



ACADEMY ACTION

The Newsletter of the Arkansas Leadership Academy

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Newsletter Date

Academy Offers More Than Institutes

In previous issues this year we have featured the Academy's "signature" training opportunities—the Individual and Team Institutes, and the Teacher and Principal Institutes. To complete our review of Academy services, we feature two additional strands of the Arkansas Leadership Academy tapestry:

Seminars

Strategic Leadership Institute Seminars are custom-designed leadership development activities intended to serve the specific needs of partner organizations. Seminars are similar to the Individual and Team Institutes in that they provide an orientation to the institute experience and initial experience with the content, skills, practices, and processes which facilitate systematic change. However, seminars are different from the "standard" institutes in several ways:

- Variable time— 1.5 hours to 3 or more days (some with periodic activities over a year's time)
- Variable content/materials—chosen by the client, but reflecting ALA principles
- Location chosen by the client
- Active planning by the client, with assistance from ALA staff

While briefing seminars provide participants with valuable knowledge and attitudes about systematic

change, the more common seminar provides training and assistance over a longer period of time and is focused on particular issues in the sponsoring organization.

Interested organizations are invited to request proposal guidelines from the ALA. Proposals should be submitted approximately four months in advance of the planned activity, and should include the following:

- Description of the event—length, location, description and number of participants, intended results
- Statement describing how the proposed event will support systematic change in the participating organization
- Statement describing how the proposed event will expand the statewide learning community and impact student success

To date, over 1725 individuals have participated in seminars conducted collaboratively by the ALA and partner organizations

Coach Training

All Team Institutes are staffed by regular ALA training personnel and by a cadre of "coaches" - one coach assigned to each team. The coaches serve as process facilitators, sounding boards, and follow-up links to the ALA as teams develop their knowledge and skills during the institute and as they implement what they have learned when they return to their regular work.

Coaches must participate in a 2.5-day residential institute designed specifically to develop the facilitation and listening skills needed for successful coaching. Coaches typically report that the skills learned in this work as teachers, administrators, or

other positions they may hold.

Coaches are not to insert themselves into the decisions made by their teams, but rather to monitor the *process* the teams use to reach those decisions and to facilitate that process when necessary. Ideally, coaches will stay in touch with their team after the conclusion of the institute and will provide continuing support as the team works on the change process in the context of their larger organization.

The ALA has 422 coaches at this time. Those interested in becoming coaches may contact the ALA for an application or access the application on the ALA website.

Quotes of the Month

“If your plan is for one year, plant rice; if your plan is for 10 years, plant trees; if your plan is for 100 years, educate children.”

—Confucius

“The real problem is not whether machines think, but whether men do.”

—B.F. Skinner

“Look in the mirror. If the chief ain’t curious, the troops ain’t likely to be.”

—Tom Peters

Institute Schedule

Principal 2002-2003

June 23-25, 2003 (session 4).....Winrock Conference Center

2003-2004

July 27-31, 2003 (session 1).....Tyson Development Center

November 17-19, 2003 (session 2).....Winrock Conference Center

February 16-18, 2004 (session 3).....Winrock Conference Center

June 13-16, 2004 (session 4).....Tyson Development Center

Teacher—Forum IX (Winrock Conference Center)

June 18-20, 2003

Forum X (Winrock Conference Center)

October 12-15, 2003, January 11-13, 2004

February 29 - March 2, 2004, June 23-25, 2004

Team

August 10-14, 2003.....Winrock Conference Center

Individual

December 7-12, 2003.....Tyson Development Center

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