

Leadership Institute

Changing The Paradigm: Leading For Today And Tomorrow

June 12-14, 2017
Stonewall Resort
940 Resort Drive
Roanoke, WV 26447

Institute Outcomes:

- Understand the distinction between Leadership and Management, and how each skillset plays an important role in being a visionary school principal
- Identify the relationship between Climate and Culture and the interrelationship of the two. In addition, how to change the Climate and Culture through building trust, good communication and positive attitudes
- Develop Emotional Intelligence as a foundational skill for highly effective leadership
- Linking Courageous Conversations to effective Conflict Management
- Understanding the importance of Cultural Responsiveness and the ethics and responsibilities of working with children of poverty
- Embed time for individuals and teams to work on their final Action Research projects and presentations

Institute Agenda:

Monday June 12, 2017 (10:00 AM-4:00 PM)

- 8:30 AM - 9:45 AM Institute registration
- 10:00 AM - 4:00 PM Institute session
 - 10:00-10:30 Institute overview (Anthony Annunziato)
 - 10:30-12:00 Leadership and Management: Linking the macro and micro to achieve your vision (facilitated by Steve Edwards and the district coordinators)
- 12:00 -1:00 Lunch
- 1:00 - 2:00 Leadership and Management, continued
- 2:00 - 2:15 Break
- 2:15 – 4:00 Culture and Climate, how do we strategically improve both? (facilitated by Dr. Anthony Annunziato and the district coordinators)
- 4:00 – 6:00 Free time, enjoy the resort amenities
- 6:00 - 8:00 PM: Dinner
- 8:00 PM – Individual County collaboration sessions, time to work on action research projects and final presentations (optional)

Tuesday June 13, 2016 (9:00 AM-4:00 PM)

- 8:00 - 9:00 Breakfast on your own
- 9:00 - 9:15 Reflections and insights from Monday (facilitated by Mary Lu MacCorkle)

- 9:15-10:30 Using your school culture/climate survey data and applying that data to lessons learned from Monday afternoon (facilitated by Dr. Terry Cash and the three district coordinators)
- 10:30-10:45 Break
- 10:45-12:00 Emotional Intelligence
 - Preparation for our afternoon session on this topic (facilitated by Steve Edwards and the three district coordinators)
- 12:00-1:00 Lunch
- 1:00-2:30 Dr. Jerry Lake on Emotional Intelligence (Dreema Bell will introduce Dr. Lake)
- 2:30-2:45 Break
- 2:45-3:30 Continue with Dr. Lake on Emotional Intelligence
- 3:30-3:45 Q and A with Dr. Lake
- 3:45- 4:00 Debriefing on the day/reflections (facilitated by Dreema Bell)
 - Questions, comments, reactions
- 4:00-6:00 Free time-enjoy the resort
- 6:00-8:00 Dinner

Wednesday June 14, 2017 (9:00 AM-3:00 PM)

- 8:00-9:00 Breakfast on your own
- 9:00-9:15 Reflections on Tuesday's experience (facilitated by Betty Salvatore)
- 9:15-10:30 Courageous conversations and managing conflict (facilitated by Dr. Anthony Annunziato and the three district coordinators)
- 10:30-10:45 Break
- 10:45-12:00 Case study on dealing with conflict (facilitated by Dr. Annunziato and the three district coordinators)
- 12:00-1:00 Lunch
- 1:00-2:00 Introduction to cultural responsiveness and the ethics of dealing with children of poverty (facilitated by Dr. MacCorkle)
- 2:00-2:10 Break
- 2:10-3:00 Wrap-up (facilitated by Steve Edwards)
 - Lessons learned from the institute
 - Next steps
 - Reflections
 - Questions/comments
- 3:00 Adjourn

Important Information

The Particulars:

The event will be held at Stonewall Resort in Roanoke, WV.

940 Resort Drive
Roanoke WV 26447
304.269.7400

<http://www.stonewallresort.com/>

- Check in: June 12th at 4:00 p.m.
- Check out: June 14th at 11:00 a.m.

Meals

The following meals will be provided:

- Lunch and dinner on Monday
- All three meals on Tuesday
- Breakfast and lunch on Wednesday.

Institute Faculty

Dr. Terry Cash

Dr. Cash recently retired as the Associate Director of the National Dropout Prevention Center at Clemson University. He has over three decades of experience at every level of public education to include serving as an elementary, middle and high school teacher, middle and high school principal, and as a district and state-level administrator. He has developed and implemented programs in school districts across the nation that were designed to address the needs of students most at risk of dropping out of school. Dr. Cash taught graduate-level courses at Clemson University in the areas of educational leadership and youth development. His professional background also includes experience with the

South Carolina Department of Education as an Education Associate working with the most challenged school districts in the state.

Dr. Cash has conducted national and regional workshops on a wide-range of topics pertaining to school improvement and turnaround. He has been the Principal Investigator for many state-level dropout prevention and school turnaround projects around the nation that involved an in-depth assessment and the development of a comprehensive turnaround plan.

Dr. Cash currently serves as a consultant and technical advisor for several state-level DOEs and nationally known organizations. He is considered an expert in the areas of school reform, alternative school development and evaluation, and mentoring of at-risk youth.

Dr. Anthony Annunziato

Anthony J. Annunziato, Ed.D., is Associate Professor in the Department of Administrative and Instructional Leadership at St. John's University, where he teaches and mentors in the doctoral program. Prior to becoming a full-time faculty member at St. John's University, Dr. Annunziato served in public schools for 27 years, eight as Superintendent of Schools on Long Island, NY. He has served as an Assistant Superintendent for Business, High School Principal and Social Studies Teacher. Dr. Annunziato has extensive experience as an Adjunct Lecturer in the School Leadership program at State University of New York at Stony Brook. Among his research interests are the financial sustainability of public education, principal preparation in rural areas and the preparation of school superintendents. Dr. Annunziato is also an educational consultant who serves as a staff developer and mentor for aspiring educational leaders.

Dr. Annunziato holds an Ed.D. in Organization and Leadership and an Ed.M. in Educational Administration from Teachers College, Columbia University. He also holds an M.S.Ed. in Social Studies Education and B.A. in History from Queens College, City University of New York.

Ms. Betty Salvatore

Betty J. Salvatore is retired from Fayette County Schools where she served as Administrative Assistant to the Superintendent, Director of Elementary Schools and Assessment. Prior to this position she served as principal of Cranberry-Prosperity Elementary School in Raleigh County where she led a struggling school to National Title I Distinguished School recognition and received the West Virginia School of Excellence Award. Prior to being principal, she was an elementary curriculum specialist for Fayette Schools assisting teachers and implementing curriculum initiatives. Her teaching experience includes both middle school and elementary classroom settings. She has

served as adjunct faculty for the West Virginia College of Graduate Studies offering graduate credit ranging from classroom instruction to leadership skills.

Retiring with 35 years of experience in leadership and curriculum, Betty developed Salvatore Educational Consulting, LLC. Through Salvatore Educational Consulting, LLC, she contracts with county school systems to work collaboratively with individual schools to analyze data, develop curriculum focus plans and model classroom instructional strategies based on a variety of testing data and resources available at the school. Betty believes that the leadership ability of the school administrator is critical to the success of a school. The administrator is the catalyst in creating the school climate and culture, implementing curriculum initiatives and the developing staff development for the faculty and staff. The administrator must "Walk the Talk," be the "Role-Model" and never ask faculty and staff to commit to a project that he/she is not be willing to be an active participant.

Mr. Jim Spence

Jim is a native son of McDowell County, WV. He is a retired school administrator for McDowell County Schools with over 32 years of experience. Jim has served in the following positions: teacher, adjunct faculty member at the college level, Elementary, Middle, and Secondary school principal, Director of Transportation/Facilities, Director of Career and Technology Center, and Assistant Superintendent. He has 24 years of experience as a school administrator.

Jim has earned a Bachelor's of Science degree in Secondary Education; a Masters in Public School Administration; and holds additional graduate coursework from West Virginia University and Marshall University. Jim's achievements have been leading his schools to achieve Title I Distinguished School status and West Virginia School of Excellence recognition.

Jim was instrumental in leading schools, under his supervision, to establish time in the master schedule to hold grade level collaborative team meetings at the middle school level and grade level specific collaborative teaming at the elementary school level. Ultimately, Jim believes that building relationships with students, utilizing distributive leadership, and being the instructional leader of the school leads to the success of schools.

Ms. Dreama Bell

Dreama S. Bell began her career as a classroom teacher in McDowell County, WV. She moved to Beckley, WV (Raleigh County) in 1978. She continued her career as a teacher at Crab Orchard Elementary for 12 years. She taught for a total of 19 years.

She then spent 24 years as an elementary principal, 18 of which at Stanaford Elementary School. She retired in 2013 and now serves as the Raleigh County Team Coordinator for the Building Leadership in Rural West Virginia Grant.

She has worked with new principals at the West Virginia Center for Professional Development Principal's Academy for the past 16 years and still serves as a Team Leader for the WVCPD. She has served as a member of the West Virginia Commission for Professional Teaching Standards Licensure Appeals Panel for 6 years, as Raleigh County Elementary Principals' Association President for 7 years, as President of the West Virginia State Association of Elementary and Middle School Principals, and in 2007 was National Distinguished Principal for the State of West Virginia. She is a supporter of WVAEMSP and National Association of Elementary Principals.

She has a Bachelor of Science degree in Education from Concord University and a Masters in Administration from WVCOGS, which is now Marshall/WVU.

While working at Stanaford Elementary School, they were awarded Title I National Distinguished School recognition 8 years in a row and earned the WV School of Excellence. They were one of the pilot schools for RTI in WV and continued the successful program for 8 years. They also were among the first schools to use flexible scheduling to allow for collaborative team meetings and PLC'S. The Leadership Team of which she was a member was instrumental in promoting success for students and staff making Stanaford Elementary "The Best Place to BE."

Dr. Mary Lu MacCorkle

Dr. Mary Lu MacCorkle retired as Assistant Superintendent for Curriculum and Instruction in a county in southern West Virginia. She has been an educator for 38 years as a teacher, administrator, county Assistant Superintendent, and School Improvement Specialist for the state of West Virginia. She earned her doctorate from Marshall University in Leadership Studies. Her background in pre-school, middle school, and high school curriculum and instruction has provided a platform for her work with administrators and schools in need of support. She has provided training for schools around West Virginia in student engagement, instructional leadership, teacher collaboration and school improvement. In addition, she has worked with the West Virginia Department of Education to design support for leadership teams and administrators from underperforming schools. Dr. MacCorkle has also worked with individual schools and administrators to enhance the instructional leadership capacity of teachers and administrators.



Dr. Steve Edwards

President & CEO, Edwards Educational Services

A leader nationally recognized by USA Today for his innovative approach to education, Dr. Edwards successfully implemented numerous groundbreaking programs to improve student performance during his sixteen-year tenure as a school administrator. As President and CEO of Edwards Educational Services, Inc., Dr. Edwards has been instrumental in helping countless organizations tailor similar programs with positive, far-reaching results. In addition, Dr. Edwards is an internationally recognized keynote speaker, facilitator and trainer regularly featured as a content expert on television and radio with appearances on CNN. As a planner, Dr. Edwards has worked locally, nationally and internationally with both for-profit and non-profit organizations, such as The United Nations and World Bank, in 49 states and 30 countries. Dr. Steven Edwards has served as the Vice President for the Children, Communities, and Youth Division of the National Crime Prevention Council in Washington, D.C. overseeing initiatives that focus on delivering a crime prevention message to America's youth and youth worldwide. Currently, Dr. Edwards is utilizing his leadership and advocacy skills as well as his international experience as President and CEO of two non-profits: The Abbas Project, which he founded in 2011 and Ignitus Worldwide, which he took ownership of in 2012. Throughout his thirty-seven year professional career, Dr. Edwards has published numerous articles on leadership and has co-authored five books. He has also served as a professor of educational leadership for both the University of Connecticut, where he received his Ph.D., and the George Washington University teaching prospective administrators in the Graduate School of Education.