

VTLA

Virginia Transformational Leadership Academy



Serving first- and second-year superintendents to recruit and retain highly effective school leaders.

The Virginia Association of School Superintendents (VASS) Virginia Transformational Leadership Academy is designed to serve first- and second-year superintendents with the intent of recruiting and retaining highly effective superintendents. VTLA consists of a hybrid model of continuous professional learning designed to provide new superintendents with timely content, information, and support throughout the first two years of their superintendency. Each superintendent identifies priority challenges and has access to colleagues and experts to assist and support planning, implementing, and monitoring short- and long-term goals for their school division and themselves. As part of VTLA, each first and second year superintendent receives a VASS Executive Coach. A VASS Exec-

utive Coach is a sitting or former superintendent who partners with a new superintendent to enhance his/her performance, leadership skills, and personal development. The Executive Coach provides a confidential and supportive space for the new superintendent to explore challenges, goals, and aspirations. The purpose of the VASS Executive Coach is to facilitate self-discovery, offer objective feedback, and provide guidance to help executives unlock their full potential. Through a collaborative and customized approach, Executive Coaches assist in identifying strengths, addressing weaknesses, and developing strategies for success. Ultimately, the goal of executive coaching is to empower leaders to maximize their effectiveness, drive organizational growth, and achieve sustainable professional and personal outcomes.

CONTENT

- Session 1:** Orientation and Identification of Problems of Practice (Virtual)
- Session 2:** Superintendent & School Board Relations (Virtual)
- Session 3:** Strategic Planning, Communications, and Wellness (In-Person)
- Session 4:** School Division Budgeting 101 (Virtual)
- Session 5:** Teacher Recruitment & Retention, Supporting Principals, The Role of the Superintendent in Board Relations (extended topic based on superintendent feedback)
- Session 6:** Communicating Your Budget (virtual)
- Session 7:** Leading Innovation (In-Person)

COMMUNITIES OF PRACTICE

Based on problems of practice identified by each superintendent:

- Strategic Planning • Communications • Board Relations
- Budget • Family & Community Engagement
- Student Achievement • Student Opportunities
- Staff Retention & Wellness

EXECUTIVE COACHING

- [VASS Executive Coach Field Guide](#)
- Four-part professional learning series that leverages two in-person and two virtual engagement opportunities
- VTLA with superintendent
- Minimum of 8 coaching engagements
- VASS Senior Coach support

