Vin Cibbarelli

Retired Superintendent
Charlottesville City

Len Gereau

Retired Superintendent
Franklin County

Wayne Harris

Retired Superintendent
Roanoke City

Karl O'Dell

Retired Superintendent
Richmond County

Bob McCracken

Retired Superintendent
Giles County

Harry Ward

Retired Superintendent
Mathews County

Dennis Witt

Retired Superintendent
Halifax County

Charles Turner

Retired Superintendent
Southampton County

Mike Murphy

Superintendent of Schools
Clarke County

Phil Worrell

Superintendent of Schools
Greensville County

Pat Russo

Superintendent of Schools
Henrico County

Marcus Newsome

Superintendent of Schools
Chesterfield County

Mike Robinson

Superintendent of Schools
Smyth County

Donna Power

Superintendent of Schools
Colonial Beach Schools

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Virginia Association of School Superintendents

Presents

The VASS Executive Coaching Service

A Professional Development Opportunity Enhancing Effective Leadership in the Superintendency

Coordinated by:

Dr. Alfred R. Butler
Retired VASS Executive Director and
Superintendent of Franklin City Schools

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North Garden, VA 22959
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Highlights of the VASS Executive Coaching Service

The Virginia Association of School Superintendents is offering a great professional development opportunity for both experienced and newly appointed superintendents. The following are some highlights of this exciting service:

✔ The service is no cost to newly appointed Superintendents

✔ The service formalizes a supportive relationship between a newly appointed superintendent and a superintendent who is experienced in Virginia

✔ Executive Coaches are formally trained using a corporate executive model that has been successful in other organizations and Corporations

✔ Executive Coaches do not tell clients how to do their jobs; they help superintendents to explore new possibilities in their jobs

✔ Executive Coaches provide answers to direct issues related to law, ethics and regulations

The Coaching Program is based on establishing five basic steps:

- Establish a focus
- Discover Possibilities
- Plan the Action
- Remove Barriers
- Recap the Conversations

As Executive Coaches and their clients progress through these steps together, they create powerful professional development experiences resulting in lasting improvements in the leadership behaviors of the newly appointed superintendents. Personal and professional profiles are used by an Executive Coaching Coordinator to make successful matches between coaches and clients. The Coordinator also uses a sophisticated evaluation process to monitor the progress of Executive Coaches and their clients during their contacts and communications. Each client receives a minimum of eight personal contacts with his or her Executive Coach.

Coaching skills utilized by trained Executive Coaches include:

- Contextual Listening
- Discovery Questioning
- Messaging
- Acknowledging

Cost

Free to new superintendents.

$3,000.00 for superintendents with more than one year of experience.

VASS Executive Coaches

The following are Virginia superintendents who have been trained as Executive Coaches.

Thomas W.D. Smith
Retired Superintendent
Fluvanna County

John Kidd
Retired Superintendent
Rockingham County

Lowell Lemons
Retired Superintendent
Waynesboro City

Milton Liverman
Retired Superintendent
Suffolk City

Dave Melton
Superintendent of Schools
Fredericksburg County

Stewart Roberson
Retired Superintendent
Hanover County

Dorothea Shannon
Retired Superintendent
Prince George County

Steve Staples
Retired Superintendent
York County

Kevin Castner
Retired Superintendent
Albemarle County

Roger Collins
Superintendent of Schools
Nelson County

Scott Kizner
Superintendent of Schools
Harrisonburg City

Margaret Blackmon
Retired Superintendent
Prince Edward County