



Center for
Creative
Leadership®

Ohio School Leadership Institute

Highlights of Program Impact

February 2019



PROGRAM AND STUDY DESCRIPTION

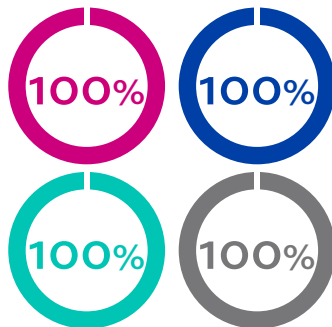
The Center for Creative Leadership's partnership with the Buckeye Association of School Administrators (BASA) on the Ohio School Leadership Institute (OSLI) began in 1994. The OSLI provides a comprehensive assessment-focused leadership development program for Ohio superintendents across the state. This 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 A 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.**

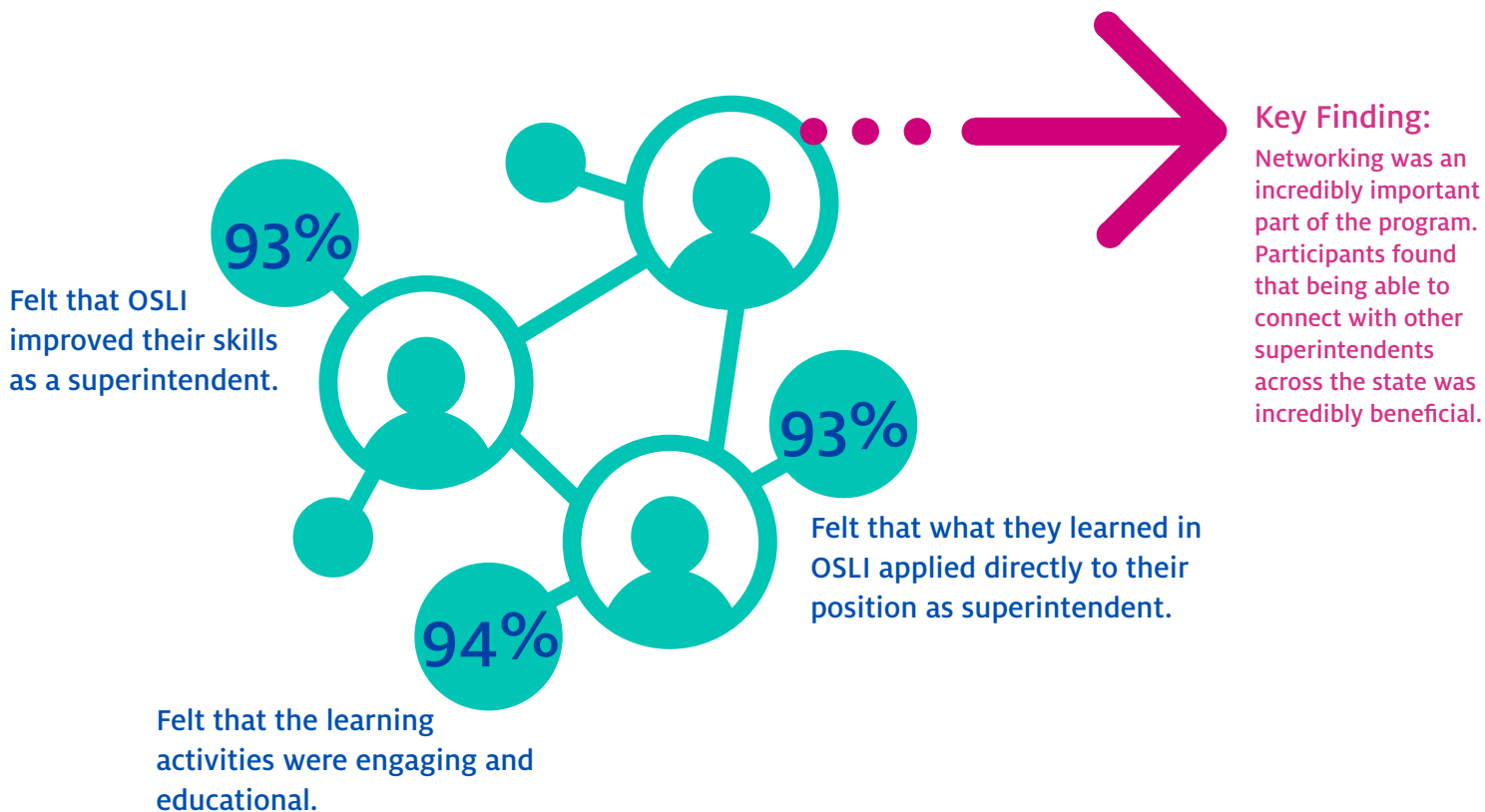
- Strategic Perspective
- Composure
- Decisiveness
- Change Management
- Taking Initiative



- Balance between Personal and Work Life
- Respect for Differences
- Putting People at Ease
- Leading Employees
- Confronting Problem Employees

EXTERNAL STUDIES SUPPORT OUR SUCCESS

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.

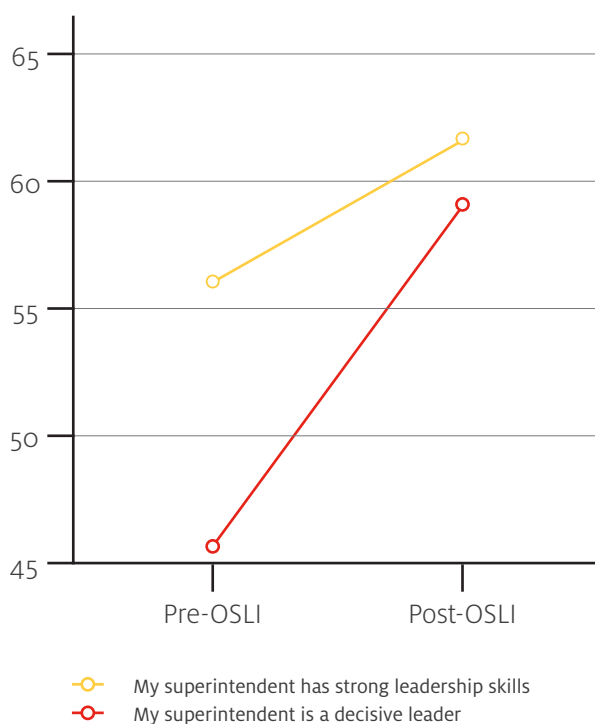


The 360 assessment was rated as life changing both professionally and personally.



Building administrators saw improvement in their superintendents' leadership behaviors after the institute

BUILDING ADMINISTRATORS' PERSPECTIVE



Participant Testimonials:

“OSLI ranks as the best professional training I have received since becoming an administrator.”

“My experience with OSLI has been most beneficial to my professional development and had the greatest impact on my district of all activities I have participated in during my 33 year career.”

“I felt that I was receiving very good professional development through the workshops and trainings I attended over the years, but since I have participated in OSLI my standards have been raised significantly as to what I now expect and want from future workshops and training opportunities.”

Learn more...

- Interested in learning more about the variety of partnerships we offer in K-12 education?
www.ccl.org/education
- Support development of leaders in the social sector worldwide.
Visit: <https://www.ccl.org/transform-the-world/>
- Stay tuned for continued results from the CCL, including a forthcoming white paper on transforming education through leadership development.



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Leadership development is ALL we do.

For nearly five decades, we have leveraged the power of leadership to transform individual leaders, teams, organizations and societies. Our innovative solutions are steeped in extensive research and experience gained from working with hundreds of thousands of leaders at all levels – across six continents and 130 countries. More than a million leaders later, drawing from our extensive experiences and our expert faculty and staff around the globe, we help take your organization to new heights through leadership development.

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 transformative!