

UNIVERSITY OF NEBRASKA



KEARNEY

NexGen

Leadership Academy

... engaging school leaders with school leaders
about effective school leadership

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NexGen Leadership Academy



The NexGen Academy involves a strategic and systematic learning experience designed to develop and support the next generation of school personnel in these specific leadership roles: **teaching and instructional leadership, building-level leadership, and district-level leadership.**

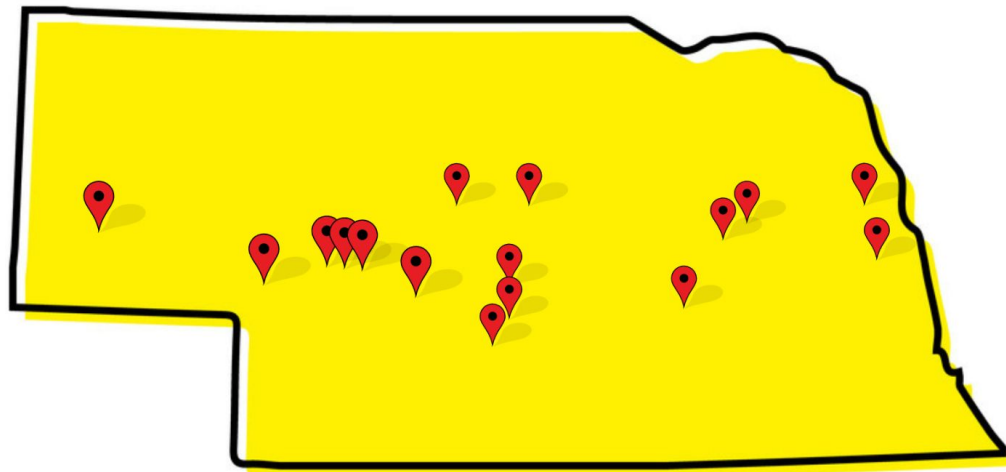
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District - University Partnership

16 School Districts



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Dr. Mike Teahon



Dr. Kent Mann



Dr. Beth Ericson



Dr. Aprille Phillips



Dr. Chelsea Feusner



Dan Bird

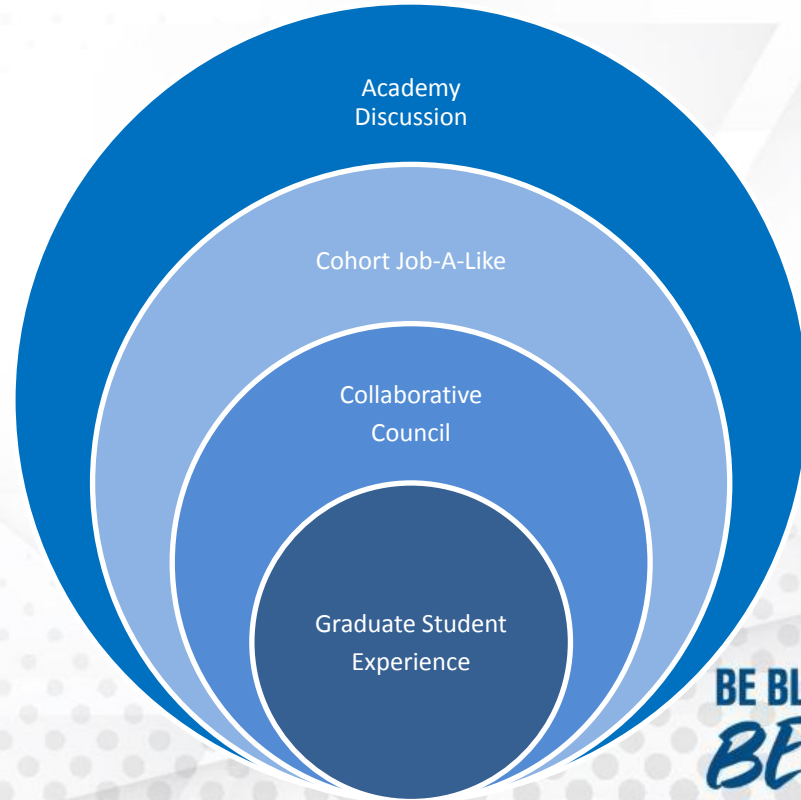
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Structure

- Cohort Design
- Engaging & Interactive Format
- Zoom, On-Line, & Face-to-Face exchanges
- Time for School Leaders to talk with School Leaders about School Leadership



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Philosophy

Building
capacity at
all levels

Creating
sustainability
in leadership

Going all in
on a shift in
culture

Growing
leadership
TEAMS

Balanced
partnership
between
schools and
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Course Content



Leadership

Assessment

Culture

Professional
Learning

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Benefits

Principal

Networking within the Academy and within building
Internal support system based in trust

Teacher-Leaders

Engaged in big picture
Culture of collaboration
Get outside of comfort zone and test the waters

School District

Team culture
Continuity and sustainability

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Shift the Conversation

- Management vs. Leadership

Equity

- Provide access to leadership opportunities
- Reduce fear
- See leaders in action

Capacity

- Teacher-Leaders / Building Leaders / District Leaders
- Enhance networking opportunities for leaders

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NexGen Leadership Data



Class Size Breakdown

43% Class A

27% Class B

11% Class C

19% Class D

Existence of a District Leadership Program

11% District Leadership Program

89% No Leadership Development Program

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62%
For Credit

30%
Non Credit

8%
One
Semester

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52 total students have taken at least one course for credit

145 members have participated in at least one semester

94 currently enrolled as members with 34 enrolled for credit in Fall 22

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59%
Aspiring Principal

30%
Teacher
Leader

3%
Principal

3%
District
Leader

5%
Aspiring
District
Leader

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Initial Findings 21-22

Relationships/Network

Statewide access to leaders and perspectives

Building relationships with others in like roles

University/district partnerships

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Initial Findings 21-22

Individual Leadership Readiness/Cultivation

Confidence developed in the program

Being nominated/seen as a leader in the district

Stepping into new leadership roles with support (e.g., teacher leaders taking on new responsibilities, interviewing for new jobs)

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Initial Findings 21-22

Developing capacity across multiple levels

Across levels in a district (e.g., teacher leaders, aspiring principals)

Developing capacity across the state (e.g., full-academy, job-alike) from small to large and East to West

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Initial Findings 21-22

Acknowledgement of the Teacher Leader

Women in Leadership

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NexGen Leadership Data



NexGen Academy provided a springboard for continued reflection and learning about my approach to leadership.

A horizontal bar chart with two segments. The left segment is yellow and contains the text '48.6% Strongly Agree'. The right segment is blue and contains the text '45.7% Agree'. The bar is outlined in black and has a white background.

48.6% Strongly Agree

45.7% Agree

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Participating in NexGen Academy has made it more likely for me to pursue a leadership position.

31.3% Strongly Agree

51.5% Agree

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As a result of participation in NexGen Leadership Academy I have become more influential in my school, district, or community.

A horizontal bar chart with a white background and a thin black border. The bar is divided into three segments: a yellow segment on the left, a blue segment in the middle, and a white segment on the right. The yellow segment contains the text '20% Strongly Agree'. The blue segment contains the text '63% Agree'.

20% Strongly Agree

63% Agree

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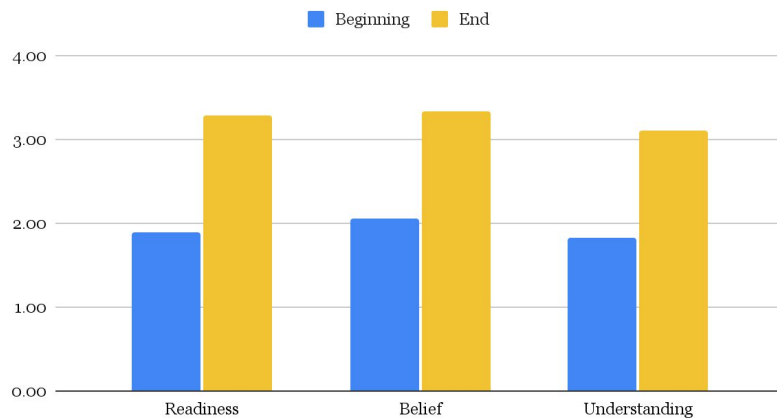
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- ★ Readiness to take on the next step in leadership
- ★ Belief that you have the skills and belief that you can be a leader in the next role you assume
- ★ Understanding of the expectations and responsibilities of the next leadership role I would assume

Growth on leadership attributes



Based on a scale of : (1- not prepared, 2- developing preparation 3- nearly prepared 4- ready to begin)

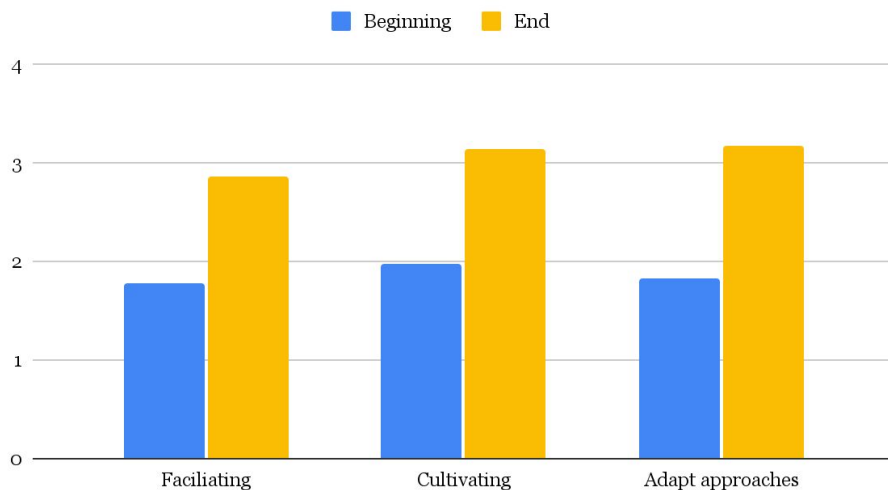
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- ★ Facilitating the development and enactment of mission/vision in a building/district
- ★ Cultivating and supporting building/district culture
- ★ Adapt approaches to leadership challenges by leveraging personal and professional strengths

Growth on leadership attributes



Based on a scale of : (1- not prepared, 2- developing preparation 3- nearly prepared 4- ready to begin)

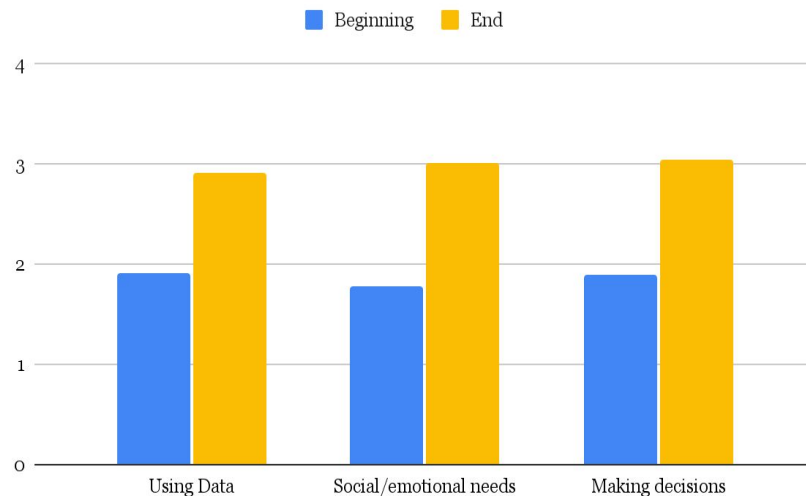
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NexGen Leadership Data



- ★ Using data to improve the school/district
- ★ Address the social/emotional needs of teachers and students in the building
- ★ Make decisions according to ethical/legal leadership responsibilities

Growth on leadership attributes



Based on a scale of : (1- not prepared, 2- developing preparation 3- nearly prepared 4- ready to begin)

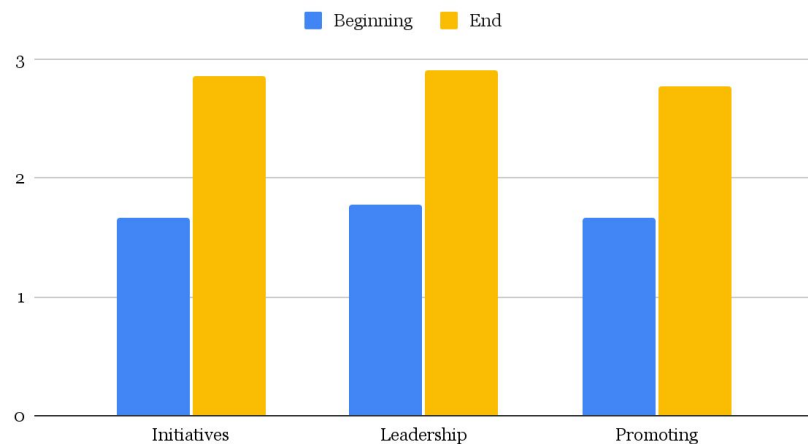
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- ★ Develop initiatives in a fashion that makes the best use of individual team members' strength
- ★ Leadership in observing, assessing and providing feedback on instruction
- ★ Promote family and community involvement in the organization

Growth on leadership attributes



Based on a scale of : (1- not prepared, 2- developing preparation 3- nearly prepared 4- ready to begin)

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Amber Taylor

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Student Testimonials



“The relationships that I have developed have helped to build my confidence as a leader as I am discovering that leadership is not perfect and leaders are not expected to know everything.”

“The ability to communicate and bounce ideas off other individuals is the most valuable part of this experience. Sharing common experiences, with other individuals within the teaching profession helped spark new ideas and creative solutions to common problems.”

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Student Testimonials



"I feel as though I have a network of support within this Academy that will last for years to come."

"It has been an extraordinary experience to be able to collaborate with leaders and administrators from all over the state."

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Questions?
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