

## The Essentials of the Program

At the conclusion of this intensive program, the participants will have learned to:

1. Objectively identify their own critical problems, do the analysis as a “real-life” case study and track measurable progress toward the solution,
2. Understand the fundamental concepts and tools of system thinking, process improvement and control,
3. Employ these concepts and methods effectively, productively and with confidence and self-assurance in their actual school district setting,
4. Apply successful, research-based leadership practices to achieve solid results in team-building, cooperative decision-making with key internal and external stakeholders, and
5. Become even more effective chief executives and pivotal leaders of their districts who know how to empower others at all levels of the district and who inspire a sense of outcome-based accountability.

## Background and Mission

The New Jersey Chamber of Commerce has partnered with the New Jersey Association of School Administrators to offer a principal course offering of *The Academy for Education CEOs at the New Jersey Chamber of Commerce*. This unique offering is quite different from the usual training for education executives and presents an intensive approach aimed at addressing real, education-specific needs by making use of the proven techniques employed by the leaders of the most successful business organizations, major non-profits and high-achieving schools. These involve, among others, the fundamental concepts of systems thinking such as:

- measurement, process improvement and control;
- valuable procedures for reaching agreement and making collaborative decisions in a complex regulatory and political environment; and
- practical, persuasive processes of good leadership for implementing the changes that lead to genuine, demonstrable progress.

## Tentative Schedule

Wednesday, Nov. 11, 2009  
Thursday, Dec. 10, 2009  
Thursday, Jan. 7, 2010  
Thursday, Feb. 4, 2010  
Thursday, March 4, 2010  
Thursday, April 15, 2010  
Thursday, May 6, 2010  
Thursday, May 27, 2010



presents

## Leading for Accountability

Testimonials from  
Recent Superintendent Graduates:

**George Papp**, Dennis Township Public Schools

*I learned a number of efficient and effective strategies for building consensus, setting priorities and judging which solution might have the biggest payoff.*

**Dr. Enid Golden**, Howell Public Schools

*The Academy provides valuable training for superintendents who want to improve their leadership skills by adopting research based techniques.*

**Kevin Ahearn**, Carteret Public Schools

*The only seminar/consortium on leadership that I completed that had a definitive focus and taught the tools needed to systemically implement an actual process for improvement.*

In partnership with



Testimonials from  
Recent Superintendent Graduates:

**Cynthia M. Randina**, Secaucus Public Schools

*All activities in the Academy were designed to provide an excellent foundation for assessing and modeling one's leadership style, and for improving day to day management processes.*

**Margaret W. Hayes, Ed. D.**, Scotch Plains-Fanwood

*...an exceptional opportunity to improve leadership skills. Each session introduces practical strategies for applying systems thinking to current district challenges.*

**Dr. Christopher M. Manno**, Burlington Township

*The Academy has been the single most impactful professional development experience of my career. As a result of the application of this work in my District, I have seen real and sustained positive change in the thinking and actions of my leaders. The focus on strategic planning and process has finally filtered to the staff level.*

**Jan A. Furman, Ed.D.**, Northern Valley Regional HS

*In my 13th year as a Superintendent, the "tools" that were introduced were and are very useful in impacting on the complex issues we face. The "teachers" were available to us. Your review of our homework before we used it with our staff was very helpful. The relationships with the other Superintendents grew over time and are helpful now and in the future as we call on our peers as "sounding boards."*

## Administrative Particulars

**Requirements:** Graduates of the program will be awarded certificates at a special recognition ceremony upon completion of the program. In order to be certified as graduates, participants must attend and be fully involved in at least 80 percent of the sessions and complete all assignments.

**Tuition:** Per participant, is only \$2,500. Tuition includes continental breakfast, all lunches and coffee breaks.

### Who Should Enroll?

While the program is aimed at the chief executive officers of school districts, namely superintendents of all levels of experience, other school administrators have found this offering to be extremely beneficial. Superintendents, therefore, are strongly encouraged to enroll one or two of their key administrators along with themselves. A true team experience will create a more immediate alignment of purpose and help achieve a more coordinated use of the quality tools and leadership practices that are at the heart of this program.

### To Register

Call (609) 989-7888 ext 126, fax (609) 656-0697 or mail your name, title, contact info, including your e-mail address to:

The New Jersey Chamber of Commerce  
216 West State Street  
Trenton, New Jersey 08608

## The Faculty

### Fred Abbate

For more than twenty years Fred has served in numerous executive and managerial positions, including CEO/President of the New Jersey Utilities Association, Director of Leadership New Jersey and, has consulted on and lectured in leadership programs for the Principals' Center for the Garden State and other educational groups.

### Ken Biddle

Ken has over twenty-five years experience in leadership development and in facilitating the implementation of change management strategies. He has held several executive positions, including Director of Quality within a large federal agency, Vice President and Sr. Partner at an international consulting firm and Executive Director of a state-wide nonprofit organization.

### Joe Tomaselli

Joe has been an educator for more than thirty years, including having served as a teacher, guidance counselor, project director, board of education member, adjunct professor and manager of the New Jersey Chamber of Commerce's "Educator in the Workplace" program. Joe led New Jersey's statewide initiative to bring continuous improvement and world-class standards to schools.