



Summer Session

July 15-17 & August 24-26, 2007

For the last several years the Penn Center for Educational Leadership has conducted superintendent searches through its program, PennSearch. In that process, we have become very aware of two facts we have read about in many journals. The first is the aging current superintendents. According to a 2000 (this was 6 years ago!) American Association of School Administrator's survey, the median age of public school superintendents was 52.5 years old and 80 percent of surveyed superintendents were already eligible for retirement. The second is that the pool of qualified candidates prepared and willing to replace them has dwindled to a startling level.

Why has the pool of excellent superintendents qualified and willing to lead our complex school organizations diminished significantly over the past years? A 2001 survey of superintendents regarding their feelings about the superintendency linked those feelings to burnout. Findings from this survey, conducted by the Illinois Association of School Administrators, suggested that 10 of the top 13 superintendent responses were indicators of burnout. One of the most powerful has to do with the low quality of preparation and assistance that's available to new superintendents. Another is micromanagement by school boards, a phenomenon which superintendents are neither trained nor prepared to address.

The position of school superintendent is key to educational leadership for American schools. Current research shows that strong leadership in that position is essential for schools to accomplish the levels of student achievement and leadership that are demanded by today's organizations. There is no question that we need the brightest, the best prepared, and the most courageous and committed superintendents if we are to be effective in improving education for all students. This program is focused on adding to that preparation in a way that supports new superintendents as they assume their first positions in that role.

Goals of the Aspiring Superintendents' Program

1. Prepare new leaders for new superintendencies.
2. Share the lessons learned by experienced and effective practitioners.
3. Address leadership and change issues not covered by traditional preparation programs
4. Mentor those who aspire to the superintendency and develop a network support system.

Faculty

The faculty for the Aspiring Superintendents Program consists of the staff of the Penn Center for Educational Leadership, the faculty of Penn's Graduate School of Education, and five outstanding practicing superintendents from Pennsylvania and New Jersey.

Curriculum Topics Include:

Self-Assessment
Governance
Instructional & Curricular Leadership
How to be a Successful Candidate for the Superintendency
System Leadership
Public Leadership & Community Building

A wide range of materials will be used to deliver the curricula, including case studies, simulations, modeling, workshops, mock interviews, and mentoring.

Time Frame for the Course

We will offer this program in two extended weekends. The program will begin at noon on Friday and end at noon on Sunday over two weekends. Participants will be free to return home in the evening or to stay over in hotel accommodations which will be made available at a reduced rate.

The program will merit Pennsylvania Act 48 and New Jersey Professional Development credits and will carry three continuing education graduate credits from the University of Pennsylvania.

Program Costs

The total cost for the program is \$2500 which includes all meals, materials, and tuition. This fee does not include overnight accommodations; however the Penn Center for Educational Leadership will provide reduced costs at several accommodation levels.

Registration

A registration form is available on the PCEL webpage at: <http://www.gse.upenn.edu/pcel/>

Please email the registration form to: pcel@gse.upenn.edu, or call Lindsay Shafer at 215.573.5511.

Please Note: Demand for the program is high, and enrollment is on a first-come first-served basis. A full brochure will be added to the website shortly.

Location

All sessions will be held at the Penn Center for Educational Leadership at:
3440 Market Street, Suite 500
University of Pennsylvania
Philadelphia, PA 19104

For More Information

Please email pcel@gse.upenn.edu, or call 215.573.5511.