



Pennsylvania Association of School Administrators
Aspiring to Leadership Workshop: Superintendency
Thursday, February 1
PASA Office
2608 Market Place, Harrisburg, PA 17110



- 8:00 a.m. Check-in and continental breakfast
- 8:30 a.m. Welcome & Introductions
Dr. Mark DiRocco, Exec. Dir., and **Connie Kindler**, Dir. of Professional Development, PASA
- 8:45 a.m. **Overview of the Superintendency**
Dr. Mark DiRocco will provide an overview of the role, responsibilities and rewards of serving as a superintendent.
- 9:15 a.m. **The Leadership Role of the Superintendent**
The superintendent must balance numerous responsibilities in order to prioritize his/her role as an instructional leader. **Dr. Eric Eshbach**, Northern York County SD Superintendent, and **Dr. Mark Leidy**, Mechanicsburg Area SD Superintendent, will discuss their strategies for prioritizing their instructional leadership role amid the range of responsibilities and issues that consume their time. Q&A will follow.
- 10:30 a.m. Reflection and break
- 10:45 a.m. **Knowing Yourself as a Leader and Finding the Right Match**
Superintendents who select a district whose culture matches their own beliefs, principles, and strengths are more apt to experience success. Important to this match is the alignment of the board of directors' expectations for the leader's performance and the leader's competencies. **Dr. Richard Fry**, Big Spring SD Superintendent, **Dr. Robert Hollister**, Eastern Lancaster Co. SD Superintendent, and **Joseph McFarland**, Derry Township SD Superintendent, will share their paths to their positions and how their dispositions and passions align with the needs and expectations of their organizations. Q&A will follow.
- 12:00 p.m. Reflection and lunch
- 1:00 p.m. **Negotiating a Sound Contract**
Whether negotiating a new contract for a commissioned officer's position or negotiating your next contract with your school board, it is important to be informed about the critical components within a sound contractual agreement. **Virginia Montgomery**, Esq., PASA General Counsel, will provide information you need to know regarding legal requirements, practical considerations and negotiation strategies.
- 2:15 p.m. Reflection and break
- 2:30 p.m. **Entry Planning and Transition**
The successful transition of a new superintendent into a district requires the development and execution of an entry plan that assures a clear and comprehensive understanding of the district's needs and critical issues. Collecting appropriate information from the students, staff, executive cabinet, school board and community, developing and implementing a plan that addresses the prioritized needs and issues, and building relationships are important first steps when landing the position. **Dr. Michele Orner**, Halifax SD Superintendent, and **Dr. Alan Hack**, Warrior Run SD Superintendent, prepared for and implemented their transitions differently because one had served in other positions within the district and the other was new to the district. They will provide information about their different processes and the pros and cons of each. Q&A will follow.
- 3:45 p.m. Reflection, next steps, mini-action plan and closing