



LEADERSHIP DEVELOPMENT – WHAT WORKS!

According to the **Center for Creative Leadership** – “... leadership development does have a powerful and lasting impact on the biggest challenges that organizations face. But only when it’s done right.”

According to the research by the Center there are four impacts when leadership development is done right.

- Ability to attract, develop and retain talent
- Improved strategic execution
- Increased success in navigating change
- Improved financial performance

So, the question becomes: **WHAT IS LEADERSHIP DEVELOPMENT THAT WORKS?**

1] Making leadership development a learning process – not an event. Given that only 10% of learning comes from classes, 20% from other people and 70% through on the job experiences and challenges, the Center notes the starting point for any formal development program, course or assignment should be self-assessment.

2] Informing the learning experience with cutting edge research. The Center points out that while personal stories and leadership experiences are often interesting and useful guides, that sound leadership development starts with data and high-quality research that helps people understand their challenges and provides a basis for creating effective solutions.

3] Tying what is learned in the classroom to key leadership challenges faced on the job. In its article on leadership development the Center states: “Leaders need to see how a new insight or different approach or change in behavior will have impact on things that matter most to them.” In other words leadership development needs to be relevant..

Center for Creative Leadership

HOW TO SESSIONS

This Series of workshops are designed to be practical **“How To”** sessions on a variety of issues that charter school administrators face in fulfilling their role and responsibilities. **The facilitators of these sessions are experts that deal with the topic as their daily work. Registration now open for these Sessions. (Pre-registration is required)**

Tuesday – NOVEMBER 13th

- [“How To” Set Up a Basic HR \(Human Resources\) Plan: Job Descriptions, Employee Files, etc.](#)

Thursday – DECEMBER 6th

- [“How To” Do a School Assessment of Educational Equity](#)

FALL ADMINISTRATORS MEETINGS

- *Tuesday, October 30th – 9:00 – 11:30 - ST. LOUIS PARK*
- *Wednesday, October 31st – 9:00 – 11:30 - ST. PAUL*

We hope to see everyone at one of the meetings – **it is your choice where you attend.** Register [here](#).

RESOURCES

READY FOR THE FUTURE – Career Preparation in Rural Communities - A TPT Production

Career preparation programs in rural school districts connect students to local resources and opportunities, allowing them to learn new skills – while offering them the choice of staying and contributing to the health of their communities. The show focuses on two career preparation programs in rural MINNESOTA. **Produced with the Regional Educational Laboratory Midwest in conjunction with [Twin Cities Public Television \(TPT\)](#) and MDE.**

SCIENCE MUSEUM OF MINNESOTA – SPOTLIGHT ON STUDENTS - Saturday, November 17th

The Museum is hosting an **interactive panel with mental health professionals** working with schools and parents to help attendees identify signs of emotional issues affecting students’ behavior or grades. This panel will also discuss tools and skills to better support students, and how parents and educators can connect to community mental health services.

After the programming, guests are invited to explore the **Science Museum of Minnesota's exhibit, Mental Health: Mind Matters** -- a groundbreaking exhibition designed to build a greater understanding of the importance of mental health and create a respectful space for conversations

about mental health conditions. **Teachers in attendance will be entered into a drawing for a field trip voucher to the Science Museum, valued at \$300.** Registration is free - [register to reserve your spot!](#)

FARM TO SCHOOL GRANTS – USDA – DEADLINE 12/4/2019

The purpose of this U.S. Department of Agriculture program is to increase the availability of local foods in schools; grants can help new farm to school programs get started or expand existing efforts. Funds support a wide range of activities from training, planning, and developing partnerships to creating new menu items, establishing supply chains, offering taste tests to children, purchasing equipment, planting school gardens, and organizing field trips. For more information, click [here](#).

NEW ORGANIZATION TO SUPPORT PSEO

Parents of PSEO students and current and former PSEO students have created a new organization to support and improve PSEO and to prevent the erosion of the program. **They are "PEOPLE FOR PSEO."** They are empowered and are leading this effort. **Aaliyah Hodge** is the President of the Board of PSEO and PSEO helped her complete more than a year of college at the U of M while she was in high school. The Board also includes current PSEO students, parents of PSEO students, and other supporters.

People for PSEO is now inviting you and others [to join](#).

U.S. SENATORS WANT FEDERAL INVESTIGATION OF FULL-TIME ONLINE CHARTERS

WASHINGTON D.C. - Sen. Patty Murray, D-Wash., and Sen. Sherrod Brown, D-Ohio have asked the Government Accountability Office to [look into how full-time virtual charter schools work and their results](#). The Senators have expressed concerns about the virtual charters' student-teacher ratios, students' performance compared to their peers in traditional public schools, and their transparency when it comes to issues like executive pay and advertising.

"Accountability models, funding formulas, and attendance policies were created for brick-and-mortar schools, and yet, state funding and accountability policies have not kept pace with the growth of virtual charter schools," Brown and Murray wrote to the agency.

Education Week – 10.10.2018

INNOVATION AWARDS

On November 1st the Application for the 2019 MN Charter School Innovation Awards will be available on our website. Over next few weeks, we are highlighting the 2018 Winners and

Finalists. Our hope is that by sharing this your school will be inspired to focus on the innovative purposes of chartered public schools and consider applying for the 2019 Awards.

[Video](#)

MACS STAFF SCHOOL VISITS

School visits of all kinds are an important aspect of our strategic goal of connecting people to strengthen the community and increase the quality of information about charter schools across the state.

Last week Tom and I visited the **International Spanish Language Academy (ISLA)** and **Eagle Ridge Academy** both located in *Minnetonka*. At Eagle Ridge we toured their *incredible facility* and met with the Executive Director and High School Principal about leadership development in charter schools.

At **ISLA** we toured the facility, learned more about the Spanish Immersion Program and learned more about the future options that are being studied. Here is a photo of ISLA's Media Specialist reading a Spanish Classic to an Elementary Class.



Since the beginning of the school year we have both visited **Sojourner Truth, Minneapolis** to attend a school assembly, and **Metro Deaf, St. Paul** to attend the ground breaking for their new facility. Tom has been to **Riverway Learning Community, Winona** to do training on the School Director Performance Review. I have had the opportunity to attend the ground breaking ceremony for **Partnership Academy, Richfield**; tour the beautiful new facility and then do a short session with the board of **SPERO Academy, Minneapolis**; meet with the administrative team about public policy issues at **Seven Hills Preparatory Academy, Richfield**; and **Voyagers Expeditionary High School, Bemidji** which hosted board training Courses 100 and 300.

Tom and I both have a list of schools that we plan to visit during the course of the year across the state.

EP

MARK YOUR CALENDAR



OCTOBER

Tuesday, October 30 – School Directors Meeting – *St. Louis Park*

Wednesday, October 31 – School Directors Meeting – *St. Paul*

NOVEMBER

Thursday, November 1 – 2019 Innovation Awards Applications – *Available*

Monday, November 5 – Winter Membership Drive Begins

Saturday, November 10 – Board Training Courses 100 & 300 – *St. Paul*

Monday, November 12 – MACS Board of Directors Meeting

Tuesday, November 13 – “HOW TO” Series – *St. Paul*

Thurs – Fri, November 22 - 23 – Office Closed – *Thanksgiving Holiday*

DECEMBER

Thursday, December 6 – “HOW TO” Series – *St. Paul*

Fri – Mon December 21 - 31 – Office Closed – *Christmas Holidays*

----- **2019** -----

JANUARY

Tuesday, January 1 – Office Closed – *New Year’s Day*

Wednesday, January 9 – Re-licensure Application Submission Deadline

Monday, January 14 – MACS Board of Directors Meeting

Monday, January 21 – Office Closed – *Martin Luther King Jr. Holiday*

Wednesday – January 30 – School Directors Meeting – *Rochester*

Thursday – January 31 – School Directors Meeting – *Duluth*

Thursday – January 31 – **2019 Innovation Awards Application Deadline**