

AISGW LEADERSHIP INITIATIVE

Advancing Women's Impact in Independent Schools

2021-2022 SYLLABUS

Program Overview

The *Leadership Initiative for Women* is a new AISGW offering to promote the advancement of women in independent school leadership roles. Participants will engage with experienced educational leaders to explore pathways to expand their leadership potential and impact in independent schools. The program will facilitate their leadership development through sponsorship and mentorship from independent school leaders in the greater Washington, D.C. area.

The cohort will meet nine times throughout the duration of the program. A group of faculty advisors will serve as experts and contacts to guide cohort members as they progress. Participants will be responsible for full participation and attendance at each session, completing reading, research and reflection between sessions as assigned, and engaging in independent work related to school leadership.

THE FACULTY

The Faculty Advisory Group of the *AISGW Leadership Initiative for Women* includes the following school leaders:

- *Kathleen O'Neill Jamieson, Head of School (retired), National Cathedral School, Director and Lead Faculty Advisor*
- Kirsten Adams, Head of School, St. Stephen's and St. Agnes School
- Angela Garcia, Head of School, Friends Community School
- John Kowalik, Head of School, Potomac School
- Donna Lindner, Head of School, Lowell School
- Lori Strauss, Head of School, The Field School
- Marjo Talbott, Head of School, Maret School

Throughout the course of the program, the faculty advisors will be joined by local and national experts on independent schools and executive leadership.

TOPICS AND SCHEDULE

The cohort will meet as a group for nine sessions both in-person and virtually from October through May. Unless otherwise specified, all sessions will run on Wednesdays from 4:00-6:00 pm. In addition to these scheduled meetings, cohort members will meet with

their mentors and engage in parallel leadership projects and independent work.

ZOOM Kick-Off: Welcome to the Leadership Initiative for Women!

October 27, 2021, 4:00-5:00 p.m. (Via Zoom) (Note that all other sessions will run until 6pm.)

This initial call will bring together the first cohort of the *AISGW Leadership Initiative* for introductions and initial guidance from the faculty advisory group. In conjunction with this first meeting and moving later into the fall, cohort members will be assigned mentors as well as an independent project for the duration of the program.

Session I: Leaders on Leadership: Stories from the Field

January 12, 2022, 4:00-6:00 p.m. (Georgetown Visitation)

A panel of experienced independent school leaders will discuss pathways to leadership and their perspectives on the career trajectories of women in schools. Fellow independent school administrators will share their experiences of moving into leadership roles in complex school communities.

Session II: Charting Your Path

January 26, 2022, 4:00-6:00 p.m. (Maret School)

Leadership Educator and Coach Kate Ebner of The Nebo Company will offer a dynamic workshop-style session on how to visualize your career trajectory and set meaningful professional development goals. She will guide cohort members in creating a personal vision and will share a leadership development planning framework to help participants turn that vision into action by identifying motivating, concrete, near-term next steps.

Session III: The Transition to Leadership: Tools for the Early Years

February 9, 2022, 4:00-6:00 p.m. (Potomac School)

Led by Kathy Jamieson and Kirsten Adams

As a follow-up to Session II, participants will work with fellow independent school administrators in this two-hour workshop. Discussion will include the expanded responsibilities of vision-setting, supervision, delegation, and evaluation. Among other things, cohort members will identify transferable skills and examine a case study on the topic of teamwork.

Session IV: Leading for Equity

March 2, 2022, 4:00-6:00 p.m. (Via Zoom)

Led by Angela Garcia

School leaders are responsible for leading the way on issues of diversity, equity and inclusion (DEI). Martha Haakmat and Vince Watchorn of Haakmat Consulting will join us to explore comprehensive and systemic DEI action-planning, training and assessment. Participants will learn how to build DEI awareness, skills and practices for greater equity and inclusion. We will

also discuss the pivotal role of a school leader in bringing together all constituents in the community towards this shared purpose.

Session V: A Primer for School Leaders on Crisis Communications and Legal Matters

April 6, 2022, 4:00-6:00 p.m. (Via Zoom)

Led by John Kowalik

Add value to your current and future positions with ongoing training and responsibility in key areas related to the well-being of your school community and the relevance of the institution. Communications experts Jane and Jim Hurlburt of The Jane Group, and attorney Caryn Pass, Venable LLP, will collaborate to offer their perspective on critical communication and legal issues facing school leaders today. Resources for professional growth and an opportunity for Q&A will be offered.

Session VI: Budget Meets Mission: Independent School Business and Development

April 27, 2022, 4:00-6:00 p.m. (Lowell School)

Led by Donna Lindner

Leaders in the fields of independent school finance and fundraising will offer guidance on the pillars of financial, operational, and fundraising success unique to independent schools. This session, led by Jennifer Hillen, National Business Officers' Association (NBOA) , and Ann Snyder, Council for the Advancement of Secondary Schools (CASE), will foster understanding of the school business model and focus on stewardship of school resources, leadership team collaboration, and strategic action to ensure the long-term viability of the school.

Session VII: Your Personal Leadership Profile

May 11, 2022, 4:00-6:00 p.m. (In Person, Location TBD)

Led by Lori Strauss

Nothing is more important than knowing your story and telling it effectively. Experienced executive search professionals Deborah Reed of Resource Group 175 and Ericka Miller of Isaacson, Miller will share best practices to communicate your expertise and leadership qualities during the search process. They will advise on developing your portfolio, the latest research on leadership development, and building a successful professional network.

Session VIII: Concluding Roundtable and Reception

May 25, 2022, 4:00-6:30 p.m. (note change in time) (The Field School)

Faculty and participants will gather for final reflections on the *AISGW Leadership Initiative* experience. This session will allow for a dynamic exhibit of individual leadership plans and the opportunity to give and get feedback. Advisory faculty and cohort members will leave with a shared commitment to each other's goals and to supporting the advancement of their

colleagues. The session will end with a celebratory reception.