

Acknowledgments

First, to our families, thank you for your constant support and encouragement. You spent countless hours wondering where we were, with whom we were spending our time, how that time was being utilized, and why it was necessary to bury our minds and thoughts in so many books and resources. Even so, you never questioned us. You loved us unconditionally and provided the reassurance and belief that we could accomplish anything.

We also thank our boards for understanding how this program would impact us as leaders, but most importantly, those we serve in our communities. We are grateful for the investment you made in our development as transformational leaders. To our support teams, thank you for being our learning partners. Your understanding and support was essential to our success. The school leaders, faculty, children, and communities we serve have and will benefit from our professional learning experience.

We give our heartfelt gratitude to the new superintendents, mentors, executive coaches, and board member liaisons who provided valuable feedback as participants in the new superintendent onboarding program. They, along with the future superintendents of Kentucky, are the heart and soul of this work.

To the Kentucky Association of School Administrators and the program staff, we appreciate you for embracing our work and allowing us to apply our professional learning and knowledge to move the Leadership Series for Onboarding New Superintendents from the implementation phase to the continuous improvement phase.

Finally, we thank the Ed.D. leadership team at Northern Kentucky University, our professors and members of our superintendent cohort. Together, they gave us permission to think and learn differently while giving us the opportunity to create new knowledge and apply it to the organizations for the benefit of those we serve. Professors Mark Wasicsko, Ted Hodgson, and Michael Chirichello, your leadership has given us the capacity to translate vision into reality. We are grateful. This book is the outcome of our work.

Leadership is the
art of mobilizing
others to want
to struggle
for shared
aspirations.

– Jim Kouzes and
Barry Posner

*The Leadership
Challenge®*

About the Authors



Rhonda Caldwell, Ed.D. is the CEO of the Kentucky Association of School Administrators in Frankfort, Kentucky. She is one of Kentucky's foremost education leaders with many years of service to public education.

She has served in various leadership capacities with the American Association of School Administrators, American Society of

Association Executives, Governor's Community Engagement/Preschool Task Force, Kentucky Society of Association Executives, Kentucky's Executive Leadership Series for Onboarding New Superintendents, Kentucky Minority Superintendent Intern Program, and as a registered lobbyist to the Kentucky General Assembly.

Caldwell co-authored this training manual, *A Guide to Kentucky's Executive Leadership Series for Onboarding New Superintendents*, as part of her doctoral thesis. She received her doctorate in education leadership from Northern Kentucky University in 2015.

Caldwell is a Certified Association Executive (CAE), a title held by less than five percent of association executives nationwide. She has received various state and national awards, including The University Council of Education Administration's Excellence in Education Leadership Award, the Oasis Award, and was selected for the Education Delegation to China (2009) and has studied the Finland (2012) and Ontario (2014) education systems. In 2018, she was selected one of 25 participants in the AASA National Women's Consortium. She has designed, grown, and/or implemented over 10 substantial programs during her tenure at the Kentucky Association of School Administrators, and holds certified master status to implement The Leadership Challenge® statewide.



Ronald Anthony Strong, Ed.D. is recognized across Kentucky for his leadership in school administration. His willingness to serve placed him in the position of president of both the Kentucky Association of School Superintendents and the Council for Better Education. In addition to those statewide positions, he served on the board of directors for the Kentucky Education Professional

Standards Board and the Kentucky Association of School Administrators.

From 2004-2018 he led two districts as superintendent in northern Kentucky. Since his retirement he has taken a position with Compass Municipal Advisors, LLC. In northern Kentucky he continues to serve as an advocate for public education. Strong was considered a leader among superintendents and continues in his new role to help mentor new superintendents.

Strong is a known presenter at state and national conferences and is recipient of numerous leadership awards from the Northern Kentucky Chamber of Commerce, Kentucky Family, Career and Community Leaders in America, and Kentucky Future Farmers of America. He also received the 2018 Distinguished Service award for KASA. His passion is for developing and growing administrators so that all districts will always have a pool of candidates ready for leadership. Strong holds a Doctor of Education in Educational Leadership degree from Northern Kentucky University.

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APPENDIX

Implementation Tools

Attendance Affidavit for New Superintendent Training

https://kasa.informz.net/kasa/data/images/AFFIDAVIT_updated.pdf

Code of Ethics, Kentucky Association of School Administrators

<https://kasa.informz.net/kasa/data/images/Links/Code%20of%20Ethics%20revision%202012.pdf>

Important Due Dates for Superintendents, Kentucky Department of Education

<https://www.education.ky.gov/Documents/Important%20Due%20Dates%20for%20Superintendents.pdf>

Individual Leadership Plan Rubric

https://assets.informz.net/kasa/data/images/New%20-%20ILP_Rubric%202026-7%20-%20Draft%208.logo.pdf

KRS 156.111, Kentucky Superintendents Training Program and Assessment Center (Kentucky Revised Statue 2014)

<https://apps.legislature.ky.gov/law/statutes/statute.aspx?id=43529>

Mentor Quarterly Report Template

https://assets.informz.net/kasa/data/images/Form_Mentor_Qtrly_Report_FY26.pdf

Participation Policy for New Superintendent Training

https://assets.informz.net/kasa/data/images/Supt_Assessment_attendance_policy_062026.pdf

Pre-program Self-Assessment Survey

<https://kasa.informz.net/survistapro/sn.asp?gid=3AD9674A-D295-4FEE-9BFF-4C738D625FFF>

Standards, Next Generation Effectiveness Standards for Kentucky School Superintendents

https://assets.informz.net/kasa/data/images/FY27_SuptEffectivenessStandards_June20206.pdf

Survey of Mentor Experience and Assistance Summary

<https://kasa.informz.net/survistapro/sn.asp?gid=FA012790-7244-4CEF-9319-6ADF4E1B2615>

Job Descriptions

Board Member Liaison

https://assets.informz.net/kasa/data/images/Job_Description_BoardMemberLiaison_062026.pdf

Director of Executive Coaching & Mentoring

https://assets.informz.net/kasa/data/images/Job_Descripton_ExecCoach_62026.pdf

Director of Faculty and Curriculum

https://assets.informz.net/kasa/data/images/Job_Descripton_DirectorFacultyandCurriculum_062026.pdf

Individualized Learning Plan Team Coordinator

https://assets.informz.net/kasa/data/images/Job_Description_ILPTeamCoordinator62026.pdf

Superintendent Mentor

https://assets.informz.net/kasa/data/images/Job_Description_Mentor_062026.pdf