



# CYPRESS-FAIRBANKS INDEPENDENT SCHOOL DISTRICT



[https://bit.ly/1214\\_GROWINGLEADERS](https://bit.ly/1214_GROWINGLEADERS)

**GROWING LEADERS**  
Building a Pipeline to Leadership

# SESSION OUTCOMES



**DISCOVER** additional ways to invite, support, and develop leaders at all levels



**ENGAGE** in reflective dialogue while considering innovative ways to build a pipeline to leadership



**BE COMPELLED** to take informed action to best meet the needs of your organization

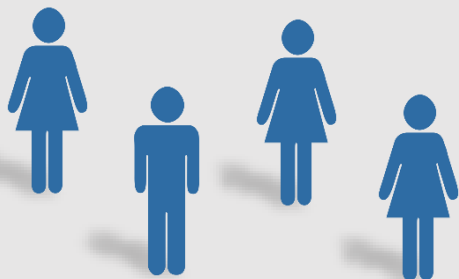


# *Our* TEAM

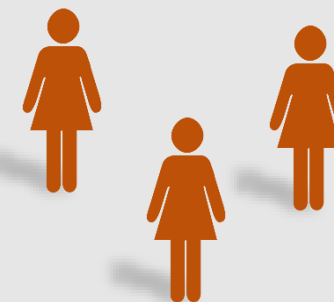


**Roy Garcia**

Chief Officer for School Leadership



**Christina Cole, Sarah Harty,  
Kenneth Henry, Dr. Sheri McCaig**  
School Leadership Team



**Dr. Glenda Horner,  
Dr. Torine Champion, Tonya Dixon**  
Professional Learning Team



Life's most  
persistent and  
urgent question  
is, **'What  
are you  
doing for  
others?'**

-MARTIN LUTHER KING, JR.



# *Bringing Out the Best*

STATE OF  
THE DISTRICT  
2022-2023



Since 2008 ...



**167**  
**PRINCIPAL**  
VACANCIES FILLED

**63**  
PRINCIPAL  
RETIREMENTS

**19**  
NEW  
CAMPUSES

**68**  
PRINCIPALS  
PROMOTED

**118**  
FIRST-TIME  
PRINCIPALS



**300** **CAMPUS**  
ADMINISTRATORS  
75% ASPIRE TO BE PRINCIPALS

# OUR CONTEXT & DATA

We are the third largest district in Texas and the 21<sup>st</sup> largest in the nation. CFISD's student enrollment has surpassed 118,000 in 2022-23.



**21**

**LARGEST**  
**SCHOOL DISTRICT**  
**IN THE U.S.**



**3**

**LARGEST**  
**SCHOOL DISTRICT**  
**IN TEXAS**



**93**

**SCHOOLS AND**  
**SPECIAL PROGRAM**  
**FACILITIES**

# OUR CALL TO ACTION



WANT EXTRAORDINARY  
**SCHOOLS?**

*Develop*

EXTRAORDINARY  
**LEADERS.**



Develop districtwide  
focused and  
intensive induction  
for all new  
administrators.

01

Develop a  
framework  
that outlines  
competencies  
required for success  
as a leader.

02

03

Develop a  
formalized  
mentorship  
program for  
all new  
administrators.





**PRESERVICE**



**INDUCTION**



**EMERGING/  
LEADERSHIP**



**ADDITIONAL  
SUPPORTS**

**TEACHER  
LEADER  
INSTITUTE**

**ASPIRING  
ADMINISTRATOR  
INSTITUTE**

**NEW  
ADMINISTRATOR  
INSTITUTE**

**NEW  
PRINCIPAL  
INSTITUTE**

**ASPIRING  
PRINCIPAL  
INSTITUTE**

**LEARNING  
LEADER  
INSTITUTE**

**CFISD  
PRESENTER  
INSTITUTE**

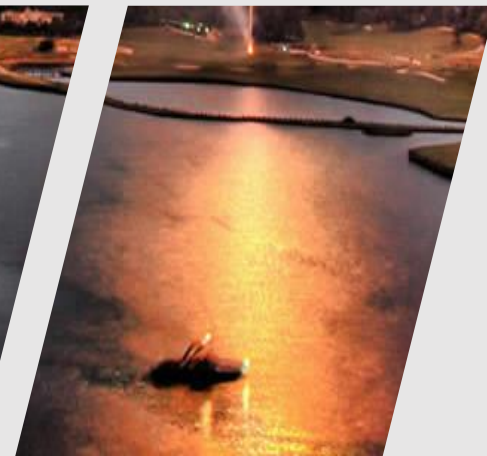
**NEW  
ADMIN/PRINCIPAL  
MENTORING**

**NEW  
PRINCIPAL  
COACHING**

WE DO NOT LEARN FROM EXPERIENCE...

**WE LEARN FROM  
REFLECTING ON  
EXPERIENCE.**

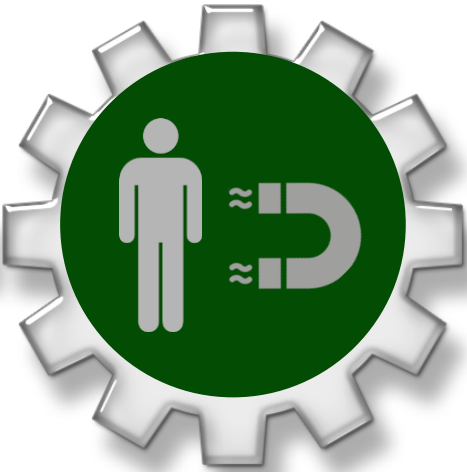
- JOHN DEWEY



# YOUR CALL TO ACTION



**INVITE**



**ENGAGE**



**DEVELOP**



**SUPPORT**



**MAXIMIZE**

LEADERSHIP DEVELOPMENT RESOURCES

# LEADERSHIP Development

LEARNING | LEADING | INVESTING



- [TLI Info Flyer](#)



- [AAI Syllabus](#)
- [AAI Info Flyer](#)



- [NAI Syllabus](#)
- [NAI Info Flyer](#)



- [API Syllabus](#)
- [API Info Flyer](#)



- [NPI Syllabus](#)
- [New Principal Coaching Program](#)
- [NPI Info Flyer](#)



- [LLI Info Flyer](#)



- [CPI Syllabus](#)
- [CPI Info Flyer](#)



- [Leadership Institute Series](#)
- [Leadership Development Booklet](#)
- [Competencies Framework](#)
- [Portrait of a CFISD Administrator](#)
- [ASCD Annual Conference Presentation](#)



- [Early Win Submission](#)

WANT EXTRAORDINARY SCHOOLS?  
Develop EXTRAORDINARY LEADERS.

**OUR VISION**  
Cypress-Fairbanks ISD will be a premiere district in terms of how we invite, engage, develop, support and maximize the incredible strengths and talents of its leaders.

*Learning  
Leading  
Investing*

SCAN ME to learn more about the district's leadership pipeline.

CYPRESS FAIRBANKS  
LEADERSHIP DEVELOPMENT CONTINUUM  
JULIE • DAVID • JESSICA

To each there comes in their lifetime a special moment when they are figuratively tapped on the shoulder and offered the chance to do a very special thing, unique to them and fitted to their talents.

**What a tragedy if that moment finds them unprepared or unqualified for that which could have been their finest hour.**

- Winston Churchill

# INTENTION STATEMENT

*I will...*

*I promise...*

*I intend...*

*No matter what...*



