



Women Education Leaders in Virginia

Fall 2015



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In affiliation with



and



WELV's 17th Annual Conference

"Leading Today, Creating Tomorrow"

March 17 - 18, 2016

Charlottesville, VA

The Seventeenth Annual WELV Conference will bring education leaders to Charlottesville for two days of dynamic presentations and in-depth dialogue. Combining formal speeches with panel discussions, small-group break-out sessions, and social and professional networking opportunities, this year's conference will provide women leaders in Virginia with the opportunity to gain a deeper understanding of issues of importance to them personally and to their professional communities.

The modest registration fee covers parking, breakfast and lunch each day, an evening reception on the first day, copies of all conference resource material—and membership in WELV through March 31, 2017.

The Institute Presenter for the conference will be **Carol Ann Tomlinson**, the William Clay Parrish, Jr. Professor and Chair of Educational Leadership, Foundations, and Policy and *co-director of the Institutes on Academic Diversity at the Curry School of Education, UVA.*



Recently named one of the two most influential higher education voices in the United States in Psychology and the 16th most influential in all education-related fields, Dr. Tomlinson has written more than 300 books, book chapters, articles, and other materials for educators, and her books have been translated into 12 languages.

Dr. Tomlinson's presentation will center on her latest book, ***Leading for Differentiation: Growing Teachers Who Grow Kids***, which proposes that differentiation requires a widely held belief in the approach, continuous professional development experience, an action-oriented plan—and leadership which ensures that differentiation becomes embedded in the curriculum and pedagogy of each classroom.

**VISIT OUR CONFERENCE WEB PAGE TO LEARN MORE . . .
AND TO REGISTER:**

<http://www.welv.org/2016-welv-annual-conference>

WELCOME, NEW WOMEN SUPERINTENDENTS!

CONGRATULATIONS TO VIRGINIA'S NEW WOMEN SUPERINTENDENTS . . .
AND BEST WISHES FOR THE 2015 – 2016 SCHOOL YEAR



Dr. Carol Carter
Superintendent
King & Queen County



Mrs. Nancy Welch
Superintendent
Mathews County



Mrs. Laura K. Abel
Superintendent
Town of West Point



Dr. Lillian D. Holland
Interim Superintendent
Pittsylvania County

WELV sends best wishes to two veteran superintendents who are serving in new school divisions:

Dr. Janet Crawley is at the helm in Mecklenburg County, and *Dr. Melody Hackney* is leading the Hopewell City Schools.

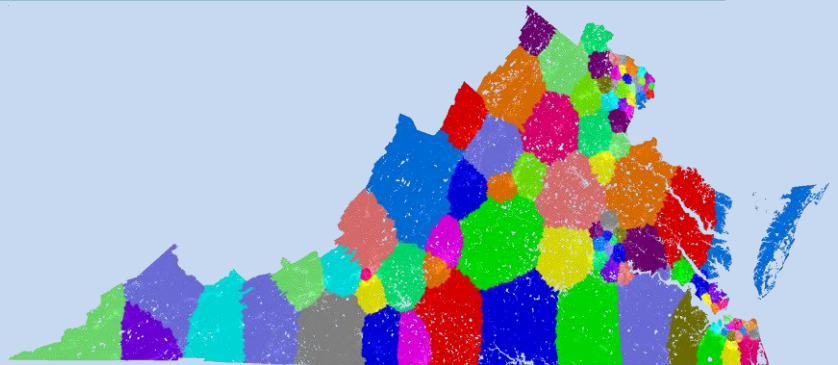
To all 35 women superintendents in Virginia, WELV is here to support you and we wish you a great 2015-16 school year!

See you at the March WELV Conference!

WELV AMBASSADORS PROGRAM



WELV AMBASSADORS PUTTING THE PIECES TOGETHER FOR WOMEN LEADERS IN VIRGINIA



Some Thoughts on the Ambassadors Program from Elaine Fogliani, Executive Director:

The Board of Directors of WELV envisions having a greater impact on women educators in Virginia. One of the paths to accomplishing this goal is the WELV Ambassadors Program.

To learn more about the role of a WELV Ambassador, please visit the Ambassadors Program page on our website: <http://welv.org/ambassadors-program/>.

As the executive director of WELV, I would like to identify an ambassador in each of the school divisions. I plan to create a contact list of Ambassadors and post the list on the WELV website so that women leaders in each school division will know who to contact for more information about our organization.

Once we have a list of Ambassadors, I will be emailing information about books and articles on women in leadership that they can share with others in your school division. I will also share information about WELV and local affiliate events.

WELV Ambassadors will be invited to join the WELV Board for a reception on March 16, the evening before the Annual Conference.

If you are interested in serving in this role, please email me at afogliani@aol.com. I will need your name, position, address, and email. You may elect to include a telephone number. We may have more than one Ambassador per school division if we have that level of interest. --- Elaine

WELV AFFILIATES TAKE THE LEAD

The goal of the WELV Affiliates Program is to support the WELV mission by providing opportunities for social as well as professional networking and to extend the mentoring and the discussion of issues that are such a valuable part of the WELV Annual Conference each spring.

The program began in the fall of 2013, when a group of women educators from Fredericksburg decided to form a local "affiliate" chapter of WELV called "Women in Leadership," or **WILd**. The goal of the group was to meet regularly to extend the mentoring and the discussion of issues that are such a valuable part of the WELV Annual Conference each spring.

Now there are two more affiliate chapters working on promoting the work and careers of women educators in Virginia: **D3** ("Dining, Discussion, and Debriefing") in Region I, and **WALL** ("Women Administrators Leading Loudon") in Region IV.

To learn more about the WELV Affiliates Program and each of the current chapters, visit <http://welv.org/affiliates-program> or contact:



Elaine Fogliani, WELV Executive Director (afogliani@aol.com)

Regina Turner, D3 in Region I (rturner31@gmail.com)

Taneshia Rachal, WILd in Region III (trachal@cityschools.com)

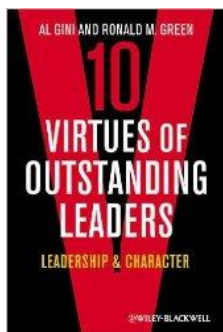
Jennifer Cavanaugh, WALL in Region IV (jennifer.cavanaugh@loudon.k12.va.us)

BOOK IT!

You will want to add ***The Ten Virtues of Outstanding Leaders: Leadership and Character*** to your library this fall.

Co-authors Al Gina and Ronald M. Green identify and define 10 particular virtues that most successful leaders possess. They propose that leadership requires acting in ways that show ethical character. Picking up on Socrates' belief that leaders accept leadership and that good character is the core characteristic of leadership, the authors define leadership as "a power-laden, value-based and ethically driven relationship between leaders and followers who share a common vision and accomplish real changes that reflect their mutual purpose and goals." They also address *misleadership*: bad leaders who are ineffective or unethical, suggesting bad leadership must be understood to be prevented.

In the book, ten virtues of leadership are defined and great leaders throughout history are used to exemplify each character virtue. Like the Greek philosophers, the authors believe that virtue can be taught. This message informs not only the educational leaders WELV serves but also opens a dialogue about how we teach leadership virtue to our students.



Buy at Amazon Here:
<http://www.amazon.com/Ten-Virtues-Outstanding-Leaders-Leadership/dp/0470672315>

The Ten Virtues of Leadership

Deep Honesty

Moral Vision

Fairness

Creative Thinking

Good Timing

Moral Courage

Compassion & Care

Intellectual Excellence

Aesthetic Sensibility

Deep Selflessness

THE LEADERSHIP EDGE

RESEARCH ON LEADERSHIP SHOWS THAT WOMEN HAVE THE EDGE

In 2012, Jack Zenger and Joseph Folkman of *Zenger and Folkman Consultants* published the results of a survey in which they asked for 360 degree evaluations of leadership from peers, bosses, and direct reports to rate a leader's effectiveness overall and also to judge how strong he or she is on the 16 competencies that 30 years of research shows are most important to overall leadership effectiveness.

The survey calls into question many long-held assumptions about gender and leadership. Here is a table of results:

Leadership Competencies	Male	Female	t	Sig.
Takes Initiative	49.8	56.4	-13.67	0.00
Displays High Integrity and Honesty	49.9	54.7	-9.78	0.00
Drives for Results	50.6	55.2	-9.53	0.00
Practices Self-Development	51.3	56.0	-9.51	0.00
Develops Others	51.1	55.1	-8.14	0.00
Inspires and Motivates Others	51.6	55.1	-7.35	0.00
Builds Relationships	51.2	54.5	-6.70	0.00
Collaboration and Teamwork	52.1	54.5	-4.96	0.00
Champions Change	51.6	54.0	-4.96	0.00
Establishes Stretch Goals	51.7	54.1	-4.77	0.00
Solves Problems and Analyzes Issues	52.0	52.7	-1.38	0.17
Communicates Powerfully and Prolifically	52.9	53.4	-1.14	0.26
Connects the Group to the Outside World	52.3	52.1	0.34	0.73
Innovates	52.6	52.2	0.96	0.34
Technical or Professional Expertise	52.1	51.1	2.10	0.04
Develops Strategic Perspective	53.7	51.2	5.06	0.00

The researchers conclude:

"The chart shows the differences between men and women and has arrayed them in descending order. It confirms that women actually scored higher than men on 12 of the 16 competencies. The differences on ten of them were statistically significant. Men scored higher on two competencies, "develops strategic perspective" and "technical or professional expertise."

Read more here: <http://www.businessinsider.com/study-women-are-better-leaders-2014-1#ixzz3jqSSaYbF>

This research and its fascinating results will be considered in small group discussions at WELV's 17th Annual Conference in Charlottesville on March 17 – 18, 2016

A WORD (OR TWO) FROM WELV'S LEADERSHIP

A MESSAGE FROM WELV PRESIDENT BETH BAPTIST

Welcome to the 2015-16 school year!



The start of school is always so exciting with happy students, teachers, administrators, and parents! I hope we can all begin the year with enthusiasm and remember as WELV members the importance of supporting each other and others with whom we work.

This year will offer many opportunities for us as individuals and for our organization.

Elaine has already been working to plan another great conference in March, and we will have other events that will strengthen our leadership abilities and talents. I look forward to joining you at these events and learning with and from you!

I hope you will encourage women within your organization to join WELV. Our strength as an organization is enhanced as we gain new members and perspectives. Also, please let us know when you hear of accomplishments of our members so they can be recognized.

Finally, I would be remiss if I did not mention the sadness I feel as I write this for the loss of two shining stars of Virginia this week—Alison Parker and Adam Ward, the two journalists who were senselessly murdered in Moneta this summer. Although not educators by trade, they both have had an impact on the lives of many educators in Virginia. Their untimely and senseless deaths have reminded me again how important it is to show kindness, respect and love each and every day for those around us . . . each day is a gift!

A MESSAGE FROM WELV EXECUTIVE DIRECTOR ELAINE FOGLIANI



I am seeing green. No, WELV has not received a huge sum of cash . . . although we are always willing to accept the green stuff to further our mission.

I am thinking green...not feeling green, which is associated with envy—no negative stuff for me. I also see a shamrock and I am feeling quite lucky. I am also seeing a green seventeen. For you math folks, seventeen is the 7th prime number. For the scientist, seventeen is the atomic number of chlorine.

For English fans, a haiku has three lines...the first line has 5 syllables, the second line has 7 syllables and the third line has 5 syllables. Back to math $5+7+5 = 17!$ So to get to the point, I present two haiku poems:

**March 17 think luck
WELV is hosting a conference
Wear the green and come**

**St. Patrick's Day Yes
WELV is Seventeen
Learn and Connect**

I am so excited about the Annual Conference and the important work WELV does each day to nurture and support women leaders serving the children of Virginia.

WELV BUSINESS PARTNER AMERICAN FIDELITY SUPPORTS PUBLIC EDUCATION IN VIRGINIA



Our Family, Dedicated To Yours.®

Our first business partner, **American Fidelity**, is again sponsoring a WELV dinner for the female superintendents attending the Superintendents' Professional Conference in September.

Dixcy Kilduff is the American Fidelity school benefit specialist for Virginia. She can be reached at: dixcy.kilduff@americanfidelity.com

WELV Extends a BIG THANK YOU to American Fidelity for Supporting Women Leaders!

**Learn More about the WELV Partner Initiative on Our Home Page:
www.welv.org**