WOMEN MOVING TO THE SUPERINTENDENCY: NAVIGATING THE OBSTACLE COURSE
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The Time is Now!
Let’s Break the Glass Ceiling!
I MAKE THE WORLD BETTER!
I'M A POSITIVE FORCE!
The World Economic Forum’s global gender gap report ranks 142 countries in four areas important to a country’s global competitiveness and sustainability:

- Economic participation and opportunity,
- Educational attainment,
- Health and survival
- Political empowerment.

In the Forum’s 2014 report, the United States ranked 20th overall with respect to gender parity.

Compared to other nations, the U.S. as a whole has a greater number of females than males enrolled in postsecondary educational institutions.
What the Data Say About the Current Conditions of Women Educators

According to recent studies and surveys, women hold the following:

- 76% of Teaching Positions
- 63.8% of All Educational Administrator Positions
- 52% of K-12 Principalships
  - 64% are Elementary Principals
  - 42% are Middle School Principals
  - 30% are High School Principals
23% of Superintendencies (USDOE, 2012)

At the current average annual increase of 0.7%, it will take another 77 years for females to be proportionately represented. (2015 Study by Teresa Wallace, Eastern Kentucky University)

The median weekly earnings for women educational administrators was 27% lower than those for men.
LEADERSHIP

WHAT DOES RESEARCH SAY?

WHAT ABOUT WOMEN?
Top 4 Characteristics

HONEST
FORWARD-LOOKING
COMPETENT
INSPIRING
Top Ten Characteristics of Successful Women Business Owners

• Define success in your own terms
• Be values based
• Create cultures of success
• Trust your instincts
• Set high goals
• Nurture the Midas touch
• Build multiple support networks
• Treat your time and energy as scarce resources
• Invest in yourself
• Always leave time for serendipity

5 Characteristics Great Women Leaders Share

• They work hard
• They recognize their own strengths (and weaknesses)
• They take risks
• They welcome change and challenges
• They have a strong desire to make a difference

Top 7 Qualities of Women Leaders

• Perseverance
• Nurturing Spirit
• Confidence
• Giving Back
• Education
• Balance and Understanding Your Own Needs
• Vision

PAIR SHARE ACTIVITY:

Review the list of characteristics and talk to the person next to you about a characteristic that you see as important to the success of a woman leader.
Barriers to Women Moving Ahead

• Lack of mentoring
• Initial placement in dead-end jobs
• Different standards for performance
• Little access to informal networks of communication
• Perceptions that women cannot do the job
• Lack of flexible work arrangements

Breaking the Glass Ceiling: Structural, Cultural, and Organizational Barriers Preventing Women from Achieving Senior and Executive Positions by Merida L. Johns, PhD, founder of Monarch Center for Women’s Leadership Development, Woodstock, IL.
Why Women Do Not Apply for Career Advancement Opportunities

- Lower expectations for their own potential
- Lack of self-confidence
- Lack of risk taking and more cautious career choices
- Lack of networks of support
What Women Can Do for Themselves

• Develop networks of support
• Seek sponsors within the workplace
• Secure mentors
• Promote themselves
• Communicate the value they bring to the workplace
“Barriers are so entrenched that it is difficult for women to break the glass ceiling in many organizations. That is why it is crucial for women to have mentors and to be courageous about seeking to advance in their organizations, even though this may seem like a steep upward climb.”

C. Franco, M. Ott, D. Robles
SUCCESSFUL ORGANIZATIONAL PRACTICES THAT DEVELOP WOMEN AS LEADERS

• CEO support
• Inclusiveness
• Preconceptions and stereotypes are addressed
• Accountability
• Tracking of progress
• Organization-specific programs to support development of women
• Flexible work arrangements
• Effective pipelines to identify, develop, and promote women
• Creation of mentoring programs with both female and male mentors
Assessing Inequalities, Diagnosing Bias Problems, and Identifying Patterns to Institute Small Wins

• How do people in our organization accomplish work?
• Who succeeds in our organization? Who doesn’t?
• What is expected of leaders in our organization?
Developing a Plan of Action

- What steps are needed to create an organization that supports and advances women into senior management?
- How do you create a plan to accomplish this?
- Outline your steps in the action plan template.
### Action Plan: Developing the Leadership of Women for Senior Management Positions

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**Breaking Your Organization’s Glass Ceiling**

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<th>Goal</th>
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<th>Steps to Be Taken</th>
<th>Resources</th>
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**Positioned for Growth 2015**
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