



Cultivating Leadership

HillCo Education Leadership Program

Build your pipeline of leaders at the campus and district level through advanced professional learning that combines practical experience with theoretical knowledge to develop the leadership capacity and confidence of your team.

Professional Development Model:

- High level professional development offered face to face in your district.
- Up to nine on-site sessions per year, 60 to 90 minutes each.
- Expert presenters combine practical experience in the field with theoretical knowledge to bring a unique perspective to the learning experience.
- Engaging, “think tank” approach with small groups maximizes the learning opportunity for all participants.
- Respects time of participants by minimizing required activities, products, or behaviors to complete between visits.
- Customize by creating specific cohorts for central office staff, campus principals, assistant principals, or “Grow Your Own” candidates.
- Select sessions from a “menu” of offerings that best meet your district’s needs and goals.
- Opportunity to partner with other district(s) to develop networks.
- **MAXIMUM** of 15 participants per group.

Sessions for School Boards:

- EISO--Accountability
- Superintendent Evaluation
- Board/Superintendent Relations
- Goal Setting
- How to Conduct a Superintendent Search
- Developing/Reviewing Operating Guidelines for the Team of Eight
- Understanding the New Financial Integrity Rating System of Texas (F.I.R.S.T.)
- Parent and Community Relations
- Creating a Positive Climate for the Team of 8
- Understanding Ethics and the Team of 8
- Developing a Vision and Mission Statement
- Handling Charitable Donations
- Myers-Briggs for the Team of 8 **Note: \$20 materials fee per person**
- Healthy Organizations for the Team of 8
- Strategic Planning Framework for Boards
- The New Realities of Community Relations
- Robert’s Rules of Order
- Implementing Change
- Specific Functions of the Board President



Sessions for Administrators and/or Administrative teams:

- Employment/Employee Search and Interviewing Skills (2 hours)
- From Assistant to Campus Principal (1.5 hours)
- Leading Through Relationships (2 hours)
- Team Building Through Relationships (1.5 hours)
- Ethics and Professionalism for Administrators (1.5 hours)
- Handling Charitable Donations (1.5 hours)
- Myers-Briggs for Team Building (3 hours) *
- Building and Maintaining Healthy Administrative Teams (2 hours)
- Anticipating Needs and Overcoming Obstacles (1.5 hours)
- The Administrator/Secretary Team: This workshop utilizes the Myers-Briggs Personality Type Indicator to enhance the performance of the Administrator/Secretary Team. (2 – 3 hours)
- Full day training for administrative teams that includes personality typing (Myers-Briggs), leading through relationships, anticipating needs, overcoming obstacles, and strategic quality planning. (5-6 hours)*
- Customer Service and Community Relations (2 hours – ½ day)
- Implementing Change (2 hours)

*\$20 materials fee per person for Myers-Briggs trainings

Sessions for Faculty and Staff:

- Working Together Through Relationships (1 or 2 hours)
- Legal Issues for Beginning Educators (2 to 3 hours)
- Ethics and Professionalism for Educators (1 to 1.5 hours)
- Identifying and Preventing Sexual Harassment (1.5 hours)
- **NEW!** Customer Service and Community Relations (2 hours – ½ day)

Expert Facilitators include:

- Dr. Russell Marshall, former superintendent and current CEO of Arrow Educational Services.
- Dr. Doug Killian, Superintendent of Pflugerville ISD.
- Dr. Shannon Holmes, former superintendent and current Executive Director of ATPE.
- Dr. Jamey Harrison, former superintendent and current Deputy Executive Director of UIL.
- Dr. Gonzalo Salazar, Superintendent of Los Fresnos ISD and current TASA President.
- Dr. Eric Wright, superintendent of Hays CISD.
- Dr. Terry Smith, former superintendent and retired Region 13 ESC Executive Director.
- Dr. Bob Nicks, former Region 5 ESC Executive Director and retired superintendent of Midland ISD.
- Dr. Casey Callahan, former superintendent and current Region 15 ESC Executive Director.
- Dr. Ronnie Kincaid, former superintendent and retired ESC 14 Executive Director.
- David Anderson, former Texas Education Agency managing director of curriculum and professional development and HillCo Partners Education Group managing partner.
- Dee Carney, Assessment and Accountability expert, HillCo Partners Education Group.
- Dr. Danny Lovett, former superintendent, retired Executive Director of ESC 5, and consultant with HillCo Partners Education Group.

For more information, contact Dr. Danny Lovett, Consultant, HillCo Education Group

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Lead Consultant, Dr. Danny Lovett:

Dr. Danny Lovett is a graduate of Sterling High School in Sterling, Oklahoma. He attended Oklahoma State University and received a Bachelor of Science Degree in 1981. He taught science and coached for 19 years in public schools in both Oklahoma and Texas and completed his Master of Education Degree at Stephen F. Austin State University in 1999. He began his administrative career as Curriculum Director at Burkeville ISD in 1999, and later at Evadale ISD, before serving as Superintendent of Schools at High Island ISD. He began working for Region 5 ESC in 2004 and received his Doctor of Education in Educational Leadership from SFA in 2006.

During his 19-year tenure at Region 5 Education Service Center, Danny has provided school board and administrative team training across Texas, served as liaison to the superintendents of Region 5, and has worked as an Adjunct Instructor at Lamar University. Currently, he works as a consultant with Hillco Partners providing workshops for school boards and administrative teams and continues to help schools conduct superintendent searches with the Powell Law Group.

Danny has delivered over 800 Board and Administrative Team trainings in the last 19 years. Additionally, he has conducted 30 superintendent/executive searches for ISD's in and beyond Region 5. He is a certified Myers-Briggs trainer and is an authorized provider for TEA's Evaluating and Improving Student Outcomes (EISO) workshop. Danny works extensively with school boards on topics such as goal setting, superintendent evaluation, team building, leading change, and many other topics. As Executive Director at Region 5, he worked closely with the Commissioner of Education and TEA. He is a past chair of the Commissioner's Cabinet of Region Services.

Danny is a longtime member of the Texas Association of School Administrators (TASA), and former Board member of the Texas Rural Education Association (TREA). Most recently, he was appointed to serve on the Texas Commission for Virtual Education by the Speaker of the Texas House of Representatives, the Honorable Dade Phelan.