



## **CASE Leadership Development Diversity Initiative 2009-2010**

Be the first in your district to be chosen for the Colorado Association of School Executives new program designed to build leadership capacity for educators of color.

- Learn the secrets of key successful leaders in our state
- Discover how to pursue a greater leadership role in your district
- Master leadership qualities in your current position
- Develop an action plan for pursuing leadership roles

### **The program includes three components:**

- 1) 4-Part Discovering Leadership Seminar Series
- 2) Self-Reflection
- 3) Mentoring

**Who is eligible?** All educators of color in the state of Colorado are invited to apply to be participants of this program for 2009-10. The program gives participants the chance to learn about what it means to be a school leader, including serving in the positions of assistant principal and principal. This is a leadership discovery program, so applicants should be in the earlier stages of considering a leadership position. A principal's license is not required.

**How do I apply?** Complete the application that follows. Not all applicants will be accepted into the program. A letter of endorsement to participate is required by the applicant's supervisor. The deadline date is September 18, 2009.

**What is the cost?** CASE is currently working on securing grants to support this program. However a nominal fee from participants may be required. Check the CASE Web site for more information.

**What is the time commitment?** Participants will be expected to attend all four workshops in the seminar series. There may be additional time required for meeting with and/or shadowing a mentor.

**What are the dates and topics for the four seminars?** The 2009-10 sessions will be held in the Denver metro area and will be facilitated by experienced school leaders.

#### **Session 1: Is there a Leader in You Waiting to be Discovered?**

Thursday, October 8, 2009  
4:30 – 6:30 PM – CASE Boardroom

#### **Session 2: The Promise of Leadership**

Tuesday, November 17, 2009  
4:30 – 6:30 PM – Location TBD

#### **Session 3: Discovering the Skills, Qualities, and Tools it takes to Be a School Leader**

Thursday, February 11, 2010  
4:30 – 6:30 PM – CASE Boardroom

#### **Session 4: What's Next? Developing an Action Plan**

Tuesday, April 13, 2010  
4:30 – 6:30 PM – CASE Boardroom

*Read detailed session descriptions on the following page.*

### **Session 1: Is there a Leader in You Waiting to be Discovered?**

Thursday, October 8, 2009

4:30 – 6:30 PM – CASE Boardroom

This seminar is focused on teachers of color who may or may not have considered joining the leadership ranks. As the population of students of color continues to grow, especially in urban school districts, there is an opportunity for them to encounter positive leadership role models – principals, assistant principals, district administrators and others – of similar culture, race, and/or ethnicity. However, the pool of administrators of color is quite small; so, the opportunities for positive role models are limited. This seminar workshop will help you consider the role of leadership in your professional life.

Seminar #1 is an introduction to leadership. As a potential leader learn about . . .

- How others “discovered” that they could and should pursue formal leadership roles in their school districts
- The “mission and vision of leadership: The real job and task of administrators at your work site
- The creative side of leadership: How to build a team; identify and understand organizational problems; learn the process to find solutions
- Various roles of leadership that may fit your skill and ambition.

### **Questions?**

Please contact Mary McNeil, Director of Professional Development, if you have any questions about the 2009-2010 program at 303.762.8762 or mmcneil@co-case.org.

Visit the CASE Web site at [www.co-case.org](http://www.co-case.org).

### **Session 2: The Promise of Leadership**

Tuesday, November 17, 2009

4:30 – 6:30 PM – Location TBD

- This session explores what it takes to be a good leader. Learn about the key qualities of educational leaders and the missions that drive their success.
- As a participant, you will reflect on whether leadership contributes to your professional passion.

### **Session 3: Discovering the Skills, Qualities, and Tools it takes to Be a School Leader**

Thursday, February 11, 2010

4:30 – 6:30 PM – CASE Boardroom

- This session identifies the key skills, qualities, and tools of effective school leaders. As a participant, you will have the opportunity to identify and evaluate how your current experience, skills, and qualities match up to proto-typical leaders.
- Opportunities will be available to learn and gain new skills.

### **Session 4: What's Next? Developing an Action Plan**

Tuesday, April 13, 2010

4:30 – 6:30 PM – CASE Boardroom

- This session helps bring you to a decision point: If you want to gain more leadership experience as a teacher leader, then you will have an opportunity to design an action plan to do so; if you want to delve more actively into administration, you will get an opportunity to design an action plan to put you on the path to an administrative leadership position.





# CASE Leadership Development Diversity Initiative

2009-10 Participant Application Form **DUE TO THE CASE OFFICE by September 18, 2009**

## Prerequisite for Participation:

All educators of color in the state of Colorado are invited to apply to be participants of this program for 2009-2010. This is a leadership discovery program, so applicants should be in the earlier stages of considering a leadership position. A principal's license is not required.

Name:	_____	Date:	_____
	(First)                      (Last)		
School:	_____	District :	_____
Position Title:	_____	Email:	_____
Work Phone:	_____	Home Phone:	_____
Home Address:	_____		
	(Street Address)	(City)	(State) (Zip Code)

1. Please attach a **200 word essay** on why you want to participate in this program and what you hope to gain from the experience.
2. Please attach a **letter of endorsement and approval** to participate in the program from your supervisor. This letter is necessary, since some experiences may require release time during the school or work day.
3. Please **check mark** which type of mentoring experiences you are seeking:

	School-Based Leadership: <b>Circle One:</b> Elementary    Middle    High School
	Central-Based Leadership: (Education and Instruction-Related Only)

4. Please put a **check mark** next to not more than **three NAESP Standards of the Principalship** for which you would like to build your leadership capacity. Those interested in administrative jobs other than the principalship, should still select 3 standards, since they are universal leadership standards:

	Balance Management and Leadership Roles		Create a Culture of Adult Learning
	Set High Expectations and Standards		Use Multiple Sources of Data as Diagnostic Tools
	Demand Content and Instruction That Ensure Student Achievement		Actively Engage the Community

By signing and submitting this application, I understand that the CASE Leadership Development Diversity Initiative is a program designed to develop and discover leadership potential by offering a four-part leadership discovery seminar series and a mentorship program for aspiring administrators of color. All accepted applicants may not be matched to a mentor, but will be able to participate in the seminar series. Participants are expected to attend all of the scheduled seminars and mentoring meetings. Accepted applicants have the right to refuse a mentoring opportunity offered to them, knowing that other opportunities may not be available. **Participation in the program neither guarantees nor necessarily increases the chance of being accepted into a hiring pool or getting an interview.** There may be a minimal cost to the applicant to participate in the program. CASE is managing this program because it is the priority of CASE to build leadership capacity in aspiring administrators of color.

\_\_\_\_\_  
Applicant's Signature

\_\_\_\_\_  
Date

