



Oxnard School District Leadership Pipelines



OSD is excited to offer multiple career development pathways and opportunities for current staff members who are exploring the possibility of entering into formal leadership roles within Oxnard School District.

Features/Notes:

- All Academies are voluntary
- Participants are not compensated for participating in the leadership development pipeline academies
- Final determination of participants will be made by the Human Resources
- Academies take place in the early evening and a snack or dinner will be provided
- Each Academy has a specific target audience
- Participants are expected to attend all academy sessions
- All Academies are 5 full sessions and a "leadership kickoff" event (6 total sessions)
 - Dates for all academies are TBD



OSD Strategic Plan Goal 3.2.4-Develop an OSD Leadership Pipeline that provides opportunities for advancement for classified, certificated, and administrative staff as well as opportunities for staff to expand their instructional, strategic, visionary, and organizational leadership capacities

EXPLORING CERTIFICATED LEADERSHIP ACADEMY

Target Audience

Current certificated
staff members (OEA,
OSSA)



Exploring Certificated Leadership Academy

Program Overview

The Exploring Leadership Academy is designed to identify, develop, and support dedicated educators who aspire to become effective school leaders. Through this program, selected participants engage in a series of targeted workshops that build the essential knowledge, skills, and confidence needed to step into the role of assistant principal or other entry-level administrative positions.

Upon successfully completing the program, participants will be considered for assistant principal roles or other leadership opportunities within the Oxnard School District. This initiative helps us cultivate and retain high-quality leaders who are committed to student success and who uphold the principles of the Oxnard School District Strategic Plan.

Program Components

The Exploring Leadership Academy includes a variety of engaging activities, such as leadership development sessions, an overview of the OSD Strategic Plan, guest speakers, simulation exercises, strategies for managing difficult conversations, and best practices for effective classroom instruction.

Who Should Apply

The academy is designed for certificated staff members who are interested in exploring leadership opportunities within the district. Aligned with the OSD Strategic Plan, this program aims to identify and support future leaders who are preparing to pursue their first entry-level administrative position.

Requirements

- Current OSD Certificated staff member (non-management)
- Interest in becoming a school administrator
- 3 years of minimum of teaching experience
- Meets or exceeds standards on most recent evaluation

Benefits

- Develop leadership skills and abilities
- Build your professional network
- Leadership focused professional development
- Gain practical experience
- Understand “behind the scenes” challenges for administrators



EXPLORING CLASSIFIED LEADERSHIP ACADEMY

Target Audience

Current OSD classified
staff members



Exploring Classified Leadership Academy

Program Overview

The Introduction to Leadership Program provides voluntary professional growth opportunities for classified staff members interested in developing the skills and confidence to lead and support others across our schools and departments.

Participants will engage in five in-person workshops designed to strengthen leadership skills that align with the Oxnard School District’s commitment to fostering an equity-centered culture. Staff members will explore their individual leadership styles, reflect on the values and character traits that build trust and credibility, and learn practical strategies to cultivate a positive, inclusive work environment.

Program Components

The Future Classified Leaders Academy will feature a variety of activities, including leadership development discussions, an overview of the OSD Strategic Plan, guest speakers, guidance from current OSD classified leaders, and interactive learning experiences.

Who Should Apply

This academy is designed for current classified staff members who are considering pursuing a leadership position within the Oxnard School District. Please note that sessions will take place from 4:00 p.m. to 6:00 p.m. across five meetings during the fall and winte

Requirements

- Current OSD classified staff member (non-management)
- Interest in becoming a classified leader
- 2 years of experience in Oxnard School District
- Meets or exceeds standards on most recent evaluation

Benefits

- Develop leadership skills and abilities
- Build your professional network
- Leadership focused professional development
- Understand “behind the scenes” challenges for classified leaders



NEW AP & MANAGER ACADEMY

Target Audience

Current OSD assistant
principals/managers
who were hired as an
administrator since
7/1/23



Assistant Principal/Manager Academy

Program Overview

The New Assistant Principal/Manager Academy provides additional training beyond the regular meetings offered to all assistant principals within OSD. Participants receive support through five in-person workshops designed to strengthen leadership skills that align with the Oxnard School District's commitment to fostering an equity-centered culture. Program goals include providing an overview of OSD's culture and practices, developing skills to lead with integrity, navigating difficult conversations, collaborating effectively with staff, and engaging in role-play scenarios and discussions with guest speakers. While site principals remain the primary source of training for assistant principals, this academy recognizes that additional, focused training is essential given the time constraints and demanding schedules faced by assistant principals and managers.

Program Components

The New Assistant Principal/Manager Academy includes a range of activities such as leadership development sessions, an overview of the OSD Strategic Plan, guest speakers, guidance on the role of the assistant principal, opportunities for career growth, and open, confidential conversations about the complex and challenging nature of the assistant principal role within the district.

Who Should Apply

This academy is open to all assistant principals and managers who joined the Oxnard School District (or moved into a leadership position) on or after July 1, 2023.

Requirements

- Current OSD assistant principal or manager hired on/after 7/1/23
- Interest to promote into other administrative positions in future
- Meets or exceeds standards on most recent evaluation

Benefits

- Develop leadership skills and abilities
- Build your professional network
- Leadership focused professional development
- Better understand the challenging role and expectations for assistant principals/managers within Oxnard School District



FUTURE ADMINISTRATORS ACADEMY YEAR TWO

Target Audience

Current OSD
certificated staff that
have previously
completed a Future
Admin Academy



Future Administrators Academy Year Two

Program Overview

The Future Administrators Academy Year Two is designed for certificated staff members who have already completed the Future Administrators Academy during the 2022–2023, 2023–2024, or 2024–2025 school year. This second-year academy focuses on deepening instructional leadership skills and will offer opportunities to shadow OSD administrators and gain practical, hands-on experience. Completion of the initial Future Administrators Academy is required to enroll in this program.

Program Components

The Year Two Academy will include activities and discussions centered on instructional leadership at the school site, best practices for high-quality instruction, leading with integrity, and an in-depth exploration of the instructional focus areas outlined in the OSD Strategic Plan. Participants will also have opportunities to shadow current OSD site administrators to gain real-world insights into effective leadership.

Who Should Apply

This academy is open to current OSD certificated staff members who have previously completed the Future Administrators Academy and who are not yet serving in a formal leadership position.

Requirements

- Current OSD Certificated Staff Member
- Completion of previous Future Administrators Academy
- Interest to promote into an administrative position in the future
- Meets or exceeds standards on most recent evaluation

Benefits

- Develop leadership skills and abilities
- Build your professional network
- Leadership focused professional development
- Better understand the challenging role and expectations for assistant principals/managers within Oxnard School District



FUTURE SCHOOL OFFICE MANAGER ACADEMY

Target Audience

Current OSD clerical
staff that are
considering moving
into a school office
manager position in
the future



Future School Office Managers Academy

Program Overview

The Future School Office Managers Academy provides OSD employees with an opportunity to gain in-depth knowledge of the diverse responsibilities required of a School Office Manager. This hands-on program explores essential tasks, effective collaboration, and strategies for supporting school site administrators—while highlighting the wide range of duties successfully handled by current office managers throughout OSD.

Program Components

The Academy blends professional development in both technical skills and communication competencies essential for becoming an exceptional School Office Manager. Participants will benefit from practical training led by experienced office managers and engage in targeted leadership development activities to prepare for advancement.

Who Should Apply

This Academy is open to current OSD clerical staff members who are interested in advancing to a School Office Manager position in the near future.

Requirements

- Current OSD clerical staff member
- Interest in promotion to School Office Manager position in the future
- Meets or exceeds standards on most recent evaluation
- At least 1 year of clerical experience within OSD

Benefits

- Develop leadership skills and abilities
- Build your professional network
- Job specific professional development
- Better understand the complex role and expectations for School Office Managers within Oxnard School District



Applications for Leadership Pipeline Opportunities



[CLICK HERE to apply for Exploring
Certificated Leadership Academy](#)

[CLICK HERE to apply for Exploring
Classified Leadership Academy](#)

[CLICK HERE to apply for Assistant
Principal/Manager Academy](#)

[CLICK HERE to apply for Future
Administrators Year Two Academy](#)

[CLICK HERE to apply for School
Office Managers Academy](#)