Leadership Matters
Eight to Great Pathways to Leadership
“Everything rises and falls on Leadership.”

- John C. Maxwell
Great Pathways to Leadership

1. Strategic Matters
2. Personnel Matters
3. Professional Development Matters
4. Fiscal Matters
5. Data Matters
6. Customer Service Matters
7. Access Matters
8. Partnership Matters
Strategic Matters
Strategic Matters

Review your current Vision, Mission, and Goal statements
"It's not a great mission statement, but we'll revise it if things get better."
“If you don’t like change, you’re going to like irrelevance even less.”

- General Eric Shinseki
Strategic Matters

- Develop strategies to **Recruit** more students
- Provide services and supports that will **Retain** more students
- Build, foster and reward a culture of achieving greater **Results**
- **Refer** more students on to college and careers
Strategic Matters

- Consider **rebranding** your system
- Remove negative connotation, stereotype and stigma
- Realize words and images matter
Personnel Matters
Characteristics of Great Leaders

- Servant-centered rather than self-serving mindset
- Humble
“Good leaders must first become good servants.”

Robert K. Greenleaf
Strategies of Great Leaders

- Resolve to succeed
- Affirm and empower their team
- Assess, adjust and take risks
Strategies of Great Leaders

- Driven to achieve results, not popularity
- Resist complacency
- Don’t look through the rearview mirror
- Accept responsibility
Spend time to HIRE WELL
Consider Character, Chemistry and Competency as key filters
Don’t hire average and then expect to “PD up”
Be willing to “DE-HIRE”
“We expected that good-to-great leaders would begin by setting a new vision and strategy. We found instead that they first got the right people on the bus, the wrong people off the bus, and the right people in the right seats – and then they figured out where to drive it. The old adage ‘People are your most important asset’ turns out to be wrong. People are not your most important asset. The right people are.”

Professional Development Matters

- Develop a PD model that focuses on BOTH instructional and administrative leaders
- Design PD that supports local and state workforce area plans
- Realign PD to support goals of performance funding models
Professional Development Matters

- Design PD based on analytics of program/student data
- Provide PD that’s both rigorous and relevant
- Ramp up PD with a Recommitment to EXCELLENCE
“If we expect more from our students ... shouldn’t we expect more from our instructors, ourselves?”

Hunter R. Boylan
Director
National Center for Developmental Education
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Fiscal Matters
Fiscal Matters

- Reassess funding (formula) distribution model and criteria used
- Realign funding priorities to support local and state workforce boards strategic plans
Recalculate performance funding models to incent local and state performance metrics goals.

Redirect any discretionary or carryforward funds to activities that provide best return on investment.
Fiscal Matters

- Develop a culture of ethics, fiscal integrity and good stewardship of taxpayer $$$
- Routinely communicate fiscal policies
- Regularly audit programs
- Accountability, Accountability, Accountability
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Data Matters
Consider a data system that’s real-time, intuitive and linked to other key partners

Evaluate pros and cons of customized or commercial system

Develop a deep dive data analytics culture and train end users
Data Matters

Use data to set performance goals and incentives that are reasonable, attainable, and stretchable.
Percent of Population, 18-64, without High School Credential 2000

Source: Census 2000, 110th Congress Sample Data
Percent of Population, 18-24, without High School Credential

Source: American Community Survey, 2014-2018
Source: American Community Survey, 2014-2018
Percent of Population, 35-44, without High School Credential

Source: American Community Survey, 2014-2018
Percent of Population, 45-64, without High School Credential

Source: American Community Survey, 2014-2018
Comparison of Target Population, Enrollment and GED® Graduates by Age Cohorts 2018-19

Source: Enrollment and GED® Graduates, Kentucky Skills U Reporting System: Target population 2014-2018 ACS
Illinois Significant Challenges to Success

<table>
<thead>
<tr>
<th>With HS Diploma</th>
<th>Without HS Diploma</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.5% Hearing Difficulties</td>
<td>2.6%</td>
</tr>
<tr>
<td>1.4% Vision Difficulties</td>
<td>3.4%</td>
</tr>
<tr>
<td>3.1% Cognitive Difficulties</td>
<td>8.7%</td>
</tr>
<tr>
<td>12.5% Medical Assistance</td>
<td>30.4%</td>
</tr>
<tr>
<td>8.1% Have a Disability</td>
<td>17.0%</td>
</tr>
</tbody>
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Employment Status of Target Population (18-64) without a HS Credential

44% Medicaid, Medical Assistance or other GOVT assistance
The vision of Kentucky Skills U is that Kentuckians will experience a higher standard of living and quality of life through increased educational attainment.

**OUR CHALLENGE**

327,340 Kentuckians ages 18-64 without a high school diploma or equivalency.

62% of all Kentucky jobs will require some level of postsecondary education or training.

**OUR PROGRESS**

39% Decline in the number of working-age Kentuckians without a HS/GED® credential between 2000 and 2018.

17,845 Certificates and GED® credentials awarded to Kentuckians from 2017 - 2019.

$9,200 Increase in income after obtaining a HS/GED® credential.

4th Best in the Nation!

Kentucky’s GED® pass rate for 2019-20 exceeds the national pass rate!

76% 80% In partnership with KCTCS, eligible Kentuckians can earn a GED® plus a college certificate at the same time.

**OUR INNOVATIONS AND PARTNERSHIPS**

In partnership with KCTCS, eligible Kentuckians can earn a GED® plus a college certificate at the same time.

**WORK READY**

ACCELERATE YOUR PATH TO A CAREER

The Work Ready Kentucky Scholarship provides free tuition for certificate and diploma programs in five career paths that are considered high-wage, high-demand in Kentucky like Advanced Manufacturing, Business Services/Information Technology, Construction, Healthcare, and Transportation/Logistics.

Strategic Partnerships

KYSU partners with employers and agencies across Kentucky to connect students to GED® programs.

College and Career Navigators

Remove barriers to education by identifying learning challenges, connecting with support services, and developing a career pathway plan to transition students to college and career success.

Justice Cabinet Partnership

KYSU and the Department of Corrections (DOC) have agreed to a unified referral process for DOC clients who do not possess a high school equivalency and need to obtain a GED® in order to pursue employment and/or postsecondary education, thereby reducing recidivism.

**A SKILLS GAP SURVEY OF ADVANCED MANUFACTURING EXECUTIVES REPORTED THE PERCENTAGE OF THOSE WHO INDICATED CURRENT EMPLOYEES ARE NOT SUFFICIENT IN THE FOLLOWING KEY SKILLS:**

- **70%** Technology/Computer Skills
- **67%** Basic Technical Training
- **60%** Math Skills
- **69%** Problem Solving Skills

"Adult illiteracy is a fundamental barrier to every major challenge facing Kentucky, including early childhood education, education reform, economic development, and improving the health and well-being of Kentucky’s families and communities."

- The Adult Education Act of 2000

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Customer Service Matters
First impressions are lasting impressions

Respect students as adults by providing age appropriate, attractive and engaging environments
Five Ways of Being

- Be Welcoming
- Be Genuine
- Be Considerate
- Be Knowledgeable
- Be Involved

Customer Service Matters

- Recognize our students need to quickly Rebuild their lives
- Provide wrap-around support services
More Great Reads on Leadership

How passion in your work and life can turn the ordinary into the extraordinary

The Fred Factor
Mark Sanborn
READ BY THE AUTHOR
AN UNABRIDGED PRODUCTION

How Full Is Your Bucket?
Positive Strategies for Work and Life
TOM RATH AND DONALD O. CLIFTON, Ph.D.
#1 NEW YORK TIMES BESTSELLER

GALLUP PRESS
EDUCATOR'S EDITION
FROM THE COAUTHOR OF THE BESTSELLER
NOW, DISCOVER YOUR STRENGTHS
Access Matters
Access Matters

Reconfigure service hours to be convenient for students rather than staff.
Access Matters

- Relocate services to meet students where they are
Access Matters

• Develop a technology-based strategy (clicks vs bricks)
• Resources for auxiliary needs may be the biggest barrier
Partnership Matters
Partnership Matters

- Network and build relationships with colleagues
- Collaborate with partners, agencies, and employers
- Be responsive to the objectives and goals of these relationships
Partnership Matters – KY AARP

You have three unique opportunities to advance your education and career as an adult in Kentucky.

1. Earn Your GED

2. Earn a College Certificate or Associate’s Degree

3. Earn a Bachelor’s Degree

Kentucky Skills U

Kentucky Skills U provides low-cost educational services at all 122 counties to help you get your GED, certificates, and associate’s degrees. Learn more and take the next step: kycountyskillsu.org/learn/my-ged-credential.aspx

GED:

You might qualify to earn a college certificate or college credit toward college when you earn your GED.

Learn more and take the next step: kycountyskillsu.org

Kentucky Work Ready

If you already have a high school diploma or GED, you might qualify to earn up to 60 additional college credits with the Kentucky Work Ready Scholarship.

Learn more and take the next step: kycountyskillsu.org

Donovan Fellowship

If you are 60 or older, you might qualify to earn a degree tuition free at a state-supported institution within Kentucky. Contact your school of choice for additional information.

Project Graduate

If you have previously earned college credit at a four-year public institution in Kentucky, you might qualify to enroll in a degree or certificate program toward a higher degree.

Learn more and take the next step: kycountyskillsu.org
Partnership Matters
Click Link to Play GED Plus Video
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Leadership in a Crisis
Leadership in Crisis: **Tactical Support**

To successfully manage a crisis, these fundamental principles should govern your crisis response:

- Thoroughly understand the issue and its effect on your staff, students, and partners
- Respond quickly and decisively with a well thought plan
- Build trust by communicating with honesty and transparency
- Execute, monitor and modify the plan as appropriate
Leadership in Crisis: Emotional Support

- If you’re the leader, then lead
- Be available, accessible and encouraging
- Listen well, communicate often and offer empathy routinely
- A leader’s attitude is observed and contagious
- Leaders are brokers of information and hope
TURN to the Future

Transform the Illinois Community College System with Urgency through Innovate Strategies
Responsive to our Students, Partners and Employers
Nimble and Flexible in our Delivery of Service
Questions?

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