



## Panel Moderators

- Talisa Dixon- Superintendent, Cleveland Heights University Heights School District
- Charlie Keenan, Superintendent, Maple Heights City School District
- Linda Reid-Superintendent, South Euclid Lyndhurst School District
- Renee Willis, Superintendent, Richmond Heights Local School District



## Background

### What is the First Ring Superintendents' Collaborative?

We are an organization of superintendents representing the 16 districts geographically adjacent to city of Cleveland.

The organization was established in 2000 to collectively address the unique educational challenges of our districts



## 16 Member School Districts

- Bedford
- Berea
- Brooklyn
- Cleveland Heights-University Heights
- Cuyahoga Heights
- East Cleveland
- Euclid
- Fairview Park
- Garfield Heights
- Lakewood
- Maple Heights
- Parma
- Richmond Heights
- Shaker Heights
- South Euclid Lyndhurst
- Warrensville Heights

*...Collectively serving over 65,000 students*



## What are the Unique Challenges

- Poverty
- Student Mobility
- Diversity
- Achievement Gap



## First Ring Superintendents' Premise...

***We're Smarter Together!***



## Partners with the Organization



## Major Goals of First Ring Collaborative

- Collaborating/Networking
- Sharing Best Practices/Professional Development
- Supporting Networks of Colleagues
- Developing Strategic Initiatives
- Enhancing Communication Among Districts



## Collaboration & Networking

- Monthly Superintendent Meeting
  - Focus on initiatives, best practices and “in basket” topics
- Meetings are facilitated by our executive director
- Superintendent Subcommittees meet on as needed basis to further develop initiatives
- Bi-monthly “Network Meetings”



## Networking Meetings

- Curriculum Directors
- Public Relations/Communications Personnel
- Pupil Services Directors
- Safety/Security Personnel
- Evolving based on needs or requests from the collaborative



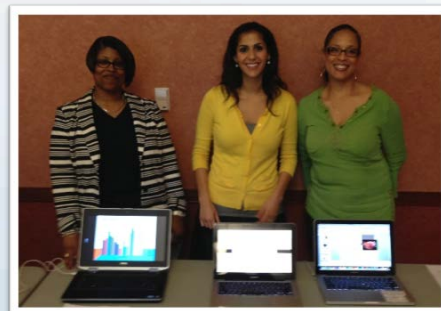
## Past Initiatives/Projects

- Student Wellness Project
- New Student Welcome Initiative
- Math Achievement Project
- Common Registration Form
- School Based Healthcare



## First Ring Leadership Academy

***Strengthening Leadership to  
Improve Education***



## Sustainable Leadership

Sustainable leadership is a key ingredient for a successful organization



## First Ring Leadership Academy

- Established in 2003
- Partnership with Cleveland State University
- Cohort Model
- Initial focus - training for new administrators
- Candidates appointed by superintendents
- Open to First Ring Districts and Cleveland Metropolitan Schools



## The Academy has evolved over time

- Today the Academy rotates annually between new administrators and teacher leaders
- The Academy is evaluated by the cohort and the superintendents
- Changes are made based on input



## Focus of the Academy

**Promoting Leadership Skills** through the lens of First Ring challenges, including:

- Poverty
- Student mobility
- Diversity
- Achievement gap





## Funding for the Academy *courtesy of:*



**MARTHA HOLDEN  
JENNINGS FOUNDATION**

*and*

***Participating School Districts***



## Curriculum and Instruction Include:

- ✓ Engaging the Impoverished
- ✓ Student Mobility
- ✓ Diversity
- ✓ Achievement Gap
- ✓ Transformational Leadership
- ✓ Community Engagement
- ✓ Professional Learning Communities
- ✓ Staff Development
- ✓ School Finance
- ✓ OTES/OPES



## Processing Challenges

- Student Mobility
- Achievement Gap
- Similarities and Differences in the First Ring



## Participant Expectations

- Attend all nine sessions: 8:00am – 4:00pm
- Complete readings prior to each session
- Complete journal entries for each session
- Complete Leadership Development Plan
  - Superintendent approval
  - Present project to superintendents at May session
- Active participation



## Leadership Development Plan

- Identify issue – (fix something)= synergy
- Confirm with superintendent
- SMART Goal
- Incorporate formative and summative assessment
- Present at graduation program



## Supporting New Administrators

- Having the opportunity to collaborate, network, and learn from both new and experienced administrators is invaluable
- Discussing similar First Ring issues such as student mobility, diversity, poverty, and the achievement gap allows for a platform in which best practices can be shared
- Having the opportunity to meet once a month to share best practices, struggles, and successes was beneficial



## Proud Graduates since 2003-2004

- Over 200 administrators and teacher leaders
- Many participants promoted to leadership roles
- Two former participants are now superintendents in First Ring school districts



## Strategic Planning

- In 2014 we spent the entire year repurposing ourselves through a strategic planning process
- We wanted to get focused on how we can have the greatest impact on the students we serve
- The result was the creation of short term goals and a clear long term vision and mission



## Vision and Mission

### Vision

Lifelong success for our students

### Mission

To improve the education of First Ring students by leveraging the collective capability of the First Ring Superintendents



## Goals

1. Essential Support
2. Advocacy and Awareness
3. Collaboration
4. Governance



## Strategies

We have created several specific strategies under each goal to help achieve them

Each strategy was reviewed and given a priority.

A three year timeline was created and each strategy was placed on the timeline based on priority and the amount of time we thought we needed to complete the strategy



## Current Strategies

Essential Support: Pre-K model

Essential Support: Career Readiness

Advocacy & Awareness: Legislative Connections



Questions?

Thank you!

