

Superintendent Induction Program

Dear New Superintendents,

The Georgia School Superintendents Association is excited to introduce an array of expanded services and support structures for new superintendents called the Superintendent Induction Program (SIP). In the first year, it is imperative that new superintendents establish strong governance practices and focused strategic directions as well as build relationships and trust among stakeholder groups. This important work requires certain skills and abilities and opportunity for collaboration.

Understanding the time demands required of superintendents, the Superintendent Induction Program is designed to maximize time efficiency by having workshops in conjunction with existing conferences. Also, webinars will be incorporated to decrease the need for time outside districts, while still providing collaborative networking opportunities for the cohort. Although the power of the cohort will be in establishing a network among new superintendents, agendas will be provided in advance of each training event, so participants can choose whether to join the session. The program will include the following support and services:

- *Executive Leadership Coaching (1.5 years)
- *New Superintendent Orientation (2 days)
- *Highlands Ability Battery
- *Webinar Series (Minimum of 3)
 - Peer Collaboration
 - Group Coaching
 - Topics of Interest
- *Pre-Conference Workshops (3)
 - Fall Bootstrap Conference
 - Winter GAEL Conference
 - Spring Bootstrap Conference

The Executive Leadership Coaching Program has served as a model for other states through the many years of its existence. Mrs. Terri DeLoach is the Executive Coaching Program Director and assigns coaches from a cadre of trained coaches consisting of active and retired superintendents. The expansion of this former one-year support will allow new superintendents to receive coaching services for one and a half years from the time of appointment. GSSA provides the Executive Leadership Coaching Program as a member service at no cost to districts.

The Highlands Ability Battery (HAB) has become an integral component of the programs provided by GSSA and will be offered to each participant in the Superintendent Induction Program. Through the years, superintendents and other educational leaders have noted the HAB as one of the most important and useful elements of their learning experiences. The

detailed report of results and subsequent debrief not only inform individuals of their unique abilities and challenges, but also provides a knowledge base for working with and establishing relationships with leadership team members.

The Georgia School Superintendent Association and the program participants share the cost of the Superintendent Professional Development Program. Tuition is \$750 and includes all the training events including the New Superintendent Orientation, Workshops and Webinars. Additional information will be available on the GSSA website at www.gssaweb.org or provided by contacting Keith Porter.

Sincerely,

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