

*the*  
**Superintendent's**  
**FIELDBOOK**

*second edition*

*A Guide  
for Leaders  
of Learning*

**James Harvey**  
**Nelda Cambron-McCabe**  
**Luvern L. Cunningham**  
**Robert H. Koff**

# Superintendents Fieldbook

**Elaine L. Wilmore**



## **Superintendents Fieldbook:**

**The Superintendent's Fieldbook** Nelda Cambron-McCabe, Luvern L. Cunningham, James Harvey, Robert H. Koff, 2004-07-15 Drawing from over 200 superintendents spanning the past decade this guide provides a leadership framework for the modern successful superintendent

**The Superintendent's Fieldbook** Nelda Cambron-McCabe, 2005 Much of what we know about how to be successful in our roles as superintendent is generally learned the hard way Having a resource to turn to in an effort to mitigate the trial and error nature of our approaches in dealing with the challenges of today's superintendency provides a compelling reason to pick up the book Howard Smith Superintendent of Schools Public Schools of the Tarrytowns Sleepy Hollow NY New and current superintendents or prospective school leaders should read this book I think the authors tied in a lot of leadership theory and practices that would compliment individual styles of school superintendents Gina Segobiano Superintendent Signal Hill School District Belleville Illinois Learn how to navigate effectively through the new demands facing districts and schools The goals and challenges for district leaders are constantly changing Leadership and governance are only parts of the puzzle when other elements such as the NCLB legislation budgets standards and assessment changing demographics and public engagement are brought into the picture Today's superintendent needs an effective tool to help steer the school district to success Drawing on the experiences of nearly 200 superintendents over the past ten years The Superintendent's Fieldbook offers guidance that can be referenced again and again Written for current and future superintendents principals school board members and teachers this valuable guide is divided into nine sections each offering ideas to implement practical lessons exercises and questions for reflective practice The authors identify seven key commonplaces of the successful modern superintendent including Leading within a governance structure Understanding and addressing standards and assessment Considering race class and the achievement gap Developing your schools principals from building managers to leaders of learning Exploring collaborations with agencies of government and organizational allies Engaging your community to construct a shared vision of the future Vignettes describing real events and situations will help you connect lessons learned to your own district experiences and help you and your district thrive in the rapidly changing world of education

*The Superintendent's Fieldbook* James Harvey, Nelda Cambron-McCabe, Luvern L. Cunningham, Robert H. Koff, 2013-04-24 Guidance for ever changing challenges success through improved effectiveness Equip yourself to face the demands of a superintendent with this practical guide for new and veteran school leaders Understanding leadership and budgets is only one piece of a pie that has grown to include privatization performance based teacher compensation technology and global comparisons like PISA Based on 15 years of research with 300 superintendents including members of the National Superintendents Roundtable The Superintendents Fieldbook will become your touchstone for practical advice that you can implement today The authors developed this new edition to help you Navigate difficult situations through sample cases and tips for action Lead with an eye on global impacts by illuminating education abroad

Understand the Common Core standards as explained by fellow superintendents Explore instructional coaching and rounds as professional learning opportunities

**The Modern School Superintendent** Marvin Edwards, 2006 An impossible job That's what many have called the superintendency With its growing and competing demands it is a profession that can baffle even the most knowledgeable and well prepared Public education resources have become more limited There are new national and state testing requirements Social issues are pulled into the schools and want more control over their operation Add in politics and bureaucracy and the end result is quite an unmanageable scenario Unfortunately more superintendents seem to be leaving the profession Whether it is because of the demands superintendents face the quality of preparation programs or a combination of both the trend is a growing concern Many superintendents are unprepared to deal with what they may encounter in running a school district Yet the office is not all doom and gloom Offering opportunities that are unavailable in many other careers the superintendency is a position in which you will be taken seriously by others And it is a profession in which one person through skilled leadership can make a difference by getting everyone to pull together and create a better environment for students Surveys actually have shown that most superintendents would become superintendents again if they had the chance

**A Field Book for Higher Education Leaders** Wanda S. Maulding Green, Edward E. Leonard, 2018-01-04 Based on Leadership Intelligence Navigating to Your True North this book A Field Book for Higher Education Leaders Improving Your Leadership Intelligence is a practical tool to aid both the novice and experienced administrator grow their leadership skillset The field book is replete with scenarios of actual higher education scenarios including solutions and rationales to guide the leader through analysis and reflection Additionally current and supporting readings along with various activities are included to aid the leader in attaining an improved leadership imprint for life

**Schools That Learn (updated and revised second edition)** Peter Senge, 2012-07-31 A NEW EDITION OF THE GROUNDBREAKING BOOK A new edition revised and updated with over 100 pages of new material of the groundbreaking book that brings the principles of organizational learning to today's schools and classrooms A unique collaboration between the celebrated management thinker and Fifth Discipline author Peter Senge and a team of renowned educators and organizational change leaders the revised edition of Schools That Learn addresses the new and unique pressures on our educational system that have emerged since the book's initial publication in 2000 In a fast changing world where school populations are increasingly diverse children live in ever more complex social and media environments standardized tests are applied as overly simplistic quick fixes and advances in science and technology continue to accelerate the pressures on our educational system are inescapable Schools That Learn offers a much needed way to open dialogue about these problems and provides pragmatic opportunities to transform school systems into learning organizations

*The Results Fieldbook* Michael J. Schmoker, 2001 What is the single most important event of the school year that affects school improvement How do you measure school improvement How can simple tools already at your fingertips work more effectively to improve

student achievement in reading math and more The Results Fieldbook answers these questions and describes in abundant practical detail how five school systems overcame obstacles and achieved exceptional results for all their students These schools focused on the proven core concepts that Mike Schmoker described in both editions of his first ASCD book Results The Key to Continuous School Improvement Supplementing the five case studies brief vignettes written by practitioners show how core practices teamwork the use of achievement data and planning for measurable goals made an immediate and profound difference in student learning at their respective schools A close look at these school systems reveals the simplicity of school improvement efforts built around the still overlooked and most potent force in improvement collective organized teacher intelligence This book contains easily adapted processes and refinements that result from such teacher collaboration and all but guarantee measurable improvement Tables figures and appendixes illustrate effective data collection processes and at the conclusion a three part synthesis of the best of these systems provides practical steps toward implementing this radically more effective approach to school improvement starting with preservice education     Effective

Superintendent-School Board Practices Rene S. Townsend, Gloria L. Johnston, Gwen E. Gross, Peggy Lynch, Lorraine Garcy, Benita Roberts, Patricia B. Novotney, 2006-09-14 The authors fill a gap in the literature by providing a practical experience based look at how superintendents should approach the most important relationship in their professional lives Working effectively with school boards is what it is all about and this book shows you how Paul D Houston Executive Director American Association of School Administrators This book provides practical insights and useful ideas to help district leaders who are serious about keeping the educational interest of children first among their priorities Pedro A Noguera Professor New York University Clearly lays out the important role the superintendent has in leading the district in partnership with the board of education This book is well worth the time of every current and aspiring superintendent and school board member Anne Bryant Executive Director National School Boards Association This book is a useful tool in building district governance teams The authors collective wisdom provides valuable insight for superintendents and school board members Luan B Rivera President California State Boards Association A wonderful clear and jargon free primer on how to be a successful superintendent This book is must reading for superintendents and a real plus for school boards Dede Alpert Former California State Senator Former Member California State Assembly An outstanding fieldbook for those interested in down to earth strategies for navigating the complexities of providing leadership in school districts General Davie Jr Retired Superintendent of Schools Foster a strong superintendent school board relationship centered on quality teaching and learning Effective Superintendent School Board Practices helps current and future superintendents and school board members develop an effective governance team that prioritizes quality teaching and learning Designed for practicing and aspiring superintendents and school board members this exceptional book relates the everyday experiences and challenges faced by this important district team Combining 84 years of service as superintendents in urban rural and suburban school

districts the authors offer Real life vignettes that highlight problems successes key points and useful practices Indispensable information on building relationships creating a team managing conflict and staying focused on the mission and priorities of the district Reflective practice questions and self assessments throughout This rich resource offers knowledge skills and strategies to teach and inspire current and future leaders based on the experiences of practitioners who have learned what works and what doesn't leaving valuable time to focus on student achievement Superintendent Leadership Elaine L. Wilmore, 2008-02-13 Targeted to meet the needs of superintendents or those aspiring to the position The stories vignettes and reflective exercises for the reader are major strengths Dan Lawson Superintendent Tullahoma City Schools TN This is the first professional book that I have found exciting to read in a long time I really couldn't put it down It made me immediately want to gather my leadership team together to devise our own plan A terrific discussion starter as well as a step by step plan for implementing and assessing new programs Marie Blum Superintendent Canaseraga Central School District NY Maximize districtwide performance through realistic standards based practice Written by the past president of the National Council of Professors of Educational Administration this valuable resource examines the knowledge skills and dispositions that superintendents must develop to effectively manage change in today's schools Elaine L Wilmore examines the Educational Leadership Constituent Council ELCC standards the new benchmarks established by NCATE and ISLLC for a highly effective superintendency and shows how administrators can incorporate each standard into their global vision and everyday practice Through case studies problem based learning an assessment model and reflective questions and activities this reader friendly handbook discusses ways for superintendents to Attain proficiency in each ELCC standard Develop a positive district culture Manage operations resources and community involvement Superintendent Leadership is ideal for the development of future superintendents and the continuous professional learning of current administrators as leaders of the learning community

*Schools That Learn (Updated and Revised)* Peter M. Senge, Nelda Cambron-McCabe, Timothy Lucas, Bryan Smith, Janis Dutton, 2012-07-31 A rich much needed remedy for the standardized institutions that comprise too much of our school system today ideal for teachers and parents intent on resurrecting and fostering students inherent drive to learn An essential resource Daniel H Pink author of *DRIVE* and *A WHOLE NEW MIND* *Schools that Learn* is a magnificent grand book that pays equal attention to the small and the big picture and what's more integrates them There is no book on education change that comes close to Senge et al's sweeping and detailed treatment Classroom school community systems citizenry it's all there The core message is stirring what if we viewed schools as a means of shifting society for the better Michael Fullan author of *Change Leader* and *Learning Places* A new edition of the groundbreaking book that brings organizational learning and systems thinking into classrooms and schools showing how to keep our nation's educational system competitive in today's world Revised and updated with more than 100 pages of new material for the first time since its initial publication in 2000 comes a new edition of the seminal work acclaimed as one of the best books ever written about education and schools A

unique collaboration between the celebrated management thinker and Fifth Discipline author Peter Senge and a team of renowned educators and organizational change leaders Schools that Learn describes how schools can adapt grow and change in the face of the demands and challenges of our society and provides tools techniques and references for bringing those aspirations to life The new revised and updated edition offers practical advice for overcoming the many challenges that face our communities and educational systems today It shows teachers administrators students parents and community members how to successfully use principles of organizational learning including systems thinking and shared vision to address the challenges that face our nation s schools In a fast changing world where school populations are increasingly diverse children live in ever more complex social and media environments standardized tests are applied as overly simplistic quick fixes and advances in science and technology continue to accelerate the pressures on our educational system are inescapable Schools That Learn offers a much needed way to open dialogue about these problems and provides pragmatic opportunities to transform school systems into learning organizations Drawing on observations and advice from more than 70 writers and experts on schools and education this book features Methods for implementing organizational learning and explanations of why they work Compelling stories and anecdotes from the field classrooms schools and communities Charts tables and diagrams to illustrate systems thinking and other practices Guiding principles for how to apply innovative practices in all types of school systems Individual exercises useful for both teachers and students Team exercises to foster communication within the classroom school or community group New essays on topics like educating for sustainability systems thinking in the classroom and the great game of high school New recommendations for related books articles videotapes and web sites And more Schools That Learn is the essential guide for anyone who cares about the future of education and keeping our nation s schools competitive in our fast changing world

Passing the Superintendent TExES Exam Elaine L. Wilmore, 2009-11-24 Wilmore has hit another homerun This book is a great resource to help all future administrators not only pass the test but also fully understand the domains and competencies set forth by SBEC Wilmore s knowledge wisdom and enthusiasm are all evident in this outstanding book A must read for those interested in passing the exam and entering the wonderful career of school administration Jay E McWilliams Principal McCamey High School TX The perfect study guide for aspiring superintendents to succeed on the TExES exam In this comprehensive resource Elaine L Wilmore guides superintendents in Texas and elsewhere through the TExES exam for superintendent licensure Because Texas standards are closely aligned with those of the Educational Leadership Constituent Council ELCC this must have guide is useful for aspiring educational leaders across the nation not just those taking the TExES exam This book covers each of the ten key competencies in detail within three domains leadership and educational community instructional leadership and administrative leadership Wilmore highlights what test takers must know and understand as they approach this important exam including Details and examples from each domain and leadership competency Test taking tips and strategies Data

analysis and problem solving skills Plans for preparing both cognitively and psychologically leading up to the day of the exam  
Suggested additional resources This relevant resource offers support not only for passing the exam but also to improve test performance and achieve lifelong leadership goals     Managing Difficult, Frustrating, and Hostile Conversations Georgia J. Kosmoski,Dennis R. Pollack,2005-02-15 Be prepared to manage stressful situations before they happen with proven constructive strategies The second edition of this best selling resource provides new and updated content influenced by the feedback of over 250 school administrators Managing Difficult Frustrating and Hostile Conversations uncovers safe and effective strategies for dispelling common sensitive situations such as handling legitimate complaints controlling those under the influence combating charges of discrimination serving as the mediator and diffusing abrasive conversations Each chapter highlights situations identified by school administrators as most stressful Tips for managing these situations are followed by suggestions and questions for the reader that highlight how to Understand the motives and actions behind hostile adults Become proactive rather than reactive Maintain control over volatile conversations Communicate effectively with all types of upset individuals Use this text to constructively address sensitive issues and prevent stressful circumstances from evolving into dangerous situations     *Managing Conversations with Hostile Adults* Georgia J. Kosmoski,Dennis R. Pollack,2014-10-21 Teachers Now you can identify and apply the proven strategies to deal successfully with hostile adults in schools Skill in communicating is essential for teachers and now the wisdom of your colleagues can help you to deal with one of your most difficult challenges hostile adults In this hard hitting and supremely practical book the authors draw from the actual experience of more than 250 practicing teachers to bring you the advice and insight you need They begin with data from a two year study that includes surveys and in depth interviews with practicing teachers and certified school support professionals from urban suburban and rural schools at all socio economic levels The final product is a comprehensive and highly applicable resource filled with true to life vignettes and practical real world analysis including Defusing the angry screamer Serving as mediator Handling parents with blinders Curbing school gossip Dealing with public humiliation Neutralizing the influence of drugs or alcohol Maintaining confidentiality This book is a valuable and insightful resource that can take you from reactive to proactive A not to be missed tool for savvy teachers at all levels     *The District School Journal of the State of New York* ,1844     Building Great School Board -- Superintendent Teams Bradley V. Balch,Michael T. Adamson,2017-09-22 To address urgent challenges and drive continuous improvement effectively school board members superintendents and school leaders must develop strong school board superintendent teams The authors offer a systematic approach for establishing a unified school leadership team that can efficiently meet demands avoid conflict and respond to the ever changing educational environment Each chapter includes professional development activities that can be adapted for teams of any size Learn how to build an effective school leadership team Consider how the school board superintendent team can remain sustainable and productive in governance instructional leadership and school improvement Foster



committed team relationships and develop effective school leadership practices and qualities within the team Clarify superintendents and school board members roles and responsibilities to improve governance and avoid conflict Learn characteristics of effective communication and how to speak with one unified voice as a team Participate in team professional development activities that build trust respect transparency and accountability among the team Contents Introduction Chapter 1 Legal Perspectives and the Case for Local Control Chapter 2 Induction and New Team Member Orientation Chapter 3 Team Members Roles and Responsibilities Chapter 4 Effective Communication and a Unified Voice Chapter 5 Team Decision Making Chapter 6 Committed Effective Team Leadership Chapter 7 Foundational Statements Chapter 8 Continuous Improvement and Quality Assurance Chapter 9 Governance and Leadership During Change Chapter 10 Dysfunctional Teams and Rogue Members Chapter 11 System Evaluation Essentials Chapter 12 The Future of the School Board Superintendent Team References and Resources

*The Lean Practitioner's Field Book* Charles Protzman, Fred Whiton, Joyce Kerpchar, Christopher Lewandowski, Steve Stenberg, Patrick Grounds, 2018-09-03 While there are numerous Lean Certification programs most companies have their own certification paths whereby they bestow expert status upon employees after they have participated in or led a certain number of kaizen events Arguing that the number of kaizen events should not determine a person's expert status *The Lean Practitioner's Field Book* Proven Practical Profitable and Powerful Techniques for Making Lean Really Work outlines a true learning path for anyone seeking to understand essential Lean principles The book includes a plethora of examples drawn from the personal experiences of its many well respected and award winning contributors These experts break down Lean concepts to their simplest terms to make everything as clear as possible for Lean practitioners A refresher for some at times the text provides thought provoking questions with examples that will stimulate learning opportunities Introducing the Lean Practitioner concept the book details the five distinct Lean Practitioner levels and includes quizzes and criteria for each level It highlights the differences between the kaizen event approach and the Lean system level approach as well as the difference between station balancing and baton zone This book takes readers on a journey that begins with an overview of Lean principles and culminates with readers developing professionally through the practice of self reliance Providing you with the tools to implement Lean tools in your organization the book includes discussions and examples that demonstrate how to transition from traditional accounting methods to a Lean accounting system The book outlines an integrated structured approach identified by the acronym BASICS baseline analyze suggest solutions implement check and sustain which is combined with a proven business strategy to help ensure a successful and sustainable transformation of your organization

*Thriving as a Superintendent* Thomas F. Evert, Amy E. Van Deuren, 2013-02-13 All superintendents are at risk for an unanticipated departure and it can happen at any time in a career *Thriving as a Superintendent* How to Recognize and Survive an Unanticipated Departure is a resource for active and aspiring superintendents which explores issues surrounding superintendent unanticipated departures The book places special

emphasis on lessons learned from the superintendents interviewed and current research about how to prepare for recognize and negotiate through an unanticipated departure as well as how to move forward should such a departure occur The authors conducted in depth interviews with 22 superintendents who personally experienced unanticipated departures These superintendents represent a wide range of experience levels and district contexts and these interviews are compiled and synthesized so that their stories and lessons learned can be shared in a way that benefits readers In addition three in depth scenarios case studies are included These scenarios provide context for discussion and consideration Each scenario includes an annotated reference section of relevant material that will be helpful to students and practitioners interested in engaging in further study Preparing for and Passing the School Superintendent Test of Texas, 2nd Edition Pauline M.

Sampson,2015-03-09 Text designed for educators training for the Texas school superintendencyExplains the standards students need to know and connects them to typical test questionsPractice questions and test taking strategies included Written by a well known professor who has offered academic courses on the Texas superintendency test this is a revision of a popular handbook designed to assist professionals in preparing for the state of Texas school superintendency exam The book lists current standards examinees are required to know explains what the standards mean and locates them in terms of practice questions and answers Designed for superintendent courses and self study the new edition includes updated standards and longer and improved question sets *The Pictorial Field-Book of the Revolution* Benson J. Lossing,2023-03-02 Reprint of the original first published in 1859 The publishing house Anatiposi publishes historical books as reprints Due to their age these books may have missing pages or inferior quality Our aim is to preserve these books and make them available to the public so that they do not get lost The Pictorial Field-book of the Revolution Benson John Lossing,1855 Tells the stories of the young nation and the sacrifices that made the colonies dream of freedom become a reality

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