



Confederation of Oregon School Administrators
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July 31, 2018

Dear School Board Members,

We are pleased to have your superintendent participating in COSA's New Superintendent Academy (new to the superintendent position or new to Oregon). We kicked off our first of seven sessions on July 19th and 20th. The feedback from nearly 30 new superintendents has been very favorable. The topics discussed included the following:

- How to Make the Best Use of Education Organizations and Resources
- Leading with Resolve and Mastery in Your First 100 Days
- Developing Effective Board and Superintendent Working Agreements
- Balancing Personal and Professional Responsibilities
- Effective Time Management Strategies
- Preparing for Board Meetings

Colt Gill, the state's Deputy Superintendent shared words of wisdom and resources from the Oregon Department of Education. He also gave his contact information and offered to be a resource to any of the new superintendents throughout the year. Other education partner presenters included Dave Harvey, PACE's top administrator; Dave Novotney, Oregon ESD's president; and Craig Hawkins, COSA's Executive Director. All of these folks shared important resources and their contact information to support new superintendents throughout the year.

COSA's New Superintendent Academy brings in experienced, successful superintendents to share their knowledge and strategies for leading school districts. The Academy is led by former Redmond and Beaverton Superintendent Jerry Colonna (17 years combined), McMinnville Administrator Colin Cameron (27 years, plus 13 years at COSA) and myself (Superintendent for the past 17 years).

In the New Superintendent Academy each superintendent is provided a primary and secondary mentor for the year. These are "go to" people that can be called on at any time for support or to just provide a listening ear. The mentors will check on the new superintendents regularly and will share resources and contacts as needed. Most mentors are current, experienced and successful superintendents.

In future sessions we will hear from staff at OSBA and legislative staff from COSA and partnering organizations. In our first session, superintendents asked for an overview and guidance on the recent supreme court ruling referred to as the "Janus" decision. That will be a major agenda item for our next session on September 21st.

Again, we'd like to thank you for supporting your superintendent's participation in COSA's New Superintendent Academy. The work of superintendents can be demanding and challenging and we are committed to ensuring the success of all superintendents in Oregon, especially those just beginning their career. Don't hesitate to contact us at any time or to ask your superintendent about their experience. Here's to a great 2018-19 school year in your district.

Sincerely,

Handwritten signatures of Krista D. Parent and Colin Cameron. The signature of Krista D. Parent is written in cursive and is positioned above the signature of Colin Cameron, which is also in cursive.

Krista D. Parent, Director of Executive Leadership and Licensure, COSA

Colin Cameron, Director, COSA

Jerry Colonna, Superintendent Emeritus and Oregon State Board of Education