

Dear Educational Leader:

The Georgia School Superintendents Association (GSSA), the Georgia Department of Education and the Georgia Power Foundation are proud to sponsor a new cohort of the Superintendent Professional Development Program. This exciting, innovative, and challenging leadership program is designed for educators aspiring to serve as school superintendents. Individuals recently appointed as superintendents also find this an invaluable professional development opportunity.

Georgia educators with three or more years' experience as a school or system leader are encouraged to apply for this, the fifteenth cohort of the two-year Superintendent Professional Development Program which will begin in September 2023. The L-6/PL-6 is the preferred minimum certification. An on-line brochure describes the program in more detail.

The Georgia School Superintendents Association and program participants share the cost of the program. Applicants pay a \$500 application fee, which helps to defray a portion of the cost of assessment activities. This fee is refunded if the applicant is not selected for participation. Annual tuition is \$2,500, payable in two installments of \$1,250, due each September and January of the program's duration.

Persons interested in applying will find a confidential application from the Georgia School Superintendents Association by visiting our website at [www.gssaweb.org](http://www.gssaweb.org). The application includes a request for recommendations by someone thoroughly familiar with the applicant, both personally and professionally. Additionally, the endorsement of the applicant's system superintendent is required. The deadline for submission of applications is Friday, July 21, 2023.

A screening committee selected by GSSA will oversee the selection process, which may also include interviews with applicants. Individuals chosen for participation will be notified by July 28, 2023. Please refer to the contact information below if you have further questions about the program.

Best wishes in your application process!

Sincerely,



Keith Porter  
GSSA Professional Development Director  
[klporter112@gmail.com](mailto:klporter112@gmail.com)

***The 2023-2025 Superintendent Professional Development Program is provided on the back.***



Superintendent Professional Development Program 2021-2023



9.22.23 9.23.23	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Orientation <ul style="list-style-type: none"> <li>• SPDP Overview</li> <li>• Personal Assessment</li> <li>• Professional Standards of the Superintendency</li> </ul>	14
10.20.23 10.21.23	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Policy & Governance	14
11.3.23 11.4.23	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Authentic Leadership: Natural Talents & Personal Vision	14
1.12.24 1.13.24	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Strategic Leadership & District Culture: Strategic: Decision Making	14
2.9.24 2.10.24	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Management of the Organization, Operations & Resources: Change Management	14
3.15.24 3.16.24	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Management of the Organization, Operations & Resources: Funding & Budgeting	14
4.19.24 4.20.24	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Strategic Leadership & District Culture: Strategic: Direction & Strategy Mapping	14
6.7.24 6.8.24	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Communication & Community Relations: Media & Crafting the Message	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Superintendent - School Board Governance Team	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Strategic Leadership & District Culture: Leading a Performance Culture	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Management of the Organization, Operations & Resources: Systems	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Human Resources: Talent Management	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Curriculum & Instruction: Leading for Teaching & Learning	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Management of the Organization, Operations & Resources: Organizational Politics	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Values and Ethics	14
TBA TBA	Friday Saturday	8:00 AM - 5:00 PM 8:00 AM - 5:00 PM	Entry Plan Personal Leadership Plan Presentation	14

Each of the GSSA programs are evaluated by the participants and GSSA staff for subject relevance, professional impact, and level of participant engagement. Since the evaluation data are compiled at the conclusion of the programs, the topics listed could change in response to the information as well as adjustments to the order of the topics. Upon acceptance into the program, you will be provided an updated schedule. However, you can plan on using the dates listed.



# Superintendent Professional Development Program

**Directions:**

- Read the entire application carefully prior to completing.
- Be thorough, yet concise, and use only the space provided.
- Complete the application form and the one-page resumé form. Additional resumé pages will not be considered.
- Print both forms; sign the application form; secure your superintendent’s signature; and scan both forms to Keith Porter at [klporter112@gmail.com](mailto:klporter112@gmail.com).
- Print the confidential recommendation form and submit to the individuals familiar with your work as a leader. **The recommendation form must be received by July 21, 2023.**

Name: \_\_\_\_\_  
 Last First MI

Position/Title: \_\_\_\_\_

School System: \_\_\_\_\_

Business Address: \_\_\_\_\_  
 Street City State/Zip County

Home Address: \_\_\_\_\_  
 Street City State/Zip County

Contact Information: \_\_\_\_\_  
 Business Phone Cell Phone Preferred Email

Certificate Type/Level: \_\_\_\_\_

Total years experience as a school and/or system leader: \_\_\_\_\_

Superintendent Endorsement:

If selected, I endorse the participation of \_\_\_\_\_,  
 and confirm that the Superintendent Professional Development Program supports his/her  
 performance goals.

Superintendent Signature

Date

**Superintendent Professional Development Program**

**Confidential Application**

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Two letters of recommendation are required from an individual familiar with your work as a school leader and your superintendent. In the spaces below, provide the name and address of the individual recommending you for the Superintendent Professional Development Program.

**Name:** \_\_\_\_\_

**Title/Position:** \_\_\_\_\_

**System Name:** \_\_\_\_\_

**Address:** \_\_\_\_\_

Respond to the following questions in the space provided.

1. What do you expect to get out of SPDP that is different from other professional learning opportunities?

2. How do you describe your leadership style? What are your perceived leadership strengths? What are your perceived areas for leadership growth?

**Superintendent Professional Development Program  
Confidential Application**

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**3. What interests you about serving as a public school superintendent?**

**4. What are three leadership accomplishments you have achieved in your school system or school? Describe how you succeeded.**

**5. Currently, what is your biggest concern about becoming a superintendent?**

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Applicant Signature

Date

**Selection process**

**Please submit the application and resumé form by July 21, 2023.**

**The confidential recommendation form must be submitted by July 21, 2023.**

**All applicants will be notified of their enrollment status by July 28, 2023.**

**Superintendent Professional Development Program**

Attn: Keith Porter

[klporter112@gmail.com](mailto:klporter112@gmail.com)

5805 Buruss Road Cumming, GA 30028

# Superintendent Professional Development Program - Resumé Form

Name: \_\_\_\_\_

Address: \_\_\_\_\_

**Education:**

Institution	Degree	Graduated

**Leadership Work History:**

Position	System	From/To	Immediate Supervisor

**Professional/ Civic Organizations:**


**Professional/ Civic Recognitions/ Awards:**


# Superintendent Professional Development Program

## Confidential Recommendation Form



“Developing Leadership for Georgia’s Future”

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### Instructions for SPDP Applicant:

- Download and save a blank copy of the Confidential Recommendation Form.
- Forward the blank copy electronically to the individuals who will complete the recommendation for you.

OR

- Ask the person recommending you to the Superintendent Professional Development Program to access the Confidential Recommendation Form on the GSSA website, [www.gssaweb.org](http://www.gssaweb.org).

### Instructions for the Individual Making Recommendation:

1. Use the space below to describe the professional and personal attributes of the individual you are recommending to the Superintendent Professional Development Program.
2. Describe the qualities that, in your opinion, enable him/her to be a successful district office leader.
3. Once the recommendation is completed, scan the confidential recommendation form to Keith Porter at [klporter112@gmail.com](mailto:klporter112@gmail.com).

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Name of SPDP applicant and school district: \_\_\_\_\_

Name of individual making recommendation

and school district: \_\_\_\_\_

**Please return this form within 10 days of receipt, and not later than Friday July 21, 2023.**

**Superintendent Professional Development Program**

Attn: Keith Porter

[klporter112@gmail.com](mailto:klporter112@gmail.com)

5805 Buruss Road Cumming, GA 30028