



# Year-End Report of the



# EMERGING LEADERS ACADEMY

2023 - 2024



**“Developing the Next Generation  
of School & District Leaders”**

**(Administrators' Academy #3660)**

***Facilitated by***

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# ACKNOWLEDGEMENTS



I would like to express my deepest appreciation to the leadership of the Midwest Principals' Center (“MPC”), **Mr. Larry Hyde and Dr. Denise Welter - Co-Executive Directors, and Ms. Tresie Curcio - Executive Assistant**, whose contributions have provided ongoing assistance, advice, encouragement, and administrative services which added to the EMERGING LEADERS ACADEMY’s ability to support aspiring school and district leaders in their learning, growth, and development.

Furthermore, I would like to acknowledge with gratefulness the important role played by **Dr. Beth Sullivan** who assisted in the development of the Administrators’ Academy application and follow-through during the approval process.

A special thanks goes to **Dr. Jason Klein**, who has assisted with the technical support necessary to make the past virtual sessions become a reality. And to the members of **MPC’s Advisory Board** who have recommended participants and several who have served as co-facilitators and panelists, **THANK YOU!**



*“My takeaway from the morning is to keep WHO I am to the core in mind. How I think and communicate will heavily influence those around me and my ability to do my work. It will help me give myself more grace and understand those around be better.”*



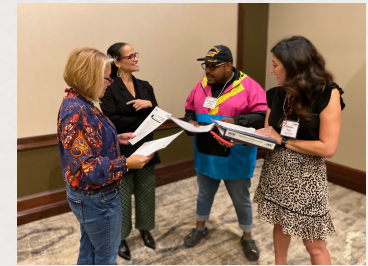
*“Biggest takeaway from today so far is the importance of knowing WHO (Beliefs) I am as a person and as a leader, as well as my personal educational principles and educational ideas BEFORE I tackle my WHY (Purpose). The activities so far are helping me to think through and reflect on WHO I am so that I can better lead others. Thank you!”*





# EMERGING LEADERS ACADEMY

*“Where We Gather”*



*“This morning has been invigorating. Beautiful gems have been shared relating to prioritizing family first and ensuring you have aligned yourself with a healthy balance between the two. The videos shared during the first half of the presentation are incredible and are resources I will actually share with close friends and family. Attending this meeting on a Monday has started me off on the right foot for the week and upcoming weeks. Thank you.”*



*“I appreciated listening to the Assistant Principal Panelists today. It was nice to hear they don't have all the answers and it's ok to be learning. I also liked their statements that evaluations are designed for improvement and a place where administrators and teachers can be partners. I love that perspective and it's about finding the good in their teaching.”*

The **MEDINAH SHRINE CENTER**, 550 N. Shriners Road, Addison, Illinois, is an outstanding, well-appointed facility which meets all of our needs. The facility manager, Joanna Karpinski, and her staff are very accommodating and provide excellent service. The technology support and catering service are second to none. The Medinah Shrine Center provides us with an excellent learning environment for the aspiring school and district leaders.





# EMERGING LEADERS ACADEMY

## 2023 – 2024 Participants



*“The morning session was beyond impactful. The balance of information and resource sharing with the application of discussion protocols was truly effective. I learned so much from the rich discussions I can apply in my current capacity. I want to continue my development as an aspiring leader. Thank you and warm regards!”*



*“The biggest takeaway I have from this morning was the "problem-solution" protocol that we had in our trios. This was a structured approach to everyone having a voice, getting their problems addressed and solutions put on the table by colleagues. This is a nice way to have succinct conversations about challenges that teachers may face in their classrooms. Thank you!”*



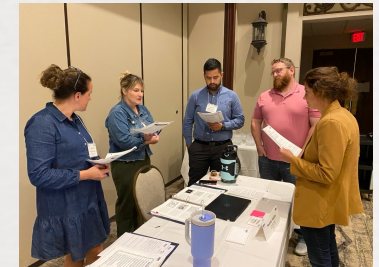


# EMERGING LEADERS ACADEMY

## 2023 – 2024 Participants



*"My takeaway from this afternoon relates to the panel discussion. I feel so affirmed in my beliefs that climate and culture are the backbone to success of a school. Focusing on what we can do to make sure that staff and students feel welcome, supported, heard/seen is very important to me. This got me thinking about potentially pursuing a doctorate with that as a possible dissertation."*



*"I absolutely love hearing from the panel every time. They share such wonderful insight from their experiences and I always have great tips, ideas, etc. to walk away with. What really resonated with me was, "When in doubt, get them out." I also know that I will use the decision-making resources at some point. Thank you!"*





## REFLECTIONS



This year-long, highly engaging, and active learning program has been a serious examination of such topics as ***Instructional and Transformational Leadership, Leadership and Communication Styles, Strategic Thinking and Visioning, School Culture and Climate, Leading Change, Supervision and Evaluation, Courageous Conversations, Decision-Making, and Systems and Time Management.***

The **ACADEMY**, which follows the cohort model, is designed to serve and support aspiring school and district leaders in gaining the knowledge, skills, and practices to increase their capacity to lead with greater impact and influence as new leaders. Each cohort has been a blend of elementary, middle school, high school, and district professionals who aspire to become school or district leaders.

Several of the participants took advantage of their complimentary Midwest Principals' Center ("MPC") memberships and attended MPC's Legal Breakfasts. They appreciated the opportunity to acquire new knowledge on the legal "hot topics" of the day.



*"I found the time management information and ideas beneficial this morning. Especially the prioritizing your list on a daily basis. The time management squares were even more beneficial as they helped me better understand how my day is broken up and how I can move more into Quadrant 2. Thanks!"*



*"Listening to the panel this afternoon got me thinking more seriously about what a career in administration might look like and helped me to feel more confident that it could be something in my future. I appreciated all the thoughts on how administration affects education and the large, local impact that administrators can have on the school community."*





# ELA PARTICIPANTS

## 2023 - 2024



**The 2023-2024 EMERGING LEADERS ACADEMY:** *Developing the Next Generation of School & District Leaders* began on July 31, 2023, with fifty-one (51) participants representing thirteen (13) school districts:

- Arlington Heights School District 25
- Barrington Unit School District 220
- Community High School District 155
- Elgin Unit School District U-46
- Homewood-Flossmoor High School District 233
- Joliet Public School District 86
- Northbrook-Glenview School District 30
- North Chicago Unit School District 187
- North Palos School District 117
- Plainfield Unit School District 202
- River Trails School District 26
- Township High School District 214
- Valley View School District 365U

***Over the past several years, there has been an effort in the profession to promote women into positions of educational leadership. Of 161 participants in the ACADEMY during its six years, 122 women have actively participated in the EMERGING LEADERS ACADEMY.***



***"I appreciated the analogy of the Tri-Focal Vision in both my professional and personal life as a way to direct my purpose. I am a planner and love the idea of setting aside 30-60-90 minutes to think ahead and how it impacts the "End Game." Thank you for sharing tangible examples and giving us time to self-reflect."***



***"The biggest takeaway from this afternoon was the important difference between Culture (Doing) and Climate (Feeling). I often get them confused, but they are equally important concepts that school leaders should be aware of. They are sometimes used inter-changeably and it was great to get clarification. I appreciated having to evaluate my school and team culture and have discussions to compare and contrast them."***





# ELA PARTICIPANTS

## 2023 - 2024



The **ACADEMY** was a blend of elementary school, middle school, high school, and district professionals:

- **Elementary School ...**

- 10 Assistant Principals
- 1 iDAL Coach
- 1 Intervention & Enrichment Coordinator
- 6 Team Leaders
- 1 Student Resource Team Leader
- 1 Special Education Teacher
- 1 Continuous Improvement Coach
- 1 2<sup>nd</sup> Grade Teacher
- 1 Physical Education Grade Teacher

- **Middle School ...**

- 2 Assistant Principals
- 1 Math Teacher

- **High School ...**

- 7 Assistant Principals
- 1 Librarian
- 1 DEI Coordinator
- 1 Math Teacher
- 1 Science Teacher
- 1 Social Science Teacher
- 1 School Counselor
- 4 Special Education Teachers

- **District Office ...**

- 1 Assistant Superintendent
- 1 Preschool Coordinator
- 1 District Inclusion Specialist
- 1 Assistant Director of Dual Language
- 1 Director of Curriculum & Instruction
- 2 Student Services Coordinators
- 1 Math/Fine Arts/PE Coordinator



# ELA PARTICIPANTS

## 2023 - 2024

<b>LAREASA ADDISON</b> – Assistant Principal – Wood View Elementary School – Valley View School District 365U
<b>CAL ALDRIDGE</b> – Special Education Teacher – Crystal Lake South High School – Community High School District 155
<b>NENA AWAD</b> – Preschool Coordinator – North Palos School District 117
<b>NICHOLAS BAIRD</b> – Assistant Principal – Ellis Middle School – Elgin School District U-46
<b>MARGARET BARTKUS</b> – ELA Team Leader – Glen Oaks Elementary School – North Palos School District 117
<b>ALEXA BARWACZ</b> – Special Education Teacher – Crystal Lake Central High School – Community High School Dist 155
<b>AMY BLAND</b> – Librarian – Prairie Ridge High School – Community High School District 155
<b>JESSICA BORACA</b> – District Inclusion Specialist – Northbrook-Glenview School District 30
<b>BRIAN BRENNAN</b> – Assistant Principal – Hillcrest Elementary School – Elgin School District U-46
<b>BEVERLY BRITTON</b> – Assistant Principal – Hilltop Elementary School – Elgin School District U-46
<b>KRISTEN BUCKLEY</b> – Tech Instructional Coach & Team Leader – Sorrick Elem School – North Palos School District 117
<b>CHRISSE CAREY</b> – Intervention & Enrichment Coordinator – Wood View Elementary School – Valley View SD 365U
<b>KEN CHUNG</b> – Math Teacher – River Trails Middle School – River Trails School District 26
<b>AMY CLEMMENT</b> – Special Education Teacher – Cary Grove High School – Community High School District 155
<b>CATHERINE ROSS-COOK</b> – DEI Coordinator – Homewood-Flossmoor High School – High School District 233
<b>DEREK CRABILL</b> – Science Teacher – Crystal Lake Central High School – Community High School District 155
<b>CHELSEA CREATORE</b> – Team Leader – Dorn Elementary School – North Palos School District 117



*“Thank you for another great session! One of my biggest takeaways from today was the importance of tackling hard conversations, no matter how difficult they may be. I like the suggestions on how to deal with the hard conversations and am excited to use the tips you shared in an upcoming difficult conversation that I need to have. Thank you!”*



*“The afternoon was very inspiring! Having the opportunity to hear from several school leaders and gather their insights has helped me to consider moving forward with my Type 75. I really enjoyed the Consultancy Protocol as it provided the opportunity for true problem-solving. Thank you for a very engaging and meaningful day.”*



# ELA PARTICIPANTS

## 2023 - 2024

<b>BARBARA DZIATKOWIEC</b> – EL Team Leader – Dorn Elementary School – North Palos School District 117
<b>DR. BECKY FITZPATRICK</b> – Assistant Superintendent – Arlington Heights School District 25
<b>SAMANTHA GEIJER</b> – Team Leader – Oak Ridge Elementary School – North Palos School District 117
<b>MARK GONNELLA</b> – Assistant Principal – Highland Elementary School - Elgin School District U-46
<b>MAYRENA GUERRERO</b> – Assistant Principal – Lincoln Elementary School – Elgin School District U-46
<b>AMBER HAAS</b> – Student Resource Team Leader – Wood View Elementary School – Valley View School District 365U
<b>HEATHER HEATLEY</b> – Assistant Principal – Wayne Elementary School – Elgin School District U-46
<b>PATRICK HURLEY</b> – School Counselor – Cary Grove High School – Community High School District 155
<b>ELIZABETH JACKS</b> – Special Education Teacher – Indian Grove Elementary School - River Trails School District 26
<b>DR. ANDREW JONES</b> – Assistant Principal – North Chicago High School – North Chicago School District 187
<b>ANDREA KOC</b> – Continuous Improvement Coach – Wood View Elementary School – Valley View School District 365U
<b>SARA MARKELONIS</b> – Special Education Teacher – Crystal Lake South High School – Comm High School District 155
<b>ERIK MARTINEZ</b> – Assistant Director of Dual Language - North Chicago School District 187
<b>MARILYN MATTEI</b> – Assistant Principal for Culture & Climate – South Elgin High School – Elgin School District U-46
<b>LAUREN MCDONALD</b> – Assistant Principal – Clinton Elementary School – Elgin School District U-46
<b>SEAN MCGANN</b> – iDAL Coach – Sunny Hill Elementary School – Barrington School District 220
<b>JASON MISICKA</b> – Assistant Principal for Culture & Climate – Larkin High School – Elgin School District U-46



*“I really enjoyed the Leadership Core Beliefs activity. The conversation that took place helped me to take myself out of my current role and look at things from various perspectives of leadership, all of which are important. Thanks!”*



*“I really like the processes of implementing change from both Kotter and Reeves. Especially focusing on the causes of some of the things we need to change. Kotter seemed like more of the traditional approach while Reeves seemed like that let’s do it and adjust along the way.”*





# ELA PARTICIPANTS

## 2023 - 2024



<b>DR. KATE MORRIS</b> – Director of Curriculum & Instruction, Grades 9-12 – Plainfield Unit School District 202
<b>REBECCA MULLIGAN</b> – Social Science Teacher – John Hersey High School – Township High School District 214
<b>MILENA NEDELJKOVIC</b> – Assistant Principal for STEM – Bartlett High School – Elgin School District U-46
<b>NATALIE POLI</b> – Assistant Principal – Laurel Hills Elementary School - Elgin School District U-46
<b>RACHEK POLLERA</b> – Student Services Coordinator – Northbrook-Glenview School District 30
<b>VICKIE REAM</b> – Assistant Principal – North Chicago High School – North Chicago School District 187
<b>JENNIFER REYES</b> – Assistant Principal – Bartlett High School – Elgin School District U-46
<b>CLAIRE ROBINSON</b> – 2 <sup>nd</sup> Grade Teacher – Indian Grove Elementary School - River Trails School District 26
<b>KATIE RUZICH</b> – Team Leader – Oak Ridge Elementary School – North Palos School District 117
<b>VERONICA RYAN</b> – Assistant Principal – Larsen Middle School – Elgin School District U-46
<b>ZACHARY SCIPIONE</b> – Physical Education Teacher – Euclid Elementary School – River Trails School District 26
<b>MARCELLA SHELER</b> – Assistant Principal – South Elgin High School – Elgin School District U-46
<b>RYAN SMITH</b> – Math Teacher – Prairie Ridge High School – Community High School District 155
<b>LISA SZYDLOWSKI</b> – Math/Fine Arts/Physical Education Coordinator – Arlington Heights School District 25
<b>MEGAN WARREN</b> - Student Services Coordinator – Joliet Public School District 86
<b>JONATHAN WILSEY</b> - Assistant Principal – Liberty Elementary School – Elgin School District U-46
<b>TANYA WILSON</b> – Assistant Principal – Lords Elementary School – Elgin School District U-46



*“This was a great session as always! I think we had some important discussion around evaluations and how if we don't act, we enable. I also enjoyed the activity where we had to turn the opinions into evidentiary statements. This will help me provide feedback that is based on evidence.”*



*“The afternoon was very inspiring! The panel was awesome and I took a lot into consideration when thinking about becoming a leader in the future. The superintendents gave great insight on how they operate in their roles and they also had good advice about how to be an effective leader. The video by Simon Sinek made a great point about how we as educators need to teach the whole child.”*



## THE FACILITATOR



Bill Melsheimer is a former public school principal and private school head/superintendent with 37 years of administrative experience in Hinsdale and Wilmette, IL. During his career, he led an award-winning school that was celebrated nationally as a Blue Ribbon School of Excellence and was acknowledged by both the National Endowment for the Arts and NASSP's Council on Middle Level Education. His schools, both public and private, were also recognized regionally by the Chicago and North Shore magazines and the Chicago Sun-Times.

Currently, Mr. Melsheimer is founder and president of WM Consulting, Inc., that focuses on leadership coaching and development as it relates to relationship building, instructional and transformational leadership, strategic visioning, change management, and team building. His consulting services have centered on studies of school culture and climate; school, central office, and district reorganization; and middle school review, revision, and refinement.

Mr. Melsheimer has been a leadership coach for the past 28 years working with over 190 district administrators and elementary, middle, and high school principals, assistant principals, and principal interns in suburban, urban, and downstate settings. He is a leadership coach with over 1,500 hours of coaching experience serving and supporting school and district leaders. Bill is the former Co-Director for the Consortium for Educational Change ("CEC") C.L.A.S.S. ("Coaching Leaders to Attain Student Success") Leadership Coaching Program.

Bill Melsheimer serves on the Midwest Principals' Center's ("MPC") Advisory Board and has been a member of the Board since its inception in the mid-1980s. Bill has been a regional facilitator for MPC serving as a professional developer of principals. **And currently, he is the facilitator for the EMERGING LEADERS ACADEMY that focuses on "Developing the Next Generation of School & District Leaders," in partnership with MPC.**

He is presently an associate for the administrative consulting firm Hazard, Young, Attea & Associates ("HYA"). As a HYA associate, he has facilitated strategic planning for school districts; conducted searches for superintendents, central office administrators, and principals; and serves as an executive coach for school and district leaders.

Bill is a former adjunct professor, associate professor, and clinical faculty member of Educational Leadership for Northeastern Illinois University, National Louis University, and the Center for Urban Education Leadership, University of Illinois at Chicago, respectively.





## Co-FACILITATORS & PANELISTS



As a part of the **EMERGING LEADER ACADEMY** (“ELA”) sessions, several of the Midwest Principals’ Center Advisory Board members participated as guest co-facilitators in five of the six ELA sessions. They shared their expertise, knowledge, and practice with the Emerging Leaders.

In addition, practicing school and district administrators were invited to participate as panelists in five of the six ELA sessions. They shared their leadership journeys and responded to questions prepared by the aspiring school and district leaders:

**Session II – 6 Assistant Principals**

**Session III – 4 Human Resource Specialists**

**Session IV – 6 Building Principals**

**Session V – 6 Central Office Administrators**

**Session VI – 6 Superintendents of School**

These were two of the many highlights of the sessions according to the aspiring school and district leaders.





## Co-FACILITATOR & PANELISTS

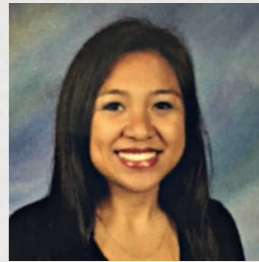


### Session II - Assistant Principal Panel – October 2, 2023

**Laura Rosenblum**, Assistant Superintendent, Indian Prairie School District 204 – Co-Facilitator  
**Kevin Farrell**, Assistant Principal, Fremd High School, Township High School District 211  
**Sophia Liarakos**, Assistant Principal, Lakes Community High School, Community HS District 117  
**Michelle Mallari**, Assistant Principal, Woodland Intermediate School, Woodland School Dist 50  
**Jessica Mycyk**, Assistant Principal, Oak Ridge Elementary School, North Palos School Dist 117  
**Ryan Wood**, Assistant Principal, Carl Sandburg Middle School, Mundelein School District 75  
**Kyle Wright**, Assistant Principal, Canton Middle School, Elgin School District U-46



**Co-Facilitator**



**Assistant Principal Panelists**





## Co-FACILITATOR & PANELISTS



### Session III - Human Resource Panel – December 11, 2023

**Dr. John Walsh**, Principal, Lake Zurich High School, Lake Zurich Unit SD 95 – Co-Facilitator

**Dr. Phil Georgia**, Director of Human Resources, Lake Forest School Districts 67 & 115

**Dr. Renee Zoladz**, Assistant Superintendent for Human Resources, New Trier Twp High SD 203

**Dr. Brian Kaye**, Assistant Superintendent for Human Resources, Arlington Heights SD 25

**Dr. Glenn “Max” McGee**, President, Hazard, Young, Attea & Associates, Schaumburg, Illinois



**Co-Facilitator**

**Human Resource Panelists**





## Co-FACILITATOR & PANELISTS



### Session IV - Principal Panel – February 5, 2024

**Dr. Marcie Faust**, Principal, South Park School, Deerfield School District 109 – Co-Facilitator

**Kate Anderson**, Principal, Washington Elementary School, East Maine School District 63

**Dr. Marcus Belin**, Principal, Huntley High School, Huntley School District 158

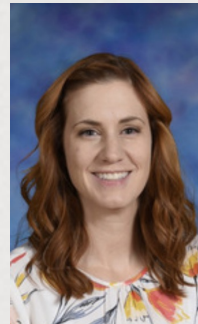
**Laura Broadnax**, Principal, McClure Junior High School, Western Springs School District 101

**Dr. Andrew Fenton**, Principal, Washburne School, Winnetka School District 36

**Paul Kelly**, Principal, Elk Grove High School, Township High School District 214



**Co-Facilitator**



**Principal Panelists**



## Co-FACILITATOR & PANELISTS



### Session V - Central Office Panel – March 4, 2024

**Dr. Scott Carlson**, Principal, Willowbrook School, Northbrook-Glenview SD 30 - Co-Facilitator

**Kathleen Cox**, Director of Early Learning, Elgin School District U-46

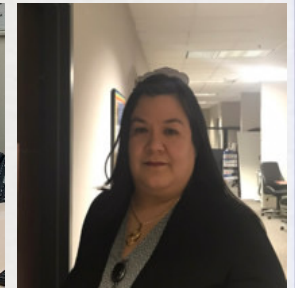
**Dr. Jake Chung**, Assistant Superintendent, East Maine School District 63

**Oscar Hawthorne**, Deputy Superintendent, North Chicago Unit School District 187

**Dr. Shawn Messmer**, Assistant Superintendent, Maine Township High School District 207

**Melissa Murphy**, Assistant Superintendent, Wheaton Unit School District 200

**Maribel Taboada**, Assistant Superintendent, Maywood-Melrose Park-Broadview SD 89



**Co-Facilitator**

**Central Office Panelists**





## Co-FACILITATOR & PANELISTS



### Session VI - Superintendent Panel – May 13, 2024

**Dr. Margaret Clauson**, Superintendent, Skokie School District 69, Co-Facilitator

**Dr. Suzanne Johnson**, Superintendent, Elgin School District U-46

**Dr. Kaine Osburn**, Superintendent, Avoca School District 37

**Dr. Dave Palzet**, Superintendent, Pleasantdale School District 107

**Dr. Adrian Talley**, Superintendent, Indian Prairie School District 204

**Dr. Lori Wilcox**, Superintendent, Aptakisic-Tripp School District 102



**Co-Facilitator**

**Superintendent Panelist**

## CAREER ADVANCEMENT

Of the 161 elementary, middle school, high school, and district professionals who have participated in the **ACADEMY** during the 6 years of the program, **43 actively pursued school and district leadership positions and were successful in their quest.** They were appointed to the following positions:

- 11 Elementary School Assistant Principals
- 1 Elementary School Team Leader
- 5 Elementary School Principals
- 1 Middle School Principal
- 6 Middle School Assistant Principals
- 3 High School Assistant Principals for Curriculum & Instruction
- 1 High School Assistant Principal for Student Services
- 1 High School Athletic Director
- 1 High School Coordinator of Equity Coaching
- 1 High School Coordinator of Math
- 2 High School Deans of Students
- 1 High School Department Chair of Math
- 2 High School Department Chairs of Science
- 1 High School Math/Science Division Chair
- 1 District Coordinator of English Language
- 1 District Coordinator of Special Services
- 2 District Coordinators of Instructional Coaching
- 1 District Director of Instructional Coaching
- 1 District Director of Assessment & Accountability
- 1 District Pre-K Laboratory Coordinator





## WHAT PARTICIPANTS SAY



*“I participated in the Emerging Leaders Academy and engaged in rich discussions with other aspiring leaders to explore the tenets of effective school leadership. The greatest aspect of this program was the opportunity to delve into what instructional leadership looks like in practice while reflecting on my own core beliefs, values, and skills. This reflection, and knowledge gained through the Emerging Leaders Academy, will guide me in my future endeavors as a school leader.”*

**—Team Leader, Willowbrook Elementary School, Glenview, Illinois**

*“Overall, participating in the Emerging Leaders Academy has been a valuable experience. Not only has it been great to network with colleagues in the area, but also, through panel discussions by various educational leaders, we have had a chance to ask questions about their leadership experiences. This has been a positive, informative experience, and I have enjoyed my time spent with this group.”*

**—Social Studies Teacher, Highlands Middle School, LaGrange, Illinois**

*“I have enjoyed my time at the Emerging Leaders Academy. By sitting through the multiple sessions, I've been able to think about my day-to-day leadership (department meetings, observations, summatives, etc.) but also, what I want from my career long-term. Just in the last two years (specifically this year) I am able to see myself as more than a department chair -- someone who can make change happen, help create building culture, and successfully lead people toward what's best for kids. Long story short, the Emerging Leaders Academy has allowed me to evolve. I'm excited to keep meeting people, network, attend more PD, etc. -- I'm excited to find my "niche" in all of this.”*

**—English Department Chair, Grayslake Central High School, Grayslake, Illinois**

*“I have deeply enjoyed participating in the Emerging Leaders Academy. I have learned about different leadership styles, developed relationships with colleagues from other schools, and really explored my personal mission and vision of leadership. The discussion panels have been invaluable with regards to learning about the various administrative roles in a school district and learning about how other school organizations structure their resources. The facilitator's expertise in the field of educational leadership has opened my eyes to parts of the job that I never knew existed and have given me the confidence to move forward in my career. With his support and mentorship, I feel ready to pursue a position in administration.”*

**—Math Teacher, River Trails Middle School, Mt. Prospect, Illinois**

*“I attended the 2022-2023 Emerging Leaders Academy (“ELA”) and found it to be a very valuable experience. The sessions were well-organized and included highly relevant topics on educational leadership. The ELA gave me the opportunity to network with other aspiring leaders and to engage in interactive and collaborative activities. At every session a panel of established leaders (panel of principals, panels of district leaders, etc.) answered a series of questions. The honest and insightful responses painted a “real world” picture of what it's like to be a leader. Through this experience, I learned new knowledge, skills, and tips on leadership and even gained the confidence (and the vacancy lists) to advance my career and pursue a principalship.”*

**—Assistant Principal, Green Bay Early Childhood Center, North Chicago, Illinois**



## WHAT PARTICIPANTS SAY



*“One of the best choices I made this past school year was to participate in the Emerging Leaders Academy. Each session was framed with the work from the most current and relevant voices in educational leadership. The information came alive during our dialogue with the Academy’s facilitator and guest administrators. Each of them had a wealth of experience and knowledge that they enthusiastically shared. The Academy provided tools that helped me explore my personal leadership and communication styles; and reflecting how I can best use my strengths while developing other needed leadership skills. Various collaboration strategies were also woven into the Academy allowing me to interact with all my colleagues. There was a range of roles, grade levels, and subject matter specialists among the participants which broadened my perspective of education. Working closely with others who are new to the leadership journey was affirming in my desire to grow as an educator. I would highly recommend the Emerging Leaders Academy.”*

**--Teacher on Special Assignment, Winnetka Public Schools, Winnetka, Illinois**

*“I feel so lucky to have participated in the Emerging Leaders Academy. I have learned so much about being a successful leader and how to improve my own leadership and communication skills. One of my favorite parts of this experience has been the relationships and connections I have made with the other participants. It has been so beneficial to learn about my colleagues' educational journeys as I consider my own future in educational leadership.”*

**--2nd Grade Teacher, Willowbrook Elementary School, Glenview, Illinois**

*“I participated in the Emerging Leaders Academy during the 2020-2021 school year. In an unprecedented year of constant change, challenges, and necessary logistical tedium, participating in the Emerging Leaders Academy was a welcomed opportunity to break from these challenges and focus on learning, growth, and leadership. A highlight of each session for me were the leadership panels. To be able to hear from and connect with those currently in a variety of leadership positions was informative and eye opening. These panel discussions covered topics ranging from school culture to time management to evaluation. I also appreciated the opportunity to collaborate with a network of other educators also considering leadership in their careers. I would recommend the Emerging Leaders Academy for anyone who is considering a leadership role in education. The sessions will help you to network, explore your career choices, and consider what might be a best fit for you.”*

**--Instructional Coach, McClure Junior High School, Western Springs, Illinois**

*“I have really enjoyed my experience in the Emerging Leadership Academy. I learned a variety of skills and knowledge that prepared me well as a future administrator. The facilitator provides the best practices in school leadership through presentations as well as having current administrators share their experiences. The Emerging Leadership Academy not only taught me what it takes to be a great school administrator, but to also be more reflective in my practices. In addition, it was great to build relationships with other aspiring leaders from around the area. I would recommend any aspiring or current leader to take part in the Emerging Leadership Academy to help you become a better leader who can bring positive change to your school and district.”*

**--Math Department Chair, Libertyville High School, Libertyville, Illinois**





## WHAT PARTICIPANTS SAY



*“I believe that leadership is not innate; however, it is fostered through collaboration and experience. The Emerging Leaders Academy allows its participants to actively collaborate and network with fellow aspiring school and district leaders to discuss a wide range of topics related to leadership in the school and district settings. This unique program brings together panels of experienced school and district leaders to share their knowledge and wisdom of current issues in school leadership. This experience has allowed me to reflect on my own leadership style, how I interact with colleagues, and how best to pursue a career in school leadership. I highly recommend this program to anyone who wants to engage in school leadership.”*

**--Curriculum Team Leader, Oak Ridge Elementary School, Palos Hills, Illinois**

*“Our sessions encouraged us to analyze the type of leader we would want to be by utilizing research-based theory. Reflecting on our own thoughts within the activities and then collaborating with leaders from other districts was an enlightening experience as well. The activities also demonstrated where our school/district was at in the process of progressing towards a better outcome for both staff and students. It also forced us to consider our own role within that process. I appreciated hearing from school and district leaders who are already leaders in their own right. The candor with which they answered their questions will be useful for our future leadership roles. Outside of the actual activities it was nice to network with leaders from other districts and schools. Through the stories and interactions with expert panelists, the facilitator has proven himself to be an excellent resource and advocate for the next generation of leaders.”*

**--Science Teacher, Lakes Community High School, Lake Villa, Illinois**

*“Being a part of the Emerging Leaders Academy was instrumental in providing me with the confidence and knowledge to guide me in a new leadership role. Every session helped us examine different facets of leadership and provided us with rich conversations from different school and district leadership panelists. Through this professional organization, I was able to solidify my understanding of the qualities I value most in great leaders. Part of my ongoing work as a leader is to continue to cultivate a culture of trust by connecting with new colleagues. Leaders must be attuned with the needs and wants of their staff before any changes can occur. I recommend this Academy to educators who are looking to expand themselves as leaders.”*

**--Literacy Coordinator, Northbrook-Glenview School District 30, Northbrook, Illinois**

*“Thank you very much for the care, guidance, inspiration, and support throughout the Emerging Leaders Academy this year. I appreciated the opportunity to engage in a meaningful professional learning program that allowed me to further develop my identity and my skills as an educator and as a leader, focus my beliefs and my values about educational leadership, reflect on my practices, and envision my future. Thank you for always sharing your experiences and knowledge with us, providing several helpful resources, and giving us time to collaborate with others. I left each session energized and excited, and I look forward to pursuing a leadership position soon.”*

**--Librarian, Libertyville High School, Libertyville, Illinois**



## WHAT PARTICIPANTS SAY



*“Participating in the Emerging Leaders Academy (“ELA”) this year has afforded me the opportunity to learn more about what kind of leader I am and what kind of leader I aspire to be. As someone who had not contemplated administrative roles until this year, ELA has given me the opportunity to reflect on my own career aspirations and allowed me to investigate different administrative roles through a variety of panel discussions. I have so appreciated the opportunity to network with colleagues and build relationships with other school and district leaders seeking to improve the learning experiences for their students. The research-based, pedagogical materials provided at each session are beneficial regardless of where you are at in your educational career. I am forever thankful for the guidance the facilitator has provided and am excited to continue to learn from him and connect with the administrators he has introduced us to.”*

**–Social Science Teacher, Prairie Ridge High School, Crystal Lake, Illinois**

*“If you are looking for a way to reflect on and further develop your leadership capacity, this program is for you! From Day 1, there was an intentionally planned balance between learning from the experts, collaborative conversations with our newly developed network of leaders, and introspective reflection about who we are and where we want to be. Topics covered the multiple facets of being a school or district leader, providing honest perspectives from our illustrious facilitator, as well as multiple panels of practicing administrators. Whether you are a teacher leader or an aspiring superintendent, this experience will guide you as you grow your craft in educational leadership. The process has lifted my level of awareness of my leadership skills, strengths, and areas for growth. I am grateful for this opportunity for reflection and inspection of the leader I currently am and who I want to grow to become.”*

**–Instructional Coach, Sunny Hill Elementary School, Carpentersville, Illinois**

*“The Emerging Leaders Academy presents very relevant topics in each session. The facilitator and the different panelists answer all the participants’ questions with up-to-date real-world experiences. The participants in the Academy are aspiring school and district leaders with different assignments, backgrounds, and life experiences. The open discussions are rich with ample opportunities for everyone to get different viewpoints across. This Academy has been fundamental in my development as a leader. Thank you.”*

**–Assistant Principal, Scott Elementary School, Franklin Park, Illinois**

*“We had the pleasure of participating and learning in this year-long professional development workshop! The benefits of participating in the Emerging Leaders Academy are plentiful. The panels of educational leaders, from assistant principals to school superintendents, allow for thoughtful consideration of pressing questions for participants beginning their own leadership journeys. Moreover, the focus on learning from one another and building relationships with school professionals allowed us to gain perspectives on ‘hot-button’ issues, comprehend decision-making processes, and learn how to positively impact education through stakeholder collaboration. Our confidence and connections have greatly improved, and we look forward to growing in our leadership capacities as a result of this work!”*

**–Deans of Culture, Deer Path Middle School, Lake Forest, Illinois**





## WHAT PARTICIPANTS SAY



*“Outside of my principal preparation program, the Emerging Leaders Academy was the most comprehensive and useful series of professional development that I have been a part of. Each session involves experts in the field answering in depth questions relating to leadership. In addition, each session provides practical tools that you can utilize within your role. I cannot recommend this program highly enough to all aspiring leaders in education.”*

**–Assistant Principal, Neal Math & Science Academy, North Chicago, Illinois**

*“Participating in the Emerging Leaders Academy has re-ignited my passion for educational leadership. The in-person sessions provided the opportunity to learn about the many facets of educational leadership along with how to exercise leadership in my current role as an instructional coach. Each session promotes the opportunity for personal reflection, for which I am grateful. Through increasing my knowledge of educational leadership, I have been able to recognize the qualities I possess that exemplify leadership, as well as identify areas in which I would like to continue to foster, in an effort to prepare for a role in administration. I am grounded in my personal vision, mission and goals in leadership and look forward to pursuing educational leadership opportunities in the near future. Participating in the academy has allowed me to network with individuals from the surrounding communities. Learning from the facilitator and guest panelists has helped me to gain greater perspectives on many topics related to educational leadership. If you are given the opportunity to attend the Emerging Leaders Academy, take advantage of this wonderfully reflective experience that serves as a reminder of why we are part of this profession.”*

**–Instructional Coach, Countryside Elementary School, Barrington, Illinois**

*“The Emerging Leaders Academy has been such a beneficial experience for me in my growth as an educator. Learning from leaders in the field has been a tremendous opportunity to develop new skills that I hope to capitalize on as a life-long learner. Through panel discussions, you will have the ability to listen and ask questions to the individuals who shape our education system. The Emerging Leaders Academy is a great way to network with other leaders that will help you grow professionally while being a resource throughout your career. If you are given the chance to participate in the Emerging Leaders Academy, make sure to take full advantage of the opportunity to become the best educator you can be!”*

**–Adapted P.E./Physical Education Teacher, Euclid Elementary School, Mt. Prospect, Illinois**

*“The Emerging Leader Academy sessions provided me with valuable insights from administrative leaders, ranging from Assistant Principals to Principals, district office personnel, and Superintendents. The collaborative opportunities offered during the program were engaging and supported learning diverse perspectives, which I found incredibly beneficial in my professional growth. I also appreciated the chance to expand my professional network through this experience. The experienced facilitator thoughtfully organized sessions to maximize our time, learning, and collaboration. His expertise significantly contributed to the success of the program. Overall, my participation in the Emerging Leaders Academy was a fantastic experience that I highly recommend to prospective leaders looking to enhance their skills and broaden their perspectives.”*

**Student Services Coordinator, Northbrook-Glenview School District 30, Northbrook, Illinois**



## WHAT PARTICIPANTS SAY



*“Being a part of the Emerging Leaders Academy has provided me the opportunity to become laser focused on six key areas of leadership. This process allowed me to reflect on my philosophy of education while being cognizant of the needs of all stakeholders in my school community. Being able to collaborate with other leaders both within and outside my district has broaden my scope of experiences in a way that I can learn from their experiences when faced with similar opportunities and challenges. The panels of professionals from the field were invaluable. They provided insight on topics such as roles, opportunities, work-life balance, and networking. I have grown as a leader through this experience and have been able to create real change in my school due to the invaluable knowledge provided in each session.”*

**Assistant Principal, Laurel Hill Elementary School, Hanover Park, Illinois**

*“I have attended the Emerging Leaders Academy sessions and have really enjoyed this program. I have learned so much, and appreciate all of the work and effort the facilitator put into making this program worthwhile. The speaker panels and the discussion and reflection activities have been very valuable. I do not know what the future holds for me, but I do feel better equipped to take on leadership roles in my building or elsewhere!”*

**Social Science Teacher, John Hersey High School, Arlington Heights, Illinois**

*“The Emerging Leaders Academy has inspired me to reflect on my purpose in the educational field as a new leader. The panel discussions with those in leadership positions helped me gain insight into various leadership roles and the day-to-day challenges and celebrations they experience. I valued the opportunity to hear from each speaker. In addition, I thoroughly enjoyed the opportunity to interact with and support other emerging leaders through small group discussions around leadership styles, healthy conflict, mission, vision, etc. Each session there is a new network of colleagues who are all there to support student learning and to grow professionally. I highly recommend your participation in the next Emerging Leaders Academy.”*

**Team Leader, Oak Ridge Elementary School, Palos Hills, Illinois**





# EMERGING LEADERS ACADEMY

## Registration for 2024 - 2025



### LOCATION ...

#### In-Person Sessions -

Medinah Shrine Center  
550 North Shriners Drive  
Addison, Illinois 60101

#### Virtual Sessions –

Conducted via ZOOM only  
if there are facility, health,  
safety, or weather issues

### DATES ...

August 5, 2024  
October 7, 2024  
December 2, 2024  
February 3, 2025  
March 3, 2025  
May 12, 2025

### TIME ...

EMERGING LEADERS ACADEMY Sessions  
9:00 am - 4:30 pm  
  
Legal Breakfast Series (optional)  
7:45 - 9:15 am (See MPC website for 2024-2025 dates)

### REGISTRATION ...

Participants will attend six (6) **In-Person Sessions** at a cost of **\$850 per person** and can be paid using district ESSA Title IIA funds. The registration fee will include a complimentary Midwest Principals' Center ("MPC") membership and an invitation to attend the Legal Breakfast Series at no charge. EMERGING LEADERS ACADEMY ("ELA") participants can earn **Administrators' Academy Credit (#3660)** facilitated by MPC and DuPage ROE. For those NOT interested in earning Administrators' Academy credit, they may receive up to **36 hours of PD credit** provided through MPC. Registration is currently open to all interested aspiring school and district leaders. **To register for the ELA Program** go to **[www.midwestprincipalscenter.org](http://www.midwestprincipalscenter.org)** and view "MPC Events" on the main page. Click on that link and you will find the ELA registration page.



# CANDIDATE SELECTION ATTRIBUTES

Adapted from the Urban Education Leadership Program,  
University of Illinois at Chicago



The following are leadership attributes to consider when recommending candidates to participate in the **EMERGING LEADERS ACADEMY ...**

## LEADERSHIP DISPOSITIONS

### **Strengths as a Leader:**

- Proficiency at learning about themselves and other people
- Being self-reflective and a lead learner
- Interest in the work of school design and improvement
- Seeking out and rising to challenges
- Possess an innovative mindset that will lead to higher-level pursuits for all learners

### **Personal Commitment to Equity and Excellence:**

- Beliefs and values regarding educational opportunities for all students
- Treating all students and adults with respect and dignity

### **Presence and Attitude as a Leader:**

- Communicating a presence and attitude that inspires confidence in the potential of leading others
- Ability to be self and socially aware and possess the capability to self and socially manage and regulate oneself
- Adept in responding to challenging situations while one is under stress

## PROFESSIONAL PRACTICE

### **Deep Instructional Knowledge:**

- Developing standards- and evidence-based instructional approach
- Demonstrating advance, cultural responsive pedagogical skills and repertoire
- Knowledge of intrinsic motivation, differentiation, and whole-child focus
- Using assessment and data to inform instruction and high expectations for all

### **Collaboration Orientation:**

- Interacting with adults to solve problems related to student learning and achievement
- Engaging in dialogue with adults that leads to shifts and changes in attitudes and practice
- Enhancing improvement processes within adults that contributes to high performance

### **Education Systems Management:**

- Ability to manage the interdependent components of the organization toward school design and improvement
- Potential of engaging the management system in the service of both student and adult learning
- Viewing the family and community as integral to the educational system

## ETHICS

### **Ethical Conduct and Leadership:**

- Guided by moral-ethical perspective on leadership roles and responsibilities
- Communicating the importance of ethical conduct for every member of the school community
- Understanding that ethical conduct and leadership holds everything together