



The Aspiring Superintendents program is specifically tailored for current educational leaders who are looking to transition into the role of superintendent. This program also offers invaluable insights for building principals exploring various district-level administrative positions. Participants will develop essential skills, knowledge, and a strong foundation crucial for effective school district leadership.

ABOUT THE PROGRAM

The Buffalo State University Aspiring Superintendents program is a fully in-person, experience-based initiative designed to help participants develop the key dispositions, skills, and knowledge essential for meaningful and lasting leadership as a school superintendent.

Through hands-on activities, in-depth collaboration with the instructors and cohort members, and an emphasis on using the current context and contemporary issues as a backdrop, this experience will prepare you to be the true leader of significance who all communities need in the role of school superintendent.

Cohort #2 begins on September 29 and runs through May 4. Throughout the program, cohort members will have experiences that emphasize the following themes:

- **Relationship Building and Communication:** The program emphasizes building strong relationships with the school board, leadership cabinet, community, and staff through effective communication and team building. This includes cultivating a culture of collaboration, adaptability, and trust, which is crucial for a superintendent to navigate the complex challenges of the work.
- **Financial Stewardship:** Hands-on and practical experiences to illuminate the details of district finance, including budget development and management, capital projects, as well as internal, external, and Office of the Comptroller audits.
- **Leadership of Learning:** The program focuses on the superintendent's role as a leader of learning for everyone in the school district, covering strategic planning, data-informed decision-making, and assessing instructional culture. This helps aspiring superintendents develop a vision for school improvement and effectively lead instructional change.
- **Crisis Management and Media Relations:** The program equips participants with strategies for making good decisions in the moments that matter most and communicating effectively and completely in those moments. This is vital for a superintendent to navigate challenging situations while maintaining the trust and confidence of your school community.

- **Emotional Intelligence and Well-Being:** Recognizing the demanding nature of the role, the program emphasizes emotional intelligence, personal well-being, and resilience. This helps aspiring superintendents develop self-awareness, empathy, and stress management skills, which are crucial for effective leadership and maintaining a positive school culture.
- **Decision-Making and Change Leadership:** The program explores ways to assess the need for change, as well as strategies for leading change of critical district structures and systems. As the world changes, so much the way we organize schools to educate children.
- **Superintendent Search Process and Interview Skills:** The program provides practical guidance on the superintendent search process, including district research, interview preparation, and mock interviews. This prepares participants for the job search so they can confidently present themselves to school communities throughout the process.
- **Networking and Collaboration:** The program fosters a collaborative learning environment and provides opportunities for networking with other aspiring superintendents. This allows participants to share experiences, learn from each other, and build a professional network.

The Aspiring Superintendents program is looking for leaders of significance who want to become outstanding superintendents. You will leave the program not only knowledgeable and skilled, but you will have the opportunity to develop the dispositions to lead collaboratively, reflectively, and strategically. The experiences you will have will help prepare you for the multifaceted nature of the superintendent's role with the confidence, curiosity, and humility required of all effective leaders.

ELIGIBILITY REQUIREMENTS

Candidates must possess a NYS SBL, SDBL, or SDL certification and have a minimum of five years of successful leadership experience at either the building or district level.

APPLICATION PROCESS

To be considered for the Aspiring Superintendents program, candidates must submit a complete application, which will undergo a thorough review by our faculty. This process includes confidential discussions with the candidate's references. Please note that applications will only be reviewed once all required materials have been received. Please download the application at <https://elementaryeducation.buffalostate.edu/aspiring-superintendents>.

APPLICATION CHECKLIST

1. **Letter of Interest:** This letter should express your enthusiasm for the program, showcase your writing skills, and highlight the unique contributions you will bring to the cohort.
2. **Current Resume**
3. **Written Endorsement from Superintendent:** Each candidate must include a written endorsement from their current superintendent to participate in the program.

Note: Applications will be reviewed in the order they are received. Please ensure all required information is submitted to avoid any delays in the review process.

APPLICATION PROCESS TIMELINE

June 1: Application Deadline

July 1: Acceptance Confirmation

September 29: Introduction/Networking Gathering Session

APPLICATION SUBMITTAL AND MORE INFORMATION

Tuition for this program is eligible for aid through Erie 1 BOCES. Any questions regarding program costs, including tuition assistance and BOCES eligibility, should be directed to Jon MacSwan, Program Director.

In addition, the New York State Leadership Group offers scholarship opportunities for administrators from Buffalo Public Schools, non-public schools, and others who are not eligible for BOCES aid.

Completed applications should be sent to Jon MacSwan via email.

For more information, contact: Jon MacSwan, Program Director, mcswwajt@buffalostate.edu