



Superintendents Academy

Presenter(s): Ceci Massetti (Madera), Karen Stapf Walters, and Kindra Britt

Item Type: Discussion

Recommendation: Support of active strategic plan project: the creation of the Superintendent's Academy.

Background: The strategy committee meets every month to carry out the goals extracted from the year-long strategic plan process and final report. One of the goals in year one is the development of a County Superintendents Academy, which is being led by Ceci Massetti and supported by CCSESA staff.

As part of the development, Ceci, Karen, Kindra and Malia met on August 11th for a full planning day. Using survey data, the planning group developed a draft outline of the Academy structured around the topics the membership identified as most beneficial to someone new to the role of county superintendent. Below is the outline of the timeline leading up to a January 2023 launch.

Academy Timeline to Launch:

June 2022	6/13 - Planning Meeting <ul style="list-style-type: none">Review data from surveyDetermine next steps 6/16 – Provide update to Strategy Committee 6/27- GMM update
July 2022	Work on course map outline
August 2022	8/11- All day planning meeting with Ceci, Karen, Kindra and Malia. 8/18 - Present course map outline at Strategy Committee for approval 8/29 – Provide course map proposal to Board of Directors
September 2022 (GMM in person)	Provide course map proposal to full membership
October/November/December 2022	<ul style="list-style-type: none">Plugging in coachesProvide training refreshersGetting dates on calendars
January 2023 (GMM in person)	Official launch of Academy <ul style="list-style-type: none">No less than 10 new county superintendents take office in JanuaryPre-meeting receptions/kick off and welcome to start on Sunday. Using Monday morning for a meeting. (Secured space in Monterey)Feedback loop at the end of the GMM - Wednesday morning breakfast



California County Superintendents Educational Services Association

Promoting, influencing, and advocating for high-quality education.

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Attachments:

Attachment 1: Superintendents Academy Roadmap

Attachment 2: Draft Academy Format – Session Detail

Attachment 3: County Superintendents Coaches Academy

Proposed Assignment by Session

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SUPERINTENDENTS ACADEMY DRAFT OVERVIEW

Proposed Events by Month



DRAFT CALIFORNIA COUNTY SUPERINTENDENTS ACADEMY

October & November 2022

Format: TBD (two 90-minute training sessions)

Dates: October 27 and November 9, 2022 from 8:00 – 9:30am

Location: TBD

Coaching refresher: 21 CSLA 2-part professional learning plan.

November/December 2022

Format: Virtual

Dates: November/December X, 2022

Location: Zoom

Panel with outgoing superintendents to capture their insight on the role and responsibilities of being a county superintendent, what they wish they had known when they first started, etc.

January 2023

Format: In-person, linked to GMM

Dates: January 22 – 25, 2023

Location: Monterey, Monterey Marriott

Day 1 | Sunday, January 22, 2023 from 1:00 – 5:00pm

- CCSESA and how it supports county superintendents, Steering Committee roles
- County superintendents' roles, responsibilities, and statutory functions
- County Board relationships, roles, and responsibilities
- Organization of other county offices and county funding
- Fiscal oversight functions
- Brown Act and Education Code
- New laws and conditions impacting the duties of county superintendents
- Support services (ex. Mental health supports, wellness centers)
- Role as the employer

Detailed Schedule

Time	Item	Topic
1:00pm - TBD	Welcome	CCSESA and how it supports county superintendents, Steering Committee roles
	Opening Activity	County superintendents' roles, responsibilities, and statutory functions Organization of other county offices and county funding
	Session 1: key historical dates	County superintendents' roles, responsibilities, and statutory functions

Time	Item	Topic
	Session 2: Roles & Responsibilities (statutory functions: fiscally independent vs dependent counties, duties, county board roles vs county superintendent roles and responsibilities, budgets)	County superintendents' roles, responsibilities, and statutory functions County Board relationships, roles, and responsibilities Brown Act & Education Code
	Session 3: County Funding	Fiscal oversight functions Organization of other county offices and county funding
	Session 4: New laws and conditions impacting the duties of county superintendents	New laws and conditions impacting the duties of county superintendents
TBD (10-15 min)	BREAK	n/a
	Session 5: County Superintendent as sole employer (compared to district where the Board is employer)	Function as the employer
TBD – 4:30pm	Session 6: Roles & Responsibilities pt2 (heart of the county office: the responsibility to provide services to kids and how that relates to statutory functions)	County superintendents, roles, responsibilities, and statutory functions Support services (ex: mental health supports, wellness centers)
4:30pm – 5:30pm	END SESSION/BREAK	n/a
5:30pm – 6pm	Light Reception	n/a
	Dinner (format TBD, small groups of 5-6)	n/a

Day 2 | Monday, January 23, 2023 from 8:30am – 11:00am

- CCSESA and how it supports county superintendents, Steering Committee roles
- Communications to internal and external audiences

Detailed Schedule

Time	Item	Topic
8:30am – TBD (Breakfast provided)	Session 1: CCSESA “in action” (structure, GMM and meeting schedule, Steering Committees)	CCSESA and how it supports county superintendents CCSESA Steering Committee roles
TBD – 11:00am	Session 2: Communications internal (board and staff), external (educational partners, families, community, district superintendents/boards)	Communications to internal and external audiences

Day 3 | Wednesday, January 25, 2023 from 8:00am – 9:00am

- CCSESA and how it supports county superintendents, Steering Committee roles
- Communications to internal and external audiences

Detailed Schedule

Time	Item	Topic
8:00am – 9:00am (Breakfast)	Take-away/reflection	N/a

February 2023

Format: In-person, one-day

Dates: February 27, 2023

Location: Sacramento (ACSA 3rd floor conf. room)

Day 1 | TBD, February 27, 2023 from 8:30am – 3:00pm

- Fiscal oversight functions
- LCAP approval process and student outcomes (developing LCAPs for county offices, and reviewing and approving district LCAPs)

Detailed Schedule

Time	Item	Topic
8:30am – 9:00am	Breakfast	n/a
9:00am – TBD	Session 1: LCAP (cycling, working with your districts) and Curriculum & Instruction Statutory Responsibilities	Fiscal oversight functions LCAP approval process and student outcomes (developing LCAPs for county offices, and reviewing and approving district LCAPs)
11:30am – 1:00pm	LUNCH	n/a
1:00pm – 3:00pm	Session 2: System of Support & DA	

March 2023

Format: Virtual (90 minutes)

Dates: March 27, 2023

Location: Zoom

Day 1 | TBD, March 27, 2023 from TBD - TBD

- External partners
- Support services (mental health supports, wellness centers)

Detailed Schedule

Time	Item	Topic
	Session 1: External Partners: local and state (external partners as it relates to wrap around services: behavioral and regional health, clinic sites and connections with SBHIP, technical assistance piece; community school regional leads)	External partners Support services (ex: mental health supports, wellness centers)

April 2023

Format: In-person, linked to GMM

Dates: April 19-21, 2023

Location: Orange, Laguna Cliffs

Day 1 | Wednesday, April 19, 2023 from 1:00 – 5:00pm

- Function as the employer

Detailed Schedule

Time	Item	Topic
1:00pm – 4:30pm	Session 1: Role of the employer (HR and negotiations)	Function as the employer
4:30pm – 5:30pm	END SESSION/BREAK	n/a
5:30pm – 6pm	Light Reception	n/a
	Dinner (format TBD, small groups of 5-6)	n/a

Day 2 | Thursday, January 20, 2023 from 8:30am – 11:00am

- Function as the employer,
- CCSESA and how it supports county superintendents, Steering Committee roles

Detailed Schedule

Time	Item	Topic
8:30am – 11:00am (Breakfast provided)	Session 1 (pt2): Role of the employer (HR and negotiations)	Function as the employer CCSESA Steering Committee roles

MAY 2023

Format: N/A

Dates: N/A

Location: N/A

Cancel – Due to heavy schedules (End of School Year, Graduations, May Revise advocacy)

June 2023

Format: Virtual (90 minutes)

Dates: June X, 2023

Location: Zoom

Day 1 | TBD, June X, 2023 from TBD - TBD

- Relationship building with district superintendents/boards
- Organization of other county offices

Detailed Schedule

Time	Item	Topic
	Session 1: Check-in/well-being (LCAP approval, May Revise/June Budget)	
	Session 2: District Superintendent/Board Relationship Building (How do you assess your services are what the districts want?)	Relationship building with district superintendents/boards
	Session 3: COE Structures	Organization of other county offices

July 2023

Format: N/A

Dates: N/A

Location: N/A

August 2023

Format: Virtual (90 minutes)

Dates: August X, 2023

Location: Zoom

Day 1 | TBD, August X, 2023 from TBD - TBD

- Communications to internal and external audiences
- Emergency response preparation

Detailed Schedule

Time	Item	Topic
	Session 1: Cybersecurity and ransomware	Communications to internal and external audiences
	Session 2: Tips on training families	Communications to internal and external audiences Emergency response preparation

September 2023

Format: Virtual (90 minutes)

Dates: September X, 2023

Location: Zoom

Day 1 | TBD, August X, 2023 from TBD - TBD

- Political context and the legislative cycle/process for education
- Relationship building (district superintendents/boards, CDE, CCEE, regional, Legislature, county registrar, Ed Coalition, State Superintendent)

Detailed Schedule

Time	Item	Topic
	Session 1: Policy Priorities and Advocacy Process	Political context and the legislative cycle/process for education Relationship building (district superintendents/boards, CDE, CCEE, regional, Legislature, county registrar, Ed Coalition, State Superintendent)

October 2023

Format: In-person, linked to GMM

Dates: October 15 – 16, 2023

Location: Tahoe, Ritz Carlton

Day 1 | Sunday, October 15, 2023 from 1:00 – 5:00pm

- Disaster Preparedness
- County Committees
- County Superintendents roles, responsibilities, statutory functions
- Relationship building (district superintendents/boards, CDE, CCEE, regional, Legislature, county registrar, Ed Coalition, State Superintendent)

- Topic Theme: Everything you wanted to know and were afraid to ask

Detailed Schedule

Time	Item	Topic
1:00pm - TBD	Topic Theme: Everything you wanted to know and were afraid to ask	
	Session 1: Disaster Preparedness (Fires, Floods, School Safety)	Emergency response preparation Communications to internal and external partners
	Session 2: County Committees	County Committees County Superintendents roles, responsibilities, statutory functions
TBD – 4:30pm	Session 3: Registrar of voters, calling elections, CVRA	Relationship building with county registrar, district boards County Superintendents roles, responsibilities, statutory functions
4:30pm – 5:30pm	END SESSION/BREAK	n/a
5:30pm – 6pm	Light Reception	n/a
	Dinner (format TBD, small groups of 5-6)	n/a

Day 2 | Monday, October 16, 2023 from 8:30am – 11:00am

- Charter schools

Detailed Schedule

Time	Item	Topic
8:30am – 11:00am (Breakfast provided)	Session 1: Charter schools	Charter schools

November 2023

Format: Virtual (90 minutes)

Dates: November X, 2023

Location: Zoom

Day 1 | TBD, November X, 2023 from TBD - TBD

- TBD

Detailed Schedule

Time	Item	Topic
	TBD	TBD

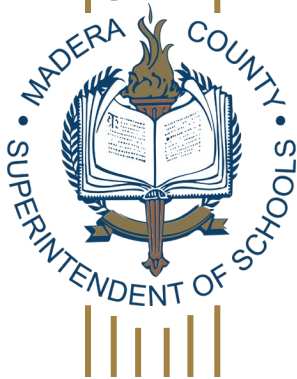
December 2023

Format: N/A

Dates: N/A

Location: N/A

Cancel – Happy Holidays!



Cecilia A. Massetti, Ed.D.
Superintendent of Schools

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**21CSLA Mid-State Regional Academy
Proposal for Coaches' Professional Learning
County Superintendents' Academy**

July 29, 2022

The coaches' professional learning will focus on two books:

- [The Coaching Habit](#), Michael Bungay Stanier, 2016.
- [Blended Coaching](#), Bloom, et al, 2005.

We propose a 2-part professional learning plan as follows:

Part I -

- ✓ Kick-off with a 90-minute virtual session focused on building the habit of questioning.
- ✓ We will discuss different models of coaching (facilitative, instructional, and consultative) and when each is appropriate and most impactful.
- ✓ We will have participants practice multiple types of questioning and coaching with colleagues through the use of scenarios.

Part II –

- ✓ A final 90-minute virtual session on combining questioning techniques into an irresistible 1-2-3 combination, developing a robust script for a coaching conversation.
- ✓ We will continue to discuss different models of coaching (collaborative and transformational) and when each is appropriate and most impactful.
- ✓ Participants will continue to practice more types of questioning and coaching with colleagues through the use of scenarios.