

More Than A Power Lunch Workshop:

Connecting Learning to Practice



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Presenters



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Amy F. Sichel, Superintendent, Abington School District (PA)

Melissa Woodard, Chief Academic Officer, Boyertown Area School District (PA)

Karen Arbogast, Director of Elementary Education, Wooster City School District (OH)

Ruth Pérez, Superintendent, Paramount Unified School District (CA)

Kimberly MacKinney, Chief Academic Officer, Oro Grande School District (CA)

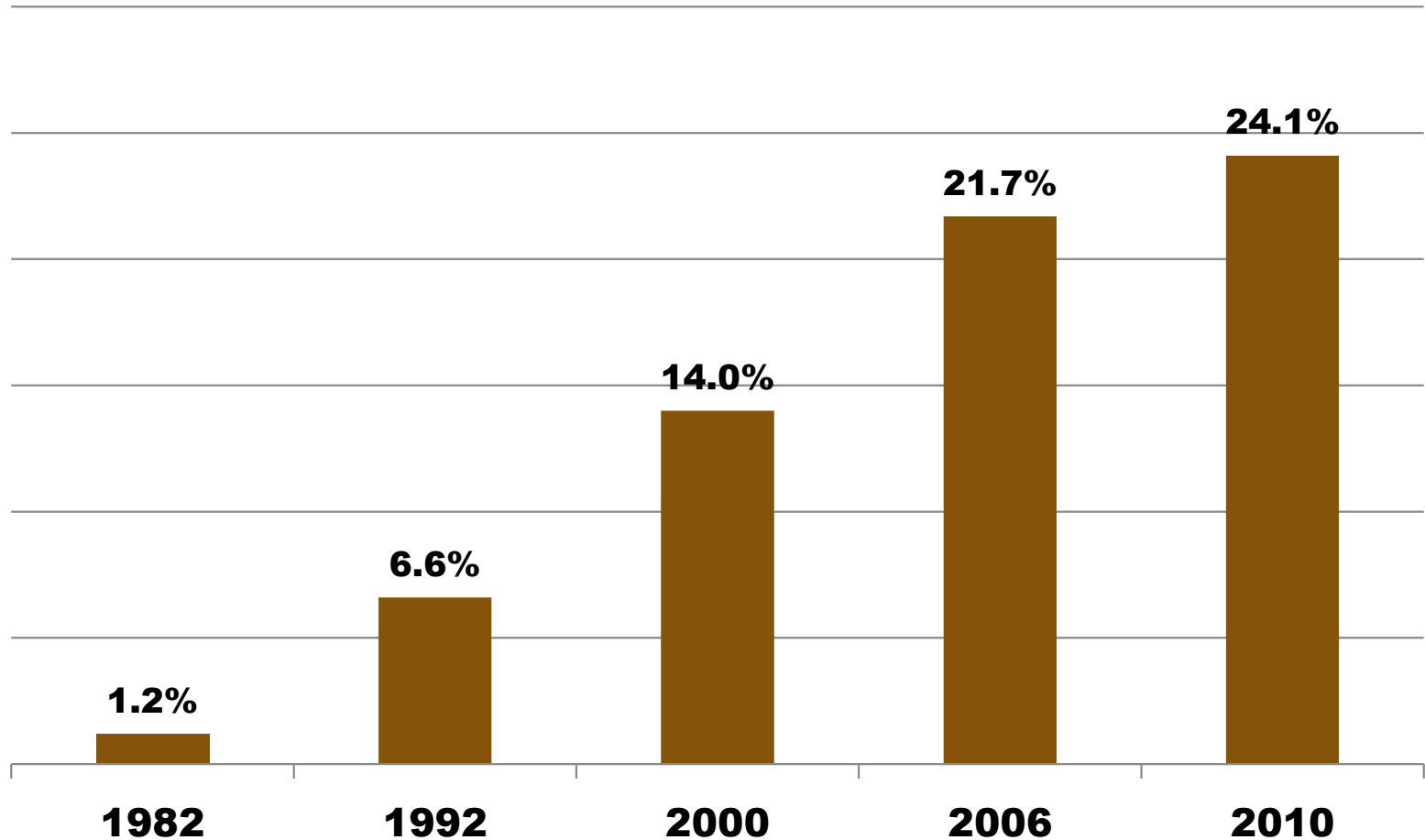
Julissa Alcantar-Martinez, Principal, Houston ISD, Houston (TX)



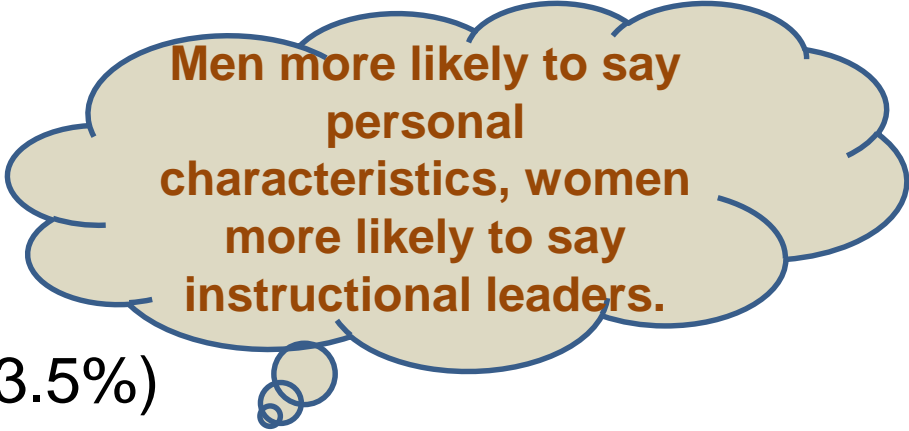
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Percent of Female Superintendents Since 1982



Primary Reason Why the Board Hired Me



Men more likely to say personal characteristics, women more likely to say instructional leaders.

1. Personal characteristics (33.5%)
2. Potential to be a change agent (24.9%)
3. Ability to be an instructional leader (20.0%)
4. Ability to communicate with stakeholders (6.9%)
5. Ability to manage fiscal resources (6.3%)
5. Uncertain (6.3%)

“ A 2011 McKinsey report noted that men are promoted based on potential, while women are promoted based on past accomplishments.”

— Sheryl Sandberg, *Lean In: Women, Work, and the Will to Lead*



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Overcoming Barriers to Becoming a Superintendent

Set yourself up for success

- Select positions that normally lead to the superintendency

Get the Credentials

- Gain superintendent's credentials in preparation programs

Gain knowledge regarding fiscal management

- Become familiar with and study districtwide fiscal management



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Overcoming Barriers to Becoming a Superintendent



Overcome School Board Reluctancy

- When interviewing:
 - Know your audience/district
 - Do your homework
 - Prepare an entry plan
 - Build a mentoring network

Enter the Superintendency Sooner

- Plan your career wisely

Stay Strong

- AASA's report revealed that 24 percent of superintendents nationwide are women
- It is still a “man’s world” so be strong and know what you are up against

“We have to ask ourselves if we have become so focused on supporting personal choices that we’re failing to encourage women to aspire to leadership. It is the time to cheer on girls and women who want to sit at the table, seek challenges and lean in to their careers.”

— Sheryl Sandberg, *Lean In: Women, Work, and the Will to Lead*



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Success Stories of Women Superintendents

- Ruth Pérez
- Amy Sichel



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Advice from Aspiring Women Leaders

- Julissa Alcantar-Martinez
- Karen Arbogast
- Kimberly MacKinney
- Melissa Woodard



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Questions to Consider?



- What are some of the ways for you to build a network/support group?
- What are some key strategies that have helped you to become successful as a female in leadership?
- What makes a female mentor different from a male mentor? Why is this relationship important?



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Questions to Consider?



- How do you find a mentor?
- How do you build supportive relationships with others in your field?
- How does a mentoring relationship differ from a coaching relationship?



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Resources



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The EduPlanet21 navigation bar, featuring the logo on the left and a user greeting 'Welcome, Veral' on the right. Below the logo are navigation links: Home, My Content, Marketplace, and Admin Tools.

Women In School Leadership Initiative

Home Discussions Resources



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Welcome to the AASA Women In School Leadership Discussion Forum!

An online community where current and aspiring women leaders in K-12 education can connect, share ideas and support each other in their career journey.

Ground Rules:

- Join in the conversation, post original content, ask questions, provide answers, share advice, tips, etc. on relevant topics.
- Do not post commercial messages or messages pertaining to a political cause. AASA reserves the right to reject any message for any reason.
- All members must adhere to [EduPlanet21's User Agreement](#).

To join the online community, contact:
vturner@aasa.org



“Leadership is about making others better as a result of your presence and making sure that impact lasts in your absence.”

— Sheryl Sandberg, *Lean In: Women, Work, and the Will to Lead*



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Q& A

Share your
Experiences
and lessons
learned.



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“There is a special place in hell for women who don’t help other women.”

— Madeleine Albright



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Additional Information



Contact Information:

Julissa Alcantar-Martinez, jalcanta@houstonisd.org

Karen Arbogast, wstr_karbogast@woostercityschools.org

Kimberly MacKinney, kmackinney@gmail.com

Ruth Perez, RPerez@paramount.k12.ca.us

Amy Sichel, AmySichel@Abington.k12.pa.us

Melissa Woodard, mwoodard@boyertownasd.org



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***Thank you for your
participation!***



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