MASA | OCTOBER 26, 2026-GM

Leading From Where You Are

A District-Wide Approach to Leadership Development

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Who are we overlooking?

Think of one employee in your district who influences others without holding a formal leadership title.

What are you doing intentionally to develop that person?

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Leadership potential is distributed. Opportunity often is not.

Buildings and departments operate in silos.

Formal roles receive the most attention.

Talented people need connection, feedback and a chance to practice.

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The Charger Institute

A selective, cohort-based leadership experience for Oxford School District employees across schools, departments and support services.

DESIGN CHOICE 1-GM

See people before titles

An invitation to apply—and intentional encouragement from leaders who see potential.

Selection is not just a reward; it is a development decision.

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DESIGN CHOICE 2-GM

Build a district, not just a cohort

Bring together classroom educators, operational professionals, and district staff.

Help people understand how their work connects to everyone else's.

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THE DEVELOPMENT ARC-HT

SEE → CONNECT → PRACTICE → MULTIPLY

SEE: Recognize influence and potential

CONNECT: Understand colleagues and the whole system

PRACTICE: Apply leadership in real situations

MULTIPLY: Support others and future cohorts

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Culture is part of the curriculum

Belonging cues and psychological safety

Reflection and honest dialogue

Practical leadership concepts

Cross-district relationships

ACTIVITY-HT

What would you protect?

If you were designing a district-wide leadership cohort tomorrow, what three features would be non-negotiable?

Discuss with a neighbor.

THE EVIDENCE-HT

23 participants. 161 ratings.

Two cohorts: 2024–25 and 2025–26

Seven 10-point self-reported outcome measures

Combined average: 9.63 / 10

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Leadership confidence and awareness

9.78 Learned more about self as a leader

9.78 Confidence to positively impact workplace

9.70 Understands how to lead from current role

9.39 Comfort sharing improvement ideas

A STANDOUT RESULT-GM

23 of 23

Every respondent rated confidence to continue positively impacting their work environment or department as a 9 or 10.

“Being a part of the Charger Institute made me heard, but more importantly, it helped me find my voice.”

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Two cohorts. Two perspectives.

2024–25 ALUMNUS | Yolanda Dudley | What has lasted beyond the program?

2025–26 ALUMNUS | Hardie Meeks | What is changing in your daily work?

Listen for examples of influence, cross-district connection, and action.

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Four patterns across both cohorts

Leadership became an action, not a title.

Employees saw the whole district more clearly.

Reflection strengthened self-awareness.

Psychological safety created voice and belonging.

22 of 23 said Yes or Maybe

20 Yes • 2 Maybe • 1 No

Participants expressed willingness to mentor, recruit, speak, join panels and support future cohorts.

Your first 90 days

1. Define the leadership problem.
2. Identify cross-functional talent.
3. Design a small, intentional experience.
4. Decide what evidence you will collect.

WHAT WE WOULD IMPROVE

Strong feedback still asks more of us

More applied scenarios and role-playing

Deeper exposure to district operations

More practice with difficult conversations

A more intentional alumni pathway

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Adapt the principles. Do not copy the program.

Who should be seen?

Who needs to connect?

Where will they practice?

How will their influence multiply?

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What actually changed?

1. How did you see yourself as a leader before and after the Institute?
2. What did you learn about colleagues beyond your own building?
3. What is one specific thing you now do differently at work?
4. What would our district miss without this investment?

CLOSING INVITATION

Leadership Isn't Missing. It's Waiting to Be Developed.

What will your district do to recognize it, connect it, and develop it?

Questions & conversation

“I feel like we started as a cohort, but left as a family.”

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CONTACT INFORMATION

Let's Build Something Meaningful.

Interested in developing leaders across your district?

We invite school leaders to visit a Charger Institute session, experience the model firsthand, and explore what leadership development could look like in their own communities.

Whether you're just beginning or looking to strengthen an existing effort, we'd welcome the opportunity to help you think through the possibilities—from identifying emerging leaders and designing meaningful experiences to building a lasting network across your district.

Let's continue the conversation.

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