

ANNUAL REPORT FOR MN DEPARTMENT OF EDUCATION

SWIFT AGREEMENT NUMBER: 157205

ANNUAL PLAN T-NUMBER: 20A37

SHAREPOINT ID NUMBER: 219

BACKGROUND

Board of School Superintendents (BOSS) was established as a Minnesota company in 2010 to serve the on the job leadership development needs of Minnesota school superintendents and district level leaders. Over the past five years, BOSS has developed curriculum for leaders serving as district superintendents, charter school leaders, special education directors and a statewide cohort of professional development facilitators in early childhood education.

BOSS cohort learning model is founded on international research and analysis of what works for improving outcomes in public education. Improvement is linked directly to effective leadership who learn how to lead change in complex systems. Leaders in job alike roles meet monthly to study leader practice, solve complex dilemmas using just in time learning processes, and use systematic innovation principles to find effective solutions.

REPORT AND FINDINGS

BOSS provided all six training events as listed in Exhibit A of the Annual Plan. Due to Minnesota requirements for addressing the pandemic (COVID 19), monthly sessions were conducted through ZOOM beginning in March 2020. In addition, BOSS staff delivered monthly cohort sessions and individual coaching as requested during the calendar timeframe of February 2019 through current month of August 2020. In 2019, fifteen (15) directors of special education participated in Cohort One and eleven (11) directors of special education are participating in Cohort Two in 2020. Plans are underway to continue Cohort Two and add an additional Cohort Three outside of the Minneapolis and St Paul area based on level of interest and commitment.

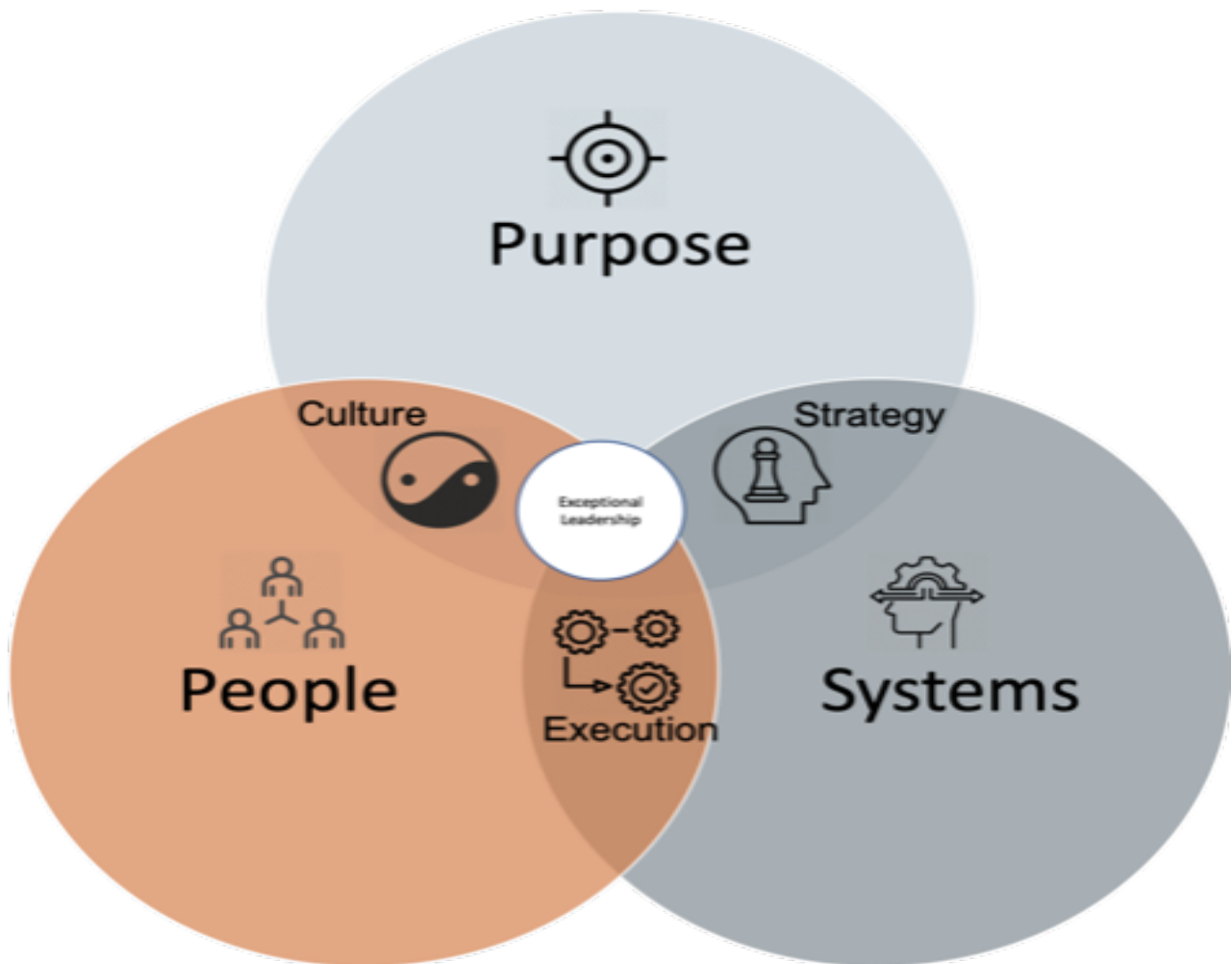
BOSS Cohort monthly sessions begin with a check in process completed by each participant from which the highest ranked issues are identified. The highest ranked issue becomes the challenge to address by the cohort for that day-long session. BOSS staff design the learning experiences and group processes to best serve the needs identified by the cohort participants. After each session, cohort participants provide oral feedback to the staff and are given an opportunity to evaluate each session through an online survey. All participants were given access to content and process folder on a shared drive. BOSS staff developed curriculum based on the challenges presented by participants.

Challenges identified by the participants included:

1. Dealing with difficult employees and the Drama Triangle,
2. Leading change in the education systems,
3. Allocation of funds for the highest likelihood of improvement,
4. Dealing with resistance to change,
5. Addressing the emotional burdens carried by leaders,
6. Using data to make decisions,
7. Understanding complex systems and finding levers for change,

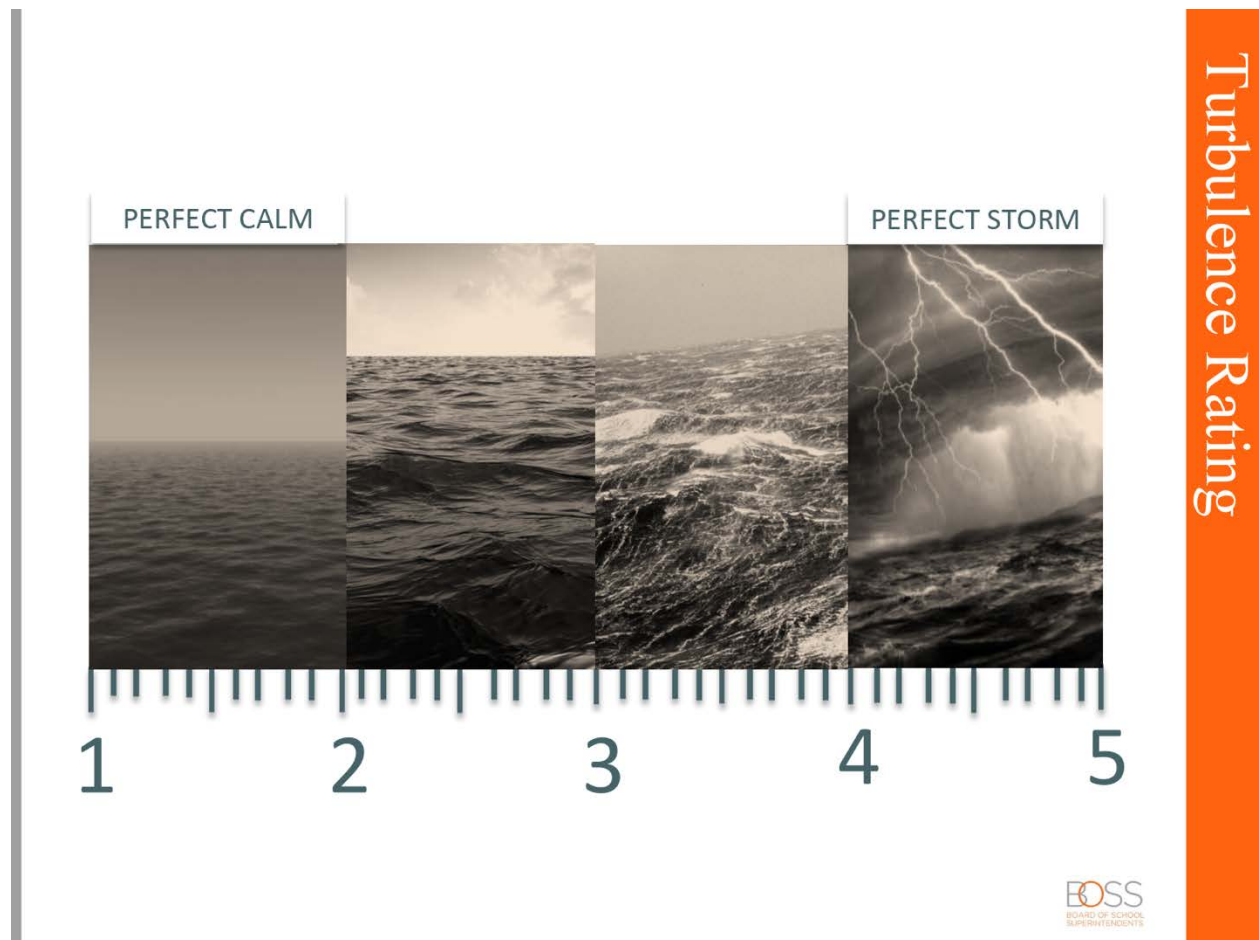
8. Understanding the practices of continuous improvement in systems,
9. Understanding the principles of systematic innovation practices for leaders,
10. Understanding the role of a focused leader,
11. Human centered design process, and
12. Understanding your personal leadership profile.

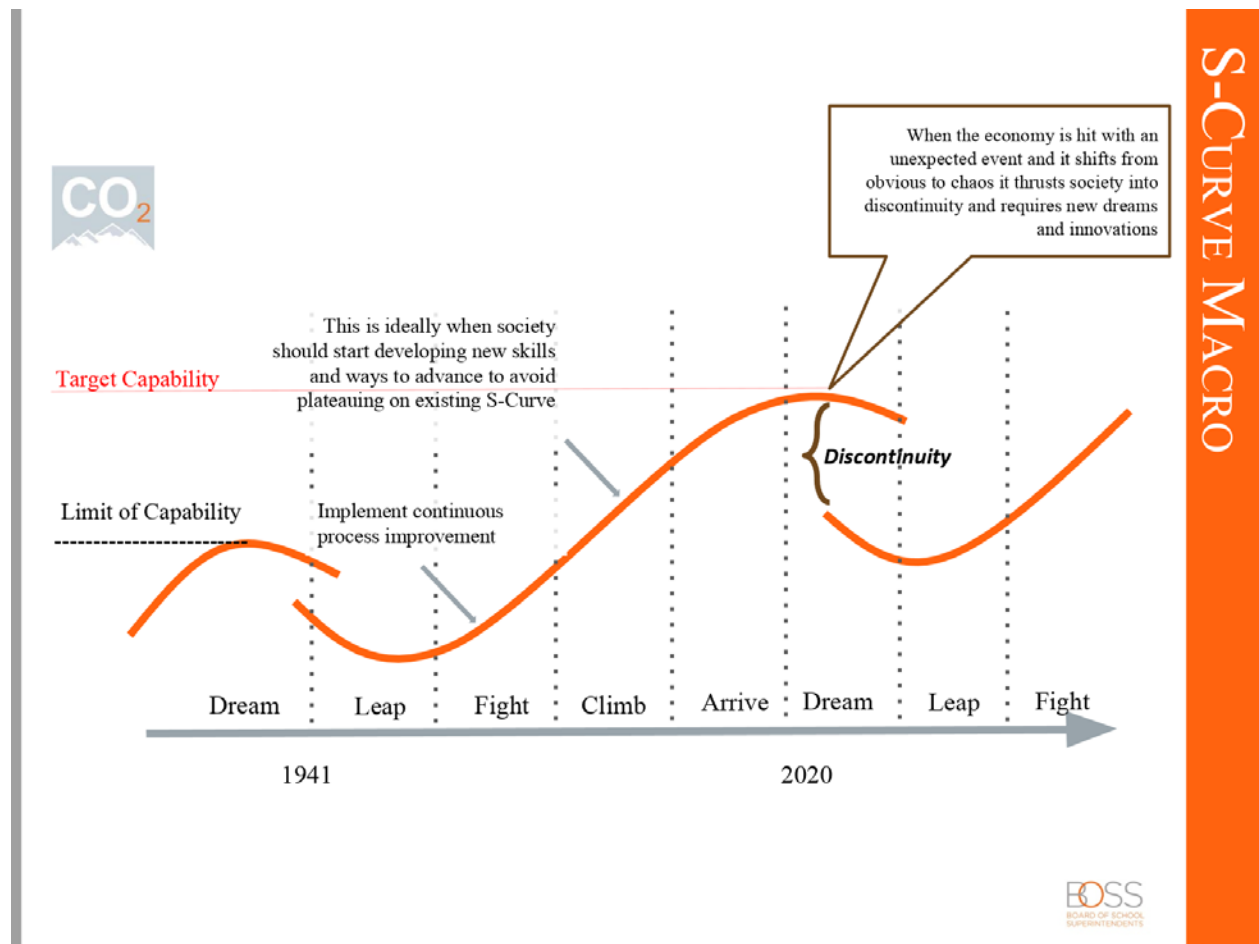
BOSS DIAGRAM OF FOUNDATION FOR LEADERSHIP PROFILE

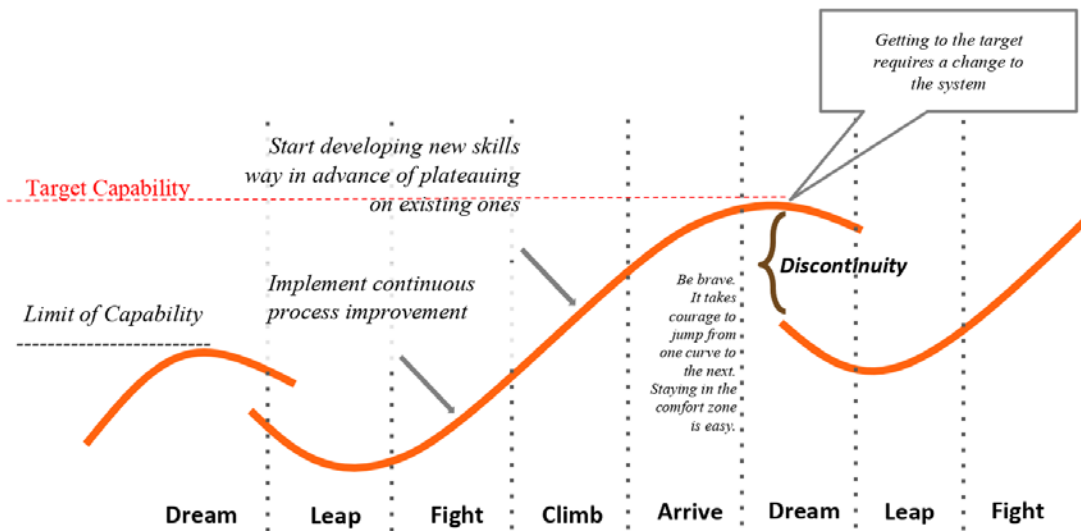


**BELOW IS AN EXAMPLE OF SPECIFIC CONTENT DEVELOPED FOR COHORT
LEARNING FOR SPECIAL EDUCATION DIRECTORS OF MINNESOTA**

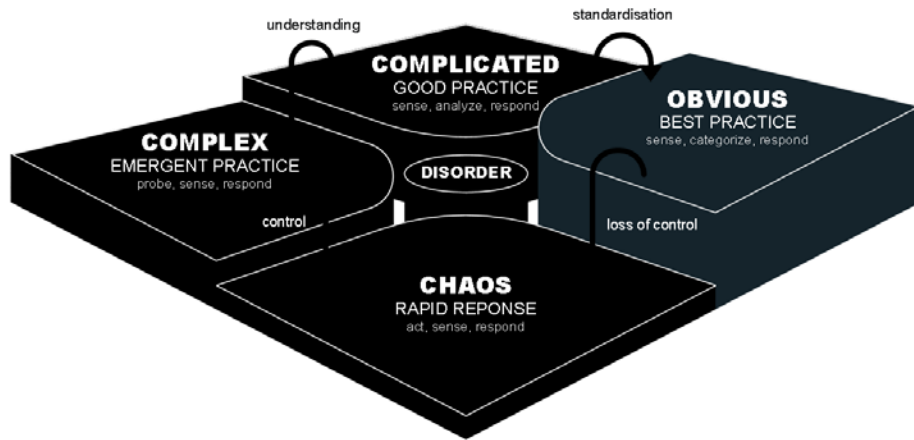
“UNDERSTANDING COMPLEX SYSTEMS”

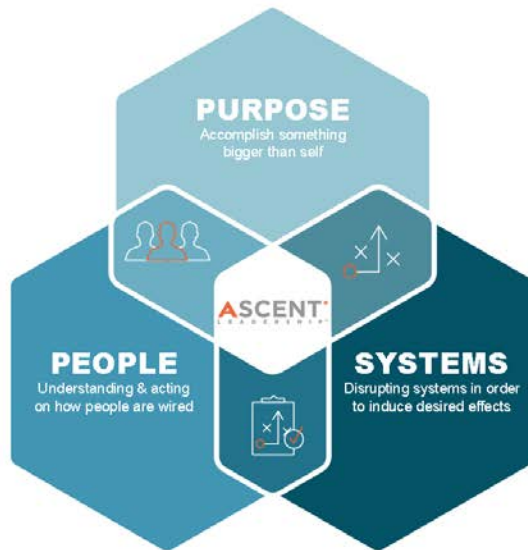






S-Curve Micro





CULTURE



Shared assumptions learned by the group to influence how they perceive, think, and feel.

STRATEGY



Setting direction by decoding internal and external ecosystems

EXECUTION



Discipline of Getting Things Done



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Submitted by,

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