More Than A Power Lunch Workshop:
Connecting Learning to Practice
Presenters

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)
Percent of Female Superintendents Since 1982

- 1982: 1.2%
- 1992: 6.6%
- 2000: 14.0%
- 2006: 21.7%
- 2010: 24.1%
Primary Reason Why the Board Hired Me

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%)

Men more likely to say personal characteristics, women more likely to say instructional leaders.
“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
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
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
Success Stories of Women Superintendents

➢ Ruth Pérez
➢ Amy Sichel
Advice from Aspiring Women Leaders

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

#WomenLeadingEdu
AASA.org/WomenInSchoolLeadership.aspx
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?
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?
Resources

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
Q& A

Share your Experiences and lessons learned.

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

— Madeleine Albright
Additional Information

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Thank you for your participation!