



MASSACHUSETTS SCHOOL
ADMINISTRATORS' ASSOCIATION



*MSAA and Courage & Renewal Northeast
announce a new cohort of*

NORTHEAST
**Courage
& Renewal**

The Soul of Leadership: Courage, Presence, and Integrity

A yearlong personal & leadership renewal program for PreK-12 school leaders



We lead who we are. As school leaders, we cultivate the culture in our schools. This culture reflects who we are and what we do. The recent challenges posed by the pandemic, along with the need to address issues of equity and racial justice, only underscore the crucial role that school leaders play in creating a caring and culturally responsive school culture. In order to lead and thrive, school leaders need time and support to develop their social-emotional capacity to manage job-related stress, build trust, and model caring and culturally responsive behaviors.

We invite you to deepen your own development as a leader. *The Soul of Leadership: Courage, Presence and Integrity* gives school leaders the opportunity to reflect on your lives and work through contemplative and reflective practices drawn from the Center of Courage and Renewal and the fields of mindfulness, social and emotional learning, neuroscience, and the arts.

Over the past three years, MSAA has partnered with [Courage and Renewal Northeast](#) to offer this unique experience for school leaders. Close to 100 principals and assistant principals from all levels and representing a wide range of districts across Massachusetts have participated in our first three cohorts. Through the ongoing generous support of the [Angell Foundation](#), we are pleased to offer another new state-wide cohort open to principals and assistant principals, as well as continue to support our growing alumni network.

The program enhances participants' capacity as leaders, provides a lived experience of the process of building relational trust, and offers strategies to help strengthen SEL and well-being in your adult community. Participants all receive a copy of the *Leading Together: Strengthening Relational Trust in Schools®* guidebook as a resource to help integrate reflective practices into the routine of administrative team and staff meetings and apply these practices to your daily work throughout the school. These strategies also build capacity for engaging in challenging and necessary conversations around issues of racial and social justice.

"If it is true that everything rises and falls on leadership, then the leader must be healthy and whole from the inside out. The Soul of Leadership program provides the school leader with a thoughtful, nourishing approach to the healing of mind, body and soul. Without attention to this dimension, successful school and personal transformation cannot be sustained."

Ron Walker, Executive Director, Coalition for Schools Educating Boys of Color

Format: This year's program will continue in a blended format with 4 whole group retreats held quarterly over the school year combined with virtual small group sessions in between. The first two retreats will be virtual (2.5 hours each). The second two retreats are tentatively scheduled as full-day in-person sessions. The shorter virtual small-groups sessions provide the ongoing support of a smaller group and an opportunity to check in on intentions, while keeping the momentum of your experience moving forward.

Whole Group Virtual Retreats (2.5 hours)	Wednesdays 8:00-10:30 am October 27 January 12
Virtual Small Group Sessions (75 minutes)	Days & Times TBA: December February April <i>You will be able to choose a day and before or after-school time that fits your schedule (4 choices will be offered).</i>
Full Day In-Person Retreat* <i>*Virtual if necessary</i>	Wednesdays 8:30-3:30 March 23 May 25
Facilitators	Rick Rogers Pipier Smith-Mumford Jennifer Francisco Rick Swanson

FEE: \$600 Members / \$800 Non-Members

To Apply:

1. Apply here [SoL Registration](#) by Friday, October 1st.
For application questions, contact Vickie Ellison vellison@msaa.net.
2. Please email to rickrogers409@gmail.com a brief statement describing why you are interested in participating in this program at this time and your hopes for participation.

Enrollment is limited to 30. You will receive confirmation of acceptance by October 8.

"The most valuable thing for me about the sessions for Soul of Leadership is that you somehow manage to slow down time. In our work in schools, things happen fast, fast, fast and people want decisions fast, fast, fast...In our sessions there are so many ways that you model and teach slowing down. I'm working to use those techniques in my work life so that I can slow down and improve my decision making."

Experienced Principal

Cohort 4 Facilitators

Rick Rogers is the program coordinator and has been a facilitator for Soul of Leadership since its inception three years ago. He also presently serves as an adjunct instructor in the Salem State Educational Leadership graduate program and as leadership mentor/coach supporting school leaders. He brings over 35 years of experience in public education as a teacher and a principal in both suburban and urban settings. He has been a facilitator for the National Institute of School Leadership and an adjunct instructor at UMass Lowell. He is passionate about the principalship and believes in the power of reflective practice.

Pipier Smith-Mumford has been an educator for over 40 years, starting as a high school guidance counselor, moving to administration as a principal of a 9th grade campus, and then a PreK-8 school. Presently, she is working as a Senior Lecturer and Field Director in the Education Leadership and Policy Studies program at Boston University Wheelock College School of Education and Human Development while also mentoring new principals, and consulting with area school administrators and faculty on issues of diversity, equity and inclusion. She has been a facilitator for Soul of Leadership for the past two years.

Jennifer Francisco has been an educator for 29 years, including 19 years as the principal of the Berkley Community School. Before serving as a principal, she worked as an assistant principal and a grade four teacher. As a school leader, she works diligently to ensure that the students in her care are receiving a top notch educational experience, and that her staff is supported as they work to lead high quality educational learning in their classrooms. She believes that every interaction with students and staff is a teachable moment, and works to preserve the quality of those interactions each and every day. Jennifer has a particular interest in leadership, which has driven her participation in Soul of Leadership since its inception and joins our team as a small group facilitator.

Rick Swanson became principal of Hingham High School in 2017 after serving as assistant principal for ten years. A former history teacher and coach, he remains animated by the same values that first led him to an inner-city classroom in Chicago. An educator for more than twenty-five years, he continues to believe in the capacity of our public schools to transform society. He believes his students "not only develop their skills and expand their knowledge in powerful ways. They know what it feels like to belong to a genuine community, drawing inspiration both from their teachers and from each other. They leave our school wanting to improve the world and believing they can." Rick has been an active participant in Soul of Leadership for the past two years and joins our team as a small group facilitator.

This program is a partnership between the Massachusetts School Administrators' Association and Courage & Renewal Northeast and is generously supported by a grant for transformational leadership from the [Angell Foundation](#).

LEADERSHIP MATTERS



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