

# ***Central R-III Aspiring Leadership Academy***



## **Program Description:**

The Central R-III Aspiring Leadership Academy is designed for current certified staff members committed to developing their leadership skills in preparation for becoming an Assistant Principal/Director and/or Principal. Participants must attend monthly cohort meetings focused on leadership development skills developed by the Central R-III School District leadership team. Participants will engage in learning outside the monthly meetings, including; completing an action research project directly related to our school community and implementing campus professional learning activities for current staff members. After successfully completing the Aspiring Leadership Academy program, participants will be eligible for tuition reimbursement for two additional graduate courses that meet Central pre-approval guidelines or can use this time towards career ladder.

The program participants are not guaranteed a position as an administrator within the District. However, the academy aims to develop future leaders within our system. Successful completion will guarantee an interview for applicants for future administrative positions.

## **Program Objectives:**

1. Program participants will be able to network with District / Building-level administrators and other aspiring administrators within the District.
2. Increasing leadership capacity throughout the District by developing a cohort of prepared school leaders to successfully transition into the Assistant Principal/Director and/or Principal role.

3. Facilitating professional growth opportunities for participants that positively impact current and future leadership roles available within the District.
4. Teaching participants to contribute to the positive climate in our schools, leading diverse school campuses, and positively impacting student growth as a future Assistant Principal/Director and/or Principal.
5. Program participants will gain Central R-III District-specific knowledge and experience about our PK-12 school programs and the greater community.

**Participation Criteria:**

1. The current Central employee is working in a DESE-maintained certificated position.
  - a. Example: Teacher, Counselor, Library Media Specialist...
2. Has completed a minimum of three years of classroom teaching experience.
  - a. Teaching years from another District can count towards experience.
3. Already obtained or will be pursuing Missouri Administrator Certification.
  - a. This can include staff members who will be starting a graduate-level leadership program during the same year as participation.

**Participant/Cohort Selection Process:**

- The Central R-III Aspiring Leadership Academy application window will open on July 31, 2025, and remain open until August 29, 2025. Interested applicants should apply through the form provided.
- All candidates will be required to submit a recommendation letter completed by their current building administrator; this is also a requirement for new staff members entering the District.
- Applications will be screened by the district and building administrators' committee. Participants selected for the Central R-III Aspiring Leadership Academy Cohort will be informed by September 12, 2025.

# Central R-III Aspiring Leadership Academy

2025-2026 Participant Application

**Name of Applicant:**

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**Current Building & Position Held:**

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**Total Years of Experience in Education:** \_\_\_\_\_

**Total Years in the Central R-III School District:** \_\_\_\_\_

**Summary of Work Experience:**

School	District	Position	Dates of Employment

**Educational Background:**

University/College	Degree	Date

**Certifications:**

Certification(s)	Expiration Date(s)

### **Leadership Questions:**

Please respond to each question and limit each response to 150 words or less.

1. Which leadership areas do you most want to develop, and what opportunities are you currently seeking to address them?
2. Why are you interested in participating in the Central Aspiring Leader program, and what do you hope to gain from this program?

***The Aspiring Leader program sessions will be held monthly on Thursdays from 3:30 p.m. to 5:00 p.m. in the superintendent's office or in the board room (These dates/times could be changed to ensure participants can attend).***

### **Aspiring Leader Cohort- Calendar Dates & Topics (3:30 - 5:00 p.m.)**

- **September 18, 2025-** Culture and Climate "Why it Matters Most."
- **October 16, 2025-** Building Facilities and Operations
- **November 20, 2025-** Curriculum, Instruction, & Assessment
- **December 11, 2025-** Human Resources and Staff Evaluation
- **January 22, 2026-** Budgeting and School Finance
- **February 19, 2026-** Special Education "Legal Obligations"
- **March 19, 2026-** Communicating Your Vision & Marketing Your School
- **April 16, 2026-** Cohort Leadership Presentations and Mock Interview

**I commit to attending all sessions.**\_\_\_\_\_

**(Applicant Signature)**

**To be completed by the Direct Building Supervisor:**

I have reviewed this application and endorse \_\_\_\_\_ (Applicant Name) as a candidate for the Central Aspiring Leadership Academy for the 2025-2026 school year. My endorsement includes supporting this candidate and committing to their professional growth and development. The candidate will also be provided with a recommendation letter to include with their application form.

Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Building Name: \_\_\_\_\_

**To be completed by District Leadership:**

Superintendent/Assistant Superintendent:

\_\_\_\_\_

Date: \_\_\_\_\_

**Office Use Only**

Date Received	Date Reviewed	Recommendation	Date Notified	Tuition/Career Ladder