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lead-er-ship
ability to lead

For an application, or to obtain further
information about the program or GSSA, contact:

Dr. Debra Harden, GSSA Professional Development Director
dmharden@gsu.edu
706.425.1979

Georgia School Superintendents Association
GSU, College of Education, Room 450
P.O. Box 3977
Atlanta, Georgia 30302-3977
404.413.8135 (p)
404.413.8136 (f)

www.gssanet.org

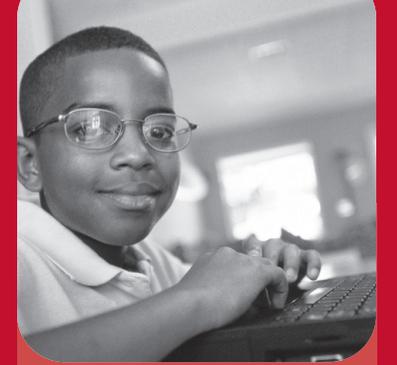
*Our mission... to be the chief advocate for
Georgia's public school children.*



educate



inspire



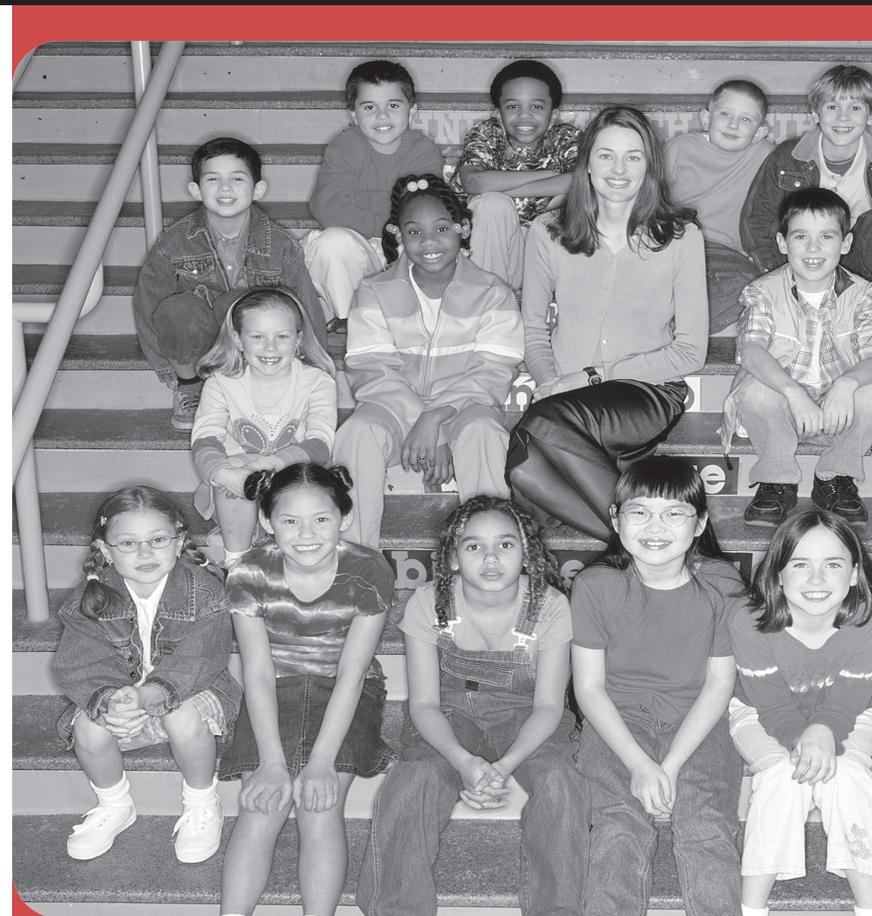
lead

District Office
Professional Development
Program



Introduction

District Office leadership matters! Studies indicate that superior leadership within a school district's office has a direct correlation to increased student achievement. With this in mind, the Georgia School Superintendents Association (GSSA) has designed the District Office Professional Development Program. This premier learning experience serves to enhance the individual and collective leadership capacity of the district office, while supporting the superintendent's ability to accomplish system-wide goals.



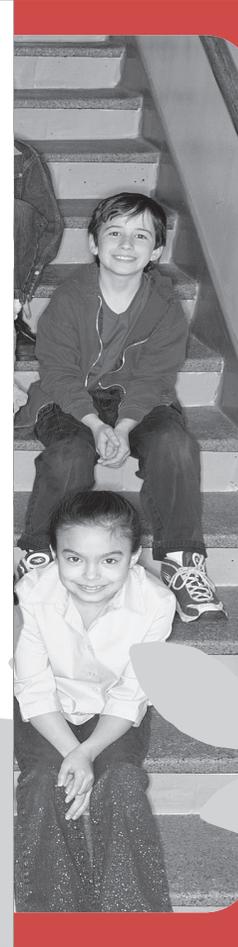
Criteria for Selection

Applicants to the program must have:

- **minimum of the L-6/PL-6 certificate and/or other appropriate job credentials**
- **three or more years of satisfactory experience as an educational leader**
- **two professional recommendations**
- **endorsement of superintendent**

A committee selected by GSSA will choose the program participants. Twenty-five applicants will be selected. Participants will be required to pay tuition to defray a portion of the costs.

** Not applicable for programs delivered to individuals districts.*



Program Description

The District Office Professional Development Program is a one-year course of study designed for district office leaders who support the work of the superintendent and the school district as outlined in the Professional Standards for the Superintendency. While individual responsibilities of district office leaders vary (curriculum, finance, transportation, human resources, etc.), their ability to function as a cohesive unit adds value to the district and positively impacts student achievement as well as organizational effectiveness. The ultimate goal is to assure that the education and well-being of students are fundamental in all decision-making processes.

The Seven Principals of Executive Leadership are embedded throughout the District Office Professional Development Program.

CORE PRINCIPLES

1. Decisions should be based primarily on student impact.
2. All stakeholders should be empowered and engaged.
3. The end goal should be paramount in all planning processes.
4. Opportunities to connect ideas and initiatives should be taken.
5. Plans, processes and decisions should be created with clarity and conciseness.
6. Political savvy should be demonstrated in appropriate situations.
7. Leaders should exhibit a passion for the district's purpose and mission.

These principles allow district office leaders to engage in a systemic view of their district's structure and performance.

Program Structure

The District Office Professional Development Program is a one-year course of study taught in ten sessions, each of which consists of 12-14 contact hours of instruction and practical experience.

The framework of the program consists of four specific leadership strands:

- 1 **Organizational Leadership**
- 2 **Change Leadership**
- 3 **Strategic Leadership**
- 4 **Interpersonal Leadership**

These strands are applied to three key learning components: roles, elements, and crosscutting skills. Combined, these components define what the effective district office leader must know (knowledge) and do (skills).

Program Delivery Options

GSSA has developed two options for system leaders to participate in this program.

- 1 **Participation via an application process in one of GSSA's statewide professional development programs or "cohorts".**
- 2 **The program delivered on-site to several leaders within an individual district.**