



## Board Report December 2022 Achievement & Leadership

### Aspiring Leader Conference

Our Aspiring Leadership Academy will begin this month. This training series is open to all client and partner districts. The series is focused on the daily functions of school leadership. We currently have 15 participants registered for the course. Participants will have the ability to take the course and receive 2 credit hours through Ashland University.

The dates of the training sessions are:

January 17<sup>th</sup>: Importance of Strong Building/District Leadership

February 7<sup>th</sup>: Clarity, Coherence, and Candence

March 21<sup>st</sup>: Collaboration and Coaching

April 25<sup>th</sup>: Celebration and Communication

May 11<sup>th</sup>: Aspiring Leader Showcase (all superintendents invited to participate)

### Session Topics:

1. **Clarity:** The first step to leading change is defining it in clear terms. What do you want people to do? What does the organization look and feel like if people are implementing your reform? How do you show the changes will make the workplace better, safer and worth the effort necessary to change?
2. **Coherence:** All organizations have struggled with the flavor of the day or fad approach to reform. Depending on the organization's history, this past practice can be the biggest barrier to reform. Staff believe this too shall pass and comply rather than commit. We will lead participants to map their prior efforts and create a conceptual map that shows the coherence among various initiatives.
3. **Cadence:** By developing milestones and timelines, we can help organizations set a cadence that is realistic and iterative. After completing a scan of the staff attributes, experience and engagement, we can design a plan that addresses potential barriers and improves the chance of success. Addressing cadence correctly requires leaders understand the stresses and strengths of their team.
4. **Celebration:** Designing an authentic celebration system can help build collective efficacy among staff. Our multi-faceted celebration system is built on motivation and engagement theory and can help any school leader improve the level of commitment among staff.
5. **Collaboration:** Just putting adults in a room with a task does not lead to high quality collaboration. Planning for team support is critical when implementing new practices. During the workshop, we will teach participants to improve the productivity and processes in their teams.

6. **Coaching:** Change is hard and emotional. Trying something new often means giving up something old. We may have to leave behind some of our favorite items or practices if we are going to be able to navigate changes to our practice. Coaching needs to be specific, clearly connected to your expectations, and done in private. It should be framed as constructive feedback and not only address what didn't work, but also share what can fix the problem. We will offer role playing scenarios with workshop participants to help them predict and plan for potential ways they will need to use critique to overcome training, attitude or logistics barriers.
7. **Communication:** The entire system of change requires strategic communication. Communication is not always about what you say, but how you say it. Our strategic communication model helps organizations develop talking points, channels and protocols to build positive internal and external communication. Strategic communication has a clear purpose, is designed with a deep understanding of the people receiving your messages and is tracked for impact and results.

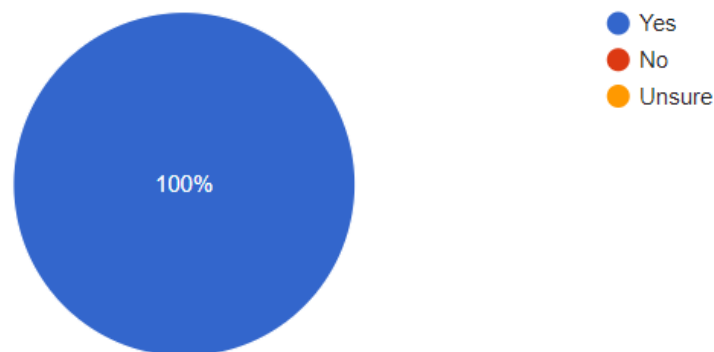
### **Hiring Fair**

We hosted our hiring event on January 4, 2023. We had 30 candidates registered, but only 11 candidates attended. We will be contacting the candidates that did not show up to see what MOESC could have done to encourage their attendance. The reduced number of the candidates did not deter the 11 employers. Most employers had full schedules of ambitious new teachers. Our survey feedback is pasted below.

- Candidate Feedback
  - It was great and very well organized. I feel that it helped me gain confidence in interviews as well as exposure to schools, gathering information and getting my name out there. Thank you
  - Maybe a list of schools ahead of time if possible so we can research them ahead of time.
  - Let visitors know what schools are attending the event

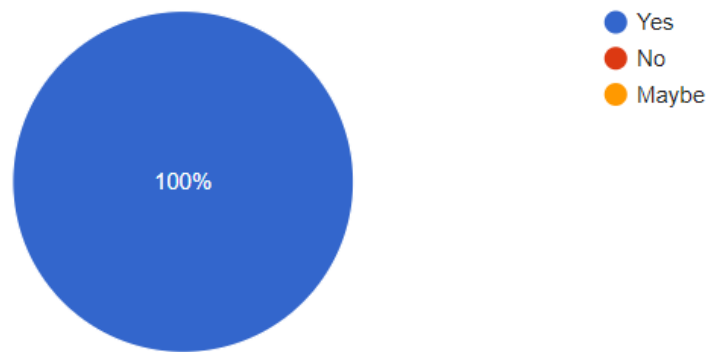
Are you satisfied with your experience at this hiring event?

6 responses



Would you attend, or recommend others attend, future hiring events at Mid-Ohio ESC?

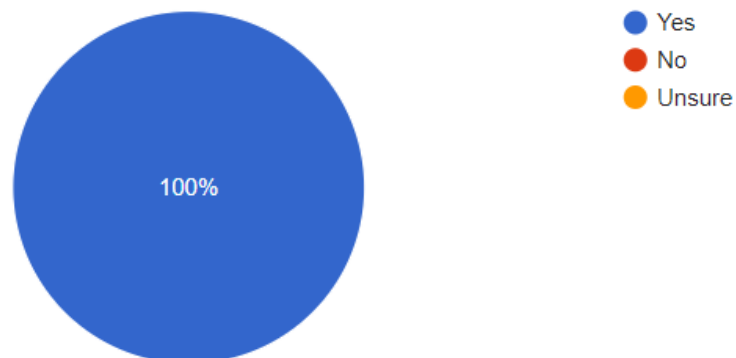
6 responses



- Employer Feedback
  - Hold the event later than January. For a district that is in need of rifting a few teachers, I would be reluctant to hire someone now only to see them bumped out of their job next month.
  - If you were able to offer lunch in the future that would be a great opportunity for more networking but I understand this might add more to the cost of the event.
  - Timing..... closer to Graduation Date
  - Overall, I thought the day went really well.
  - Everything went smoothly! Thank you!

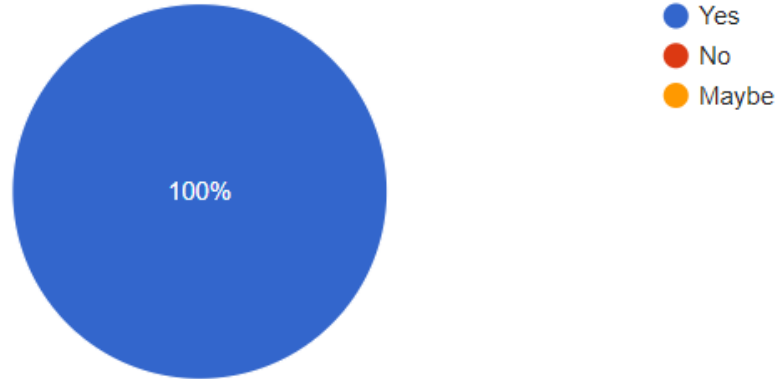
Are you satisfied with your experience at this hiring event?

5 responses



Would you attend future hiring events at Mid-Ohio ESC?

5 responses



- Suggestions for next year
  - Schedule the whole building (no other events)
  - Find ways to connect directly with teacher candidates and not go through the university/college departments