



## OCDE 2011-2012 Executive Leadership Series Session 1 Summary and Feedback



Session 1 of the 2011-2012 Executive Leadership Series was held on Monday, October 17 from 8 am to 10 am. The session introduced participants the three leadership competencies critical to OCDE success and sustainability. Participants were asked to identify a skill related to one competency and commit to developing/improving that skill over the course of the next six months. Peer coaching was used to help participants arrive at a development plan for implementation.

All attending managers and supervisors were asked to offer an anonymous electronic session evaluation; 45 evaluations were received. Ratings feedback indicated that the session provided participants new insights into the issues impacting OCDE leadership development, generated a clear understanding of what is expected of OCDE leaders, provided a useful opportunity for the participant to consider his/her capacity for change, created a sense of cohesiveness among assigned teams, and was a good use of participants' time. (See Figures D through I.)

Overall ratings indicated less strong support for peer coaching. While the tool was highly successful in building team cohesiveness, it was moderately successful in helping participants identify or plan their skills development. (See Figures A through C.)

Open-ended feedback yielded 11 responses. These comments expressed appreciation for a clear and organized session, as well as high disapproval for peer coaching. Many of the open-ended comments identify the respondents' division, unit, and/or identity. Because the feedback survey promised anonymity to respondents, comments are not included in this report.

Based on this feedback, the current Executive Leadership Series will continue its direction for the year, however peer coaching will be de-emphasized as a tactic to support professional and leadership development.

**To what extent did the peer coaching discussions assist you in:**

Figure A



Figure B

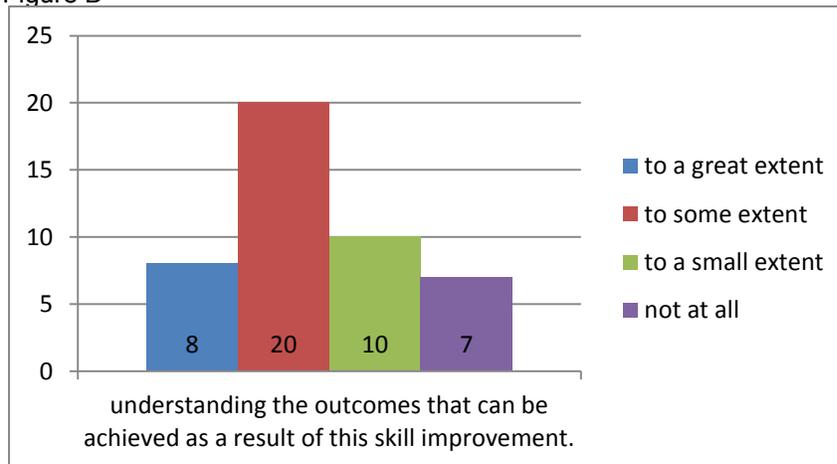
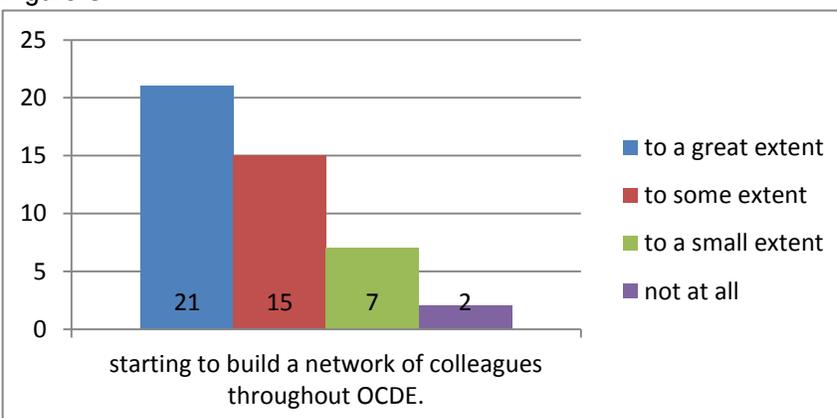
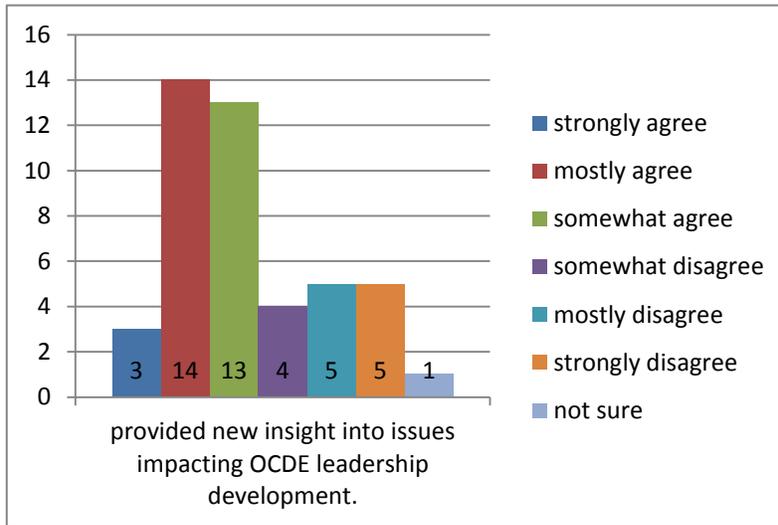


Figure C

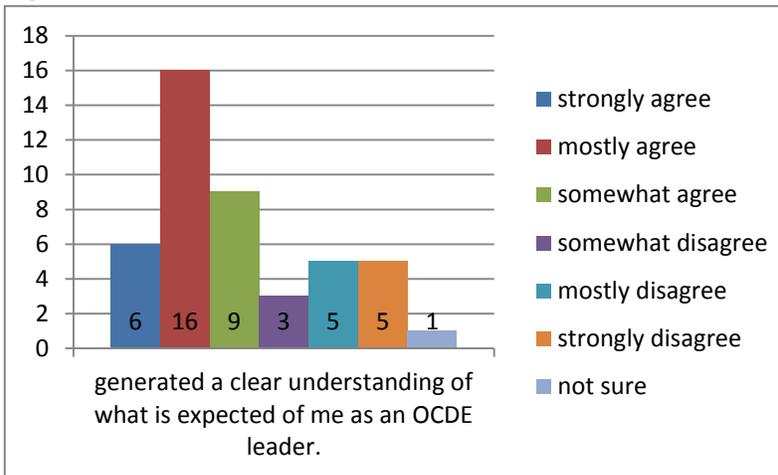


*Please rate the extent to which the ELS session:*

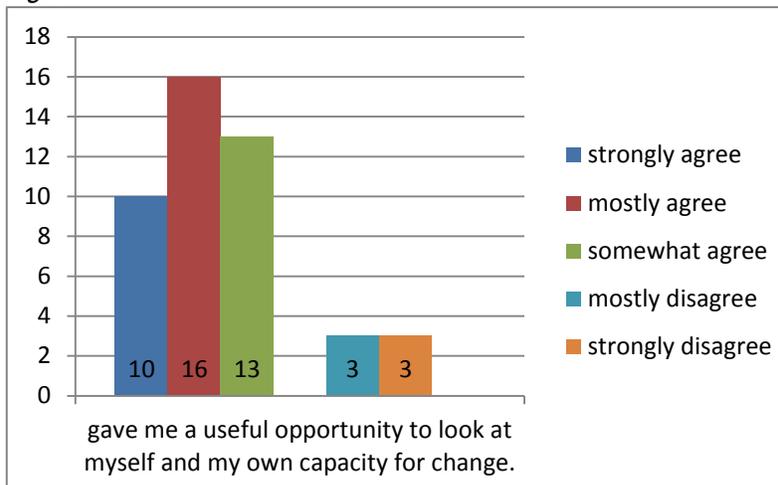
*Figure D*



*Figure E*

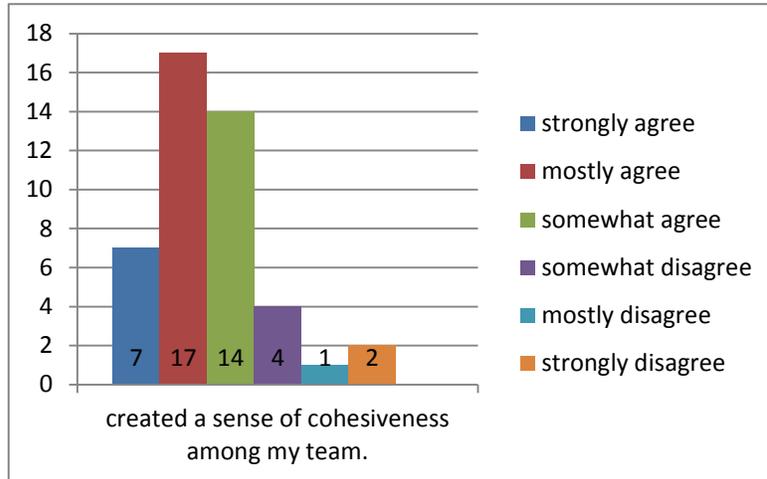


*Figure F*

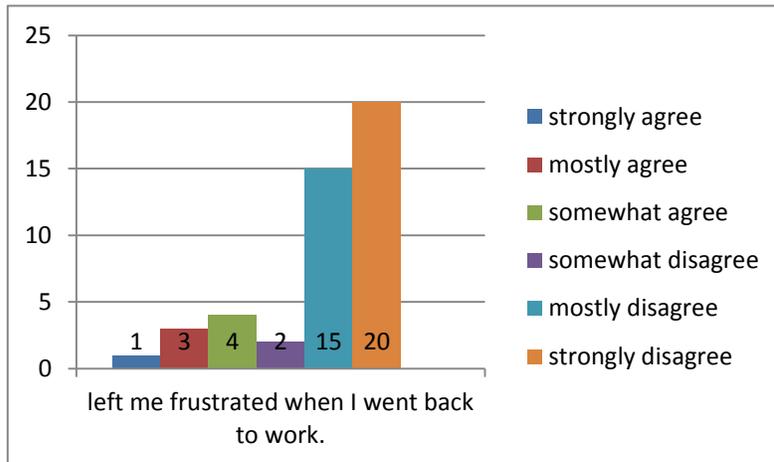


*Please rate the extent to which the ELS session (cont'd):*

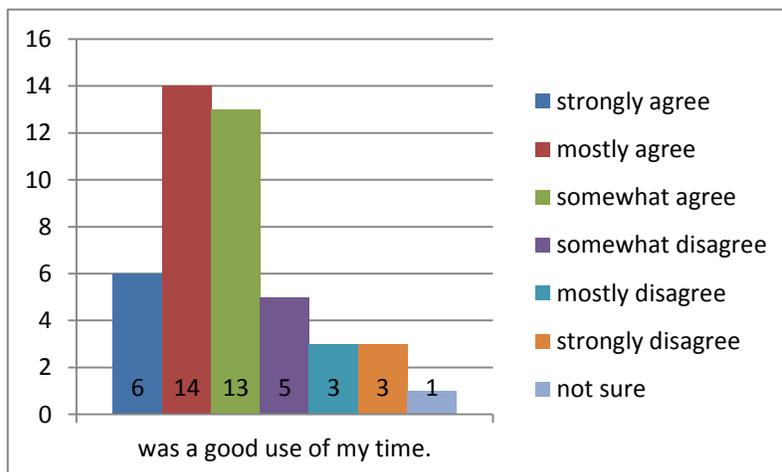
*Figure G*



*Figure H*



*Figure I*





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WILLIAM M. HABERMEHL  
County Superintendent of Schools