



# 2023 Prospective Superintendents Academy

*The Prospective Superintendents Academy is looking for leaders to make an immediate impact as Superintendent of Schools in Tennessee school districts.*



# Academy Overview

The Prospective Superintendents Academy is a year long program designed to prepare potential candidates for superintendent positions in Tennessee's public schools. The program will provide intensive, in-depth preparation for the challenging job of being a public school superintendent. The Tennessee School Boards Association and the Tennessee Organization of School Superintendents will operate the program.

Support for the Academy will come from fees paid by each candidate or the school system nominating the candidates. Candidates will also be responsible for their own travel, lodging, meals and incidental expenses to attend the Academy. Candidates who are currently Tennessee educators and are recommended by their employing school board will be given preference, but anyone may apply for admission. Local boards recommending employees will authorize release time for any employees who are selected.

## Academy Training

A group of up to 12 candidates will participate in the Prospective Superintendents Academy. Participants will attend 14 days of training covering a variety of topics that will be supplemented by web-based instructional approaches and an evaluation session.

## The Faculty

The faculty will include Tennessee's top educational leaders and other experts in the field. An academy facilitator will be in attendance at each session to support the faculty and to provide one-on-one support to the participants. TSBA and TOSS will provide continuous oversight and support.

## The Sessions

The Academy sessions will take place in Nashville, TN at the TSBA Headquarters on the following 2023 dates:

### **March 3**

1-7 p.m.

### **March 4**

8 a.m.-5 p.m.

**June 12-16;** Session begins at 10 a.m. on the 12<sup>th</sup> and adjourns on the 16<sup>th</sup> at 3 p.m.

**July 10-14;** Session begins at 10 a.m. on the 10<sup>th</sup> and adjourns on the 14<sup>th</sup> at 3 p.m.

### **September 7**

1-7 p.m.

### **September 8**

8 a.m.-5 p.m.

**November 30-December 1** - These two dates are set aside for candidate interviews/evaluations. Candidates will be assigned an interview time on one of these dates.

## The Topics Include:

1. The Role of Superintendent/Strategic Planning
2. Leadership
3. Change Management
4. Superintendent/Board Relationship
5. Superintendent/County Commission/City Council Relationship
6. School Finance
7. Curriculum/Assessment
8. School Law
9. Teacher/Principal Evaluation Process
10. Communications
11. Personnel & Employment
12. Use of Technology
13. Facilities
14. College/Career Readiness
15. General Negotiations/District Contracts
16. School System Culture
17. Challenges of a New Superintendent

## Your Commitment

In addition to attending the sessions, participants will be expected to complete assignments and consult with a mentor and faculty. Participants will also be required to complete a functional study and other hands-on projects designed to help them understand the role of superintendent of schools.

## Certification

Upon completion of the program, candidates will be evaluated by the Academy's independent review board consisting of educators and business leaders.

Any candidate judged not qualified by the review board will not receive certification. Evaluation of candidates will be based upon work product, class participation, final oral presentation and interview results.

## Admissions

If you wish to be considered for application by our admissions committee, please mail the below contents to:

TSBA  
525 Brick Church Park Drive  
Nashville, TN 37207

1. Resume;
2. A letter of interest (including a statement of your philosophy of school leadership);
3. Two letters of recommendation;
4. University transcripts; and
5. Writing sample (Topic: The State of Public Education in Tennessee).

The deadline for submitting application materials is February 1, 2023. A screening committee will review applications to determine fitness and eligibility of the candidates for the program. Candidates will be notified if they are admitted into the 2023 Prospective Superintendents Academy class by February 15, 2023.

## Tuition

Tuition for the Academy is \$2,500 and is payable by March 3, 2023. Please make checks payable to Superintendents Academy, 525 Brick Church Park Drive, Nashville, TN 37207.

For more information contact Dr. Tammy Grissom at [tammyg@tsba.net](mailto:tammyg@tsba.net) or 615/815-3901.