



EXECUTIVE LEADERSHIP SERIES for Onboarding New Superintendents

Best practice, policy and procedure for guiding Kentucky's
new superintendents to a successful first year and beyond.



Rhonda K. Caldwell, Ed.D. and Ronald Anthony Strong, Ed.D.

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A GUIDE TO KENTUCKY'S EXECUTIVE LEADERSHIP SERIES FOR ONBOARDING NEW SUPERINTENDENTS

*Best practice, policy, and procedure for guiding Kentucky's new superintendents
to a successful first year and beyond*

RHONDA K. CALDWELL, Ed.D. AND RONALD ANTHONY STRONG, Ed.D.



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Dear New Superintendent,

Welcome to the Executive Leadership Series for Onboarding New Superintendents in Kentucky! On behalf of the onboarding team, we are excited to support you on this transformative journey as you step into your new leadership role.

Our mission is to ensure that you are empowered, informed, and equipped to navigate the complexities of your new position. We understand that the transition to superintendency can be both exhilarating and overwhelming, which is why we have designed a comprehensive program tailored specifically to the unique challenges and opportunities within Kentucky's educational landscape.

Throughout this series, you will engage with a wealth of resources designed to provide you with best practices, policy insights, and procedural guidance. Our modules will cover essential topics such as governance, strategic planning, community engagement, and leadership development. Each component of the program is crafted to facilitate your growth as a leader and to help you make a meaningful impact in your district.

We believe in the power of collaboration and community. As part of this onboarding experience, you will have the opportunity to connect with fellow superintendents and seasoned educational leaders. This network will serve as a vital source of support, allowing you to share experiences, seek advice, and collaborate on initiatives that benefit your students and community.

Our team is committed to your success. We are here to provide ongoing support, answer your questions, and guide you through the onboarding process. We encourage you to take full advantage of the resources and opportunities available to you, as your proactive engagement will enhance your leadership journey. Your commitment to continuous growth and development will have a profound impact on your leadership journey and, ultimately, on the success of your district.

Thank you for your dedication to education and for the vital role you play in shaping the future of our students. We are honored to be part of your onboarding experience and look forward to supporting you and witnessing your growth in the year ahead.

With Warm Regards

Rhonda Caldwell, Ed.D.
Chief Executive Officer

New superintendents in Kentucky benefit from an organized and sequenced professional learning and onboarding program designed and led by the Kentucky Association of School Administrators (KASA).

CHAPTER I

Program Overview

Kentucky's Executive Leadership Series for Onboarding New Superintendents

The onboarding program designed for new superintendents is truly impressive, offering a layered and supported approach during the initial year. Led by experienced superintendents, the program features timely learning sessions that provide invaluable insights. Additionally, the networking opportunities are extensive, and the assignment of both a mentor superintendent and a director of executive coaching & mentoring ensures comprehensive and confidential support for new superintendents.

- Superintendent Todd Neace

Trimble County Schools

Cohort #12

CHAPTER II

The First-Year Superintendent: Managing Your Leadership Transition

The secret of getting ahead is getting started.
– Mark Twain

Steps for Getting Started continued

8. Select your school board member liaison and share his or her name and contact information with your executive coach or KASA program staff.
9. Manage the fuzzy front-end of your transition.

1. Take control of your own start

One of the most important things you can do is engage in the onboarding program as

Three Areas for Managing Your Transition

quickly as possible, completing the steps outlined at the beginning of this chapter.

2. Avoid onboarding landmines

A new leader's transition is often filled with landmines that are usually hidden and often undetected. An awareness of the landmines is helpful in managing them during the fuzzy front-end. Seven landmines referred to as the Deadly 7 are listed on the next page (Bradt, et al. 2011).

One of the most important things you can do is engage in the onboarding program now by completing the steps outlined on pages [13-14](#).

Chief Executive Officer
Rhonda Caldwell, Ed.D.
*KY Assn. of School
Administrators*

