Ohio School Leadership Institute

Highlights of Program Impact

February 2019
PROGRAM AND STUDY DESCRIPTION

The Center for Creative Leadership’s partnership with the Buckeye Association of School Administrators (BASA) on the Ohio School Leadership Institute (OSLI) began in 1994. The OSLI provides a comprehensive assessment-focused leadership development program for Ohio superintendents across the state. This cohort-based 12-day program, spread over a school year, was designed to enhance the leadership skills and knowledge for in-service superintendents, and to foster leadership networks across the state. To date, CCL and BASA have collaborated to provide this program to over 800 Ohio superintendents.

This document serves as a summary of our findings about the efficacy of OSLI from nineteen cohorts of Superintendents who completed the OSLI Academy.

PROGRAM EXPERIENCE

We followed up with participants two months after their program experience. The results were outstanding. All participants reported that they:

- Would highly recommend OSLI to colleagues and peers
- Agree that the lessons learned in the institute were relevant to the challenges they face as a leader
- Feel more engaged, committed, and invested in the success of their organization, post-institute
- Feel better prepared to carry out current and future job responsibilities

We Know A Lot About What Superintendent Leaders Need Most...

We analyzed 2,348 360-degree feedback ratings of 243 participants in the Ohio School Leadership Institute between 2001-2009. Across all rater categories (boss, direct report, self, other, peer, and superior) there was consistent agreement on the top 5 most important competencies for Ohio superintendents measured by Benchmarks for Managers. The top 5 most important competencies are presented on the left.

Across all rater categories some specific competencies were called out as areas in which superintendents need the most development. The top 5 areas for development across all raters are presented on the right.
The School Study Council of Ohio (SCCO) examined the impact of the School Leadership Institute on the first 15 cohorts of superintendent participants (roughly 400 individuals). The study included participant surveys, focus groups, and program evaluations. Highlights from this study include:

As part of a dissertation study, Dr. Greg Denecker examined the impact of the School Leadership Institute on the 29th cohort (2014-2015; 28 superintendents). The study included a literature review of non-degree based formal training programs for practicing superintendents, participant surveys, and surveys and interviews with 90 building administrators in the districts being served by the participants. He found that:

- The OSLI program is unique throughout the United States in providing leadership training to practicing superintendents.
- The 360 assessment was rated as life changing both professionally and personally.
- Building administrators saw improvement in their superintendents’ leadership behaviors after the institute.

Key Finding: Networking was an incredibly important part of the program. Participants found that being able to connect with other superintendents across the state was incredibly beneficial.

Felt that OSLI improved their skills as a superintendent.

Felt that what they learned in OSLI applied directly to their position as superintendent.

Felt that the learning activities were engaging and educational.

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We are ranked among the world’s Top 10 providers of executive education by Businessweek and the Financial Times, based on feedback from clients. So you can be confident we will deliver the results that matter most to you.

We create leaders who move their worlds. The results are transformational!