



## Future Lutheran Administrators - Midwest Educators

June 28-30, 2017

**FLAME** - Hosted by: Michigan District, Ohio District, Indiana District, South Wisconsin District, North Wisconsin and Northern Illinois District in partnership with Concordia University, Ann Arbor, MI.

**Purpose:** Provide school leadership training to future or current new(er) administrators in our region. The aim is to provide Regional Best practices to candidates.

**Theme:** "Let the greatest among you become as the youngest and the leader as one who serves." Luke 22:26

**Eligible Participants** are currently serving in an LCMS school and prayerfully considering switching from a teaching role to an administrative role. All participants must be approved by their current principal and their District Education Executive. Ten participants is the minimum number needed for the event to occur.

**Participant Cost** is \$100 per participant for all activities including supplies, lodging and meals. This cost is the responsibility of attendees. Transportation to and from the event is not reimbursed. Two nights housing will be at a local hotel and included as part of your registration. If room permits, participants from non-sponsoring districts may attend for a \$300 registration fee.

**District Cost** Each participating District will contribute \$2500 for the operation of FLAME. This could change depending how many Districts participate.

**Learning activities** will be held on the campus of CUAA starting at noon on June 28<sup>th</sup> and ending at 1:00 p.m. on June 30<sup>th</sup>. The activities will include intense directed study on the Concordia campus and a variety of additional activities which will be distributed through the next 12 months. These include but are not limited to: reading Switch and 10 Traits of Highly Effective Principals. Each participant will be mailed Strengths Finder prior to the training and will be asked to read the book and take the Strengths Finder survey. This will be utilized in the training. A participant is required to watch pre-selected TED Talks and Exemplary School Webinars produced by the National LCMS Office of School Ministry (Travis will arrange). All participants are required to serve on an NLSA visit team within the school year they attend FLAME. Participants will interview two educational leaders with at least one being from a faith-based background. In addition, each participant will be asked to select a mentor leader to work with throughout the year. Approval of the mentor by the District Ed. Exec. is required). A project approved by the District Ed. Exec. and the participants principal that demonstrates leadership at their local school will be completed and will be evaluated by their District Ed. Exec.

**Academic Credit** is not included, but FLAME may count toward certificate renewal in certain states. Each District Ed. Exec. is responsible for their participants.

### Length of Day:

June 28 1:00 – 8:00 p.m.

June 29 8:30 a.m. -8:30 p.m.

June 30 8:30 – a.m. – 1:00 p.m. (Lunch Included)

### FLAME Schedule

Wednesday, June 28, 2017

1:00-1:30pm Welcome & Devotions

1:30-2:45pm Session 1: **Building an Intentional Mission Culture/Servant Leadership – Dr.**

**Chris Cody**

2:45-3:00pm Break

3:00-4:15pm Session 2: **Communication, Marketing, Admissions and Enrollment**

4:15-5:30pm Session 3: **Managing the Daily Operations – Mike Zimmer**

5:30-6:15pm Dinner

6:15-6:45pm Emmaus Walk

6:45-8:00pm Session 4: **Leading Change and Dealing With Conflict –**

8:00-8:05pm Closing Prayer

Thursday, June 29, 2017

8:30-8:45 Devotions

8:45-10:00am Session 5: **Developing Relationships**

10:00-10:15am Break

10:15-11:30am Session 6: **Decision Making**

11:30-12:15am Lunch

12:15-1:30pm Session 7: **Working Within Your Governance System**

1:30-2:45pm Session 8: **Administrator as Instructional Leader – Dr. Jon Mielke**

2:45-3:15pm Break and Catch Up Time

3:15-4:30pm Session 9: **Creating a Balanced Life**

4:30-8:00pm Dinner at Webber's

Friday, June 30, 2017

8:30-8:45am Devotions

8:45-9:45am Strength Finder Discussions – Galan Walther

9:45-11:00am Session 10: **Districts, LCMS School Ministry and NLSA**

11:00-11:15am Closing

11:15-12:00pm Lunch With Your District Exec.

### Topics of Study:

1. **Building an Intentional Mission Culture through a Philosophy of Servant Leadership:** Dr. Chris Cody - Understanding the purpose of the school as a mission strategy of the church and the principal's role in planning, implementing and communicating these strategies. Emphasis will

be on the intentional practices involved in your strategy through your policies and procedures. (Strength Finder Survey)

2. **Communication, Marketing , Admissions and Enrollment:** Mark Muehl - The principal will be exposed to “Best Practices” on how to intentionally focus on sharing the school's mission through an effective marketing plan that includes a well trained admission counselor, development of a marketing plan and creating of necessary materials that share the school's message.
3. **Managing the Daily Operations:** Mike Zimmer - The First 100 Days- Planning and Planting Priorities. Establishing your priorities as an academic and spiritual leader instead of letting the current crises dictate your direction.
4. **Leading Change and Dealing With Conflict:** Jon - Allowing the principal to cause positive change and effectively control negative situations.
5. **Developing Relationships –Pastor, Faculty, Staff, Parents, Students and Community:** The principal’s role in intentionally planning time and thought to communicating the school purpose to groups with different needs, interest and investment. Bruce & Chuck
6. **Decision-Making:** Mike Bender - Developing a process that is critical to all leadership, making decisions? A review of what is involved in the process, dealing with the aftermath and courageously moving your school ministry towards its purpose. The principal needs to be aware of the different levels of decision-making and their impact of the school mission and personnel.
7. **Best Practice Board Governance:** DJ Schult - Knowing WHO makes WHAT decision is a critical understanding for school leaders. Effective principals know their system of governance and train lay leaders to function at a high level within the system. This session will highlight the common models of board governance used in schools and spend time uncovering the most important best practice applications no matter what system is used.
8. **Administrator as Instructional Leader:** Dr. Jon Mielke – How are you at helping, coaching, assisting, or guiding your teachers to “Become that Christian teacher of Quality?” Hiring, evaluating, developing, and sustaining quality teachers who understand the mission and strive for developmentally appropriate pedagogy is integral for an effective and efficient learning environment. The presentation will help build an administrator’s “toolkit” and provide opportunity for discussion and reflection.
9. **Creating a Balanced Life:** Travis Grulke - Understanding the importance of your healthy lifestyle on the school. This includes personal spiritual time, intentional family time and the importance of interactions with others not directly involved in your school ministry.
10. **Information Concerning Districts, LCMS School Ministry and National Lutheran School Accreditation:** Terry Schmidt