

Holdsworth Leadership Development Program

Application for the 2021 Cohort



The
Holdsworth
Center



CONROE
INDEPENDENT
SCHOOL DISTRICT

October 6, 2020

Leadership Development Programs

Designed to build the capacity of district and campus leaders

New Leaders	\$230,000
Leadership Development Academy	\$130,000
Holdsworth (program fee)	\$0

History of Holdsworth

Charles Butt, Chairman of H-E-B, founded The Holdsworth Center in 2017. He named the center for his mother, Mary Elizabeth Holdsworth, who taught school in the 1920s in Center Point, TX (near Kerrville).

Charles has directed much of his personal and corporate giving toward education, developing initiatives such as the annual H-E-B Excellence in Education Awards and the H-E-B Read 3 early literacy program.

The Holdsworth Center builds on those efforts by strengthening the leaders who serve educators and students.

Leadership beliefs

Holdsworth believes:

- 70 percent of a leader's development occurs through job-related experiences,
- 20 percent from interactions with others or coaching, and
- 10 percent from formal educational events.

Curriculum

Curriculum created to span all three areas of a leader's development and covers three main strands designed to:

1. Develop personal leadership
2. Grow and empower others
3. Create lasting and systemic change

What is the purpose of the program?

The purpose of the District Leadership Program is to give individual leaders the inspiration, tools and resources needed to grow. Leaders then take what they've learned and adapt it to their district, creating the cultural environment and systems needed to move other leaders through the pipeline in a thoughtful way.

Other districts in the program

There are 13 Texas school districts in the program, three that are more similar to CISD in size and demographics:

- Round Rock ISD
- Arlington ISD
- Klein ISD

Other program details

- **Cost** - aside from in-state transportation costs, districts will not pay for any of the programming coaching, or embedded district support they receive.

The initial programming is funded by a \$100 million investment made by founder Charles Butt, to be spread across multiple years.
- **Number of participants:** The superintendent and five other district leaders participate in the District Leadership Program
- **Time commitment:** 2-year District Leadership Program. The time spent in learnings sessions and site visits is approximately 45-50 days over the course of two years

Why are we seeking permission to participate?

- As a rapidly growing, large district, we have a need to create new systems for developing and growing the next generation of campus and district leaders.
- Investing in our leaders will improve outcomes for students.
- We believe the job-embedded learning approach provided by the Holdsworth Center will result in the powerful changes we want to make.

Application Process

- Currently accepting applications for the third cohort of districts in 2020.
- Selected districts begin in the summer of 2021
- Application due November 20, 2020