

FMS work with Superintendent and Principal Certification programs

Current certification process are missing a key element of success for leaders today. Unfortunately these programs believe that great content and knowledge is the key to success. Actually, while content is important the key for sustainable success is the ability to be a vulnerable, continuous learning leader who builds capacity of leaders to build cultures in schools and districts.

Lyle Kirtman, is now bringing his research and findings on high performing leaders in education to the certification process. Certification programs have been almost exclusively focused on traditional leadership in districts focused on instruction, assessment, and the content areas of education. Lyle is bring the use of leadership assessments to the beginning of the career for Superintendents and Principals though adding new modules in already established certification programs.

Too often Principals and Superintendents lose their jobs in relation to interpersonal skills and their interactions and relationships to their Boards, parents, community and municipal constituents. In addition, politics have taken their toll on destroying too many fine educators' careers.

The FMS leadership assessments, research based competencies and personalized leadership development process will be a major factor in ensuring that educational leaders are equipped for the non-instructional challenges that they will face.

FMS has used 2 leadership assessments to help aspiring leaders become reflective on their own styles and behaviors. The DISC inventory and the research based WPI bring self-reflection with data into the training and preparation of new leaders right from the beginning. Now equipped with a strong sense of themselves as a leader including the understanding of their strengths and areas for improvement that can integrate the vast amount of learning on what it takes to be an effective Superintendent or Principal.

The commitment of certification programs to individualize leadership will result in leaders who can maintain their role for more than the typical 3-5 year tenure that is not enough to create sustainable change and improvement in districts.

Sample of FMS efforts to fundamentally revise training and certification programs for Principals and Superintendents.

Added elements to current programs:

1. Leadership profile based on research based assessments to allow leaders to understand their strengths and weaknesses in leading schools and organizations.
2. One private session with a FMS training consultant to understand their profile and how it applies to the building a successful cultures for improving student achievement.
3. Application of their personal leadership profile to the building of high performing teams.
4. Understanding of how to lead change efforts in schools based on the personal application of Kirtman's national acclaimed seven competencies for leaders.

