week*, the publication focuses on the ways districts are employing perks, benefits and supports to recruit and retain teaching staff. The worsening shortage of teachers nationally, the shortage of minority teachers, the difficulty of recruiting teachers to rural areas, and the problems related to teacher retention are all explored in the articles throughout the issue. The article on teacher shortages includes the results of 2017 surveys on what factors determine whether teachers would remain in or leave their jobs and what districts should do differently to find and hire high quality teachers. It also provides data from the US Department of Education on state specific shortages by content area. The articles on perks, supports and benefits report on district efforts to attract and retain teachers by offering child care, alternative licensing, university support programs, district owned low cost housing, on-line hiring, social supports, retention bonuses and more. This issue also looks at why special education teachers leave their positions.

This month's issue is very timely in light of the staffing challenges faced by Michigan school districts. Having a strong recruitment and retention plan will be important as we move through a period of significant teacher shortages. *Education Week* has started a serious discussion of out of the box approaches to addressing this problem.

#### 4. Leaders' Speech File: On the Future

- ❖ "The future depends on what you do today."—Mahatma Gandhi
- ❖ "Education is our passport to the future, for tomorrow belongs to the people who prepare for it today."—Malcolm X
- ❖ "You realize that our mistrust of the future makes it hard to give up the past."—Chuck Palahniuk
- ❖ "Even though the future seems far away, it is actually beginning right now."—Mattie Stepanek
- ❖ "Planning is bringing the future into the present so that you can do something about it now."—Alan Lakein
- ❖ "The power for creating a better future is contained in the present moment: You create a good future by creating a good present."—Eckhart Tolle
- ❖ Times and conditions change so rapidly that we must keep our aim constantly focused on the future."—Walt Disney
- ❖ "We are made wise not by the recollection of our past, but by the responsibility for our future."—George Bernard Shaw
- ❖ "The best way to predict the future is to create it."—Peter Drucker
- ❖ "Change is the law of life. And those who look only to the past or present are certain to miss the future."—John F. Kennedy

#### 5. Notes From the Asylum: Newspaper Headlines

- **Something Went Wrong in Jet Crash, Expert Says**
- **Police Begin Campaign to Run Down Jaywalkers**
- **Miners Refuse to Work After Death**
- **Juvenile Court to Try Shooting Defendant**
- **War Dims Hope for Peace**
- **Cold Wave Linked to Temperatures**
- **Couple Slain; Police Suspect Homicide**
- **Local High School Dropouts Cut in Half**

## 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, its 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. Thrun has a deep bench of experienced attorneys and other resources necessary to provide public sector clients with quality and effective legal representation. Its concentration on public sector law results in substantial savings for its customers.

## 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](http://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](mailto: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.