Hello!

I am Dr. Kristi Wilson
I am here because I love to nurture and grow leaders
You can find me at @kwilsonBESD33
www.besd33.org  602-361-9651
#LovePublicEducation #AASAWELL
"Our collective experience has shown that when women have the power to make their own choices, good things happen."

~Madeleine Albright
You are the rainbow in my cloud.
Buckeye Elementary School District–Arizona basic demographics

- 9 Elementary Schools
- 2 Preschools
- 212 Miles
- Total Staff: 707
- Students Enrolled: 5,761
- Free/Reduce Rate: 50.56%
- Title 1 Support
- Students in Special Education: 14.3%
- Students Identified as Gifted: 3.6%

Demographics:
- 63.7% Hispanic/Latino
- 4.0% White
- 3.9% Black/African American
- 0.5% Two or More
- 0.3% American Indian/Alaskan Native
- 0.3% Asian
- 0.1% Native Hawaiian/Pacific Islander

Buckeye, Arizona
Forward Design, Forward Thinking, Future Success

One District’s Example of Seizing an Opportunity

Dr. Kristi Wilson, AASA President
PRESIDENT’S MESSAGE
How I felt during the pandemic

https://www.youtube.com/watch?v=Zy_y9yOrgxk
The Power of Mentorship and Sponsorship
National Women’s Leadership Consortium
AASA Women’s Leadership Institute 2019
AASA's Women Educators Leading Learning
Leadership WELLness Matters
#AASAWELL
Women are Superintendents in some of the largest districts in the country 33% with districts between 50,000 and 99,000 students

40% of women of color serve in district with 75,000 students

Our districts are more diverse than in 2010, (51% more) of those districts that are more diverse 32% are led by women

Overall increased from 24% to 26%; women of color made significant gains from 6% to 13%
“Women will have achieved true equality when men share with them the responsibility of bringing up the next generation.”
How much progress are we making?
We’ve (not really) Come A Long Way Baby:
2019 vs. 2021: The pipeline of women for leadership roles has gotten smaller

Fewer women are in senior vice president, vice president, director, and manager roles

No change in the number of women on boards and in the C-suite
Gender inclusive companies

- 61% higher rate of revenue growth
- 60% are more innovative
- 73% report more customer satisfaction
Multi-faceted Challenges

- Being treated equally
- Being confident
- Speaking up
- Building alliances with decision makers
- Becoming a member of the executive team
- Standing in success (tackling imposter syndrome)
- Shifting word choice (dealing with negative thoughts)
NEW SKILLS

WELLness

NETWORKING

COLLABORATION
The Relevance of the C’s

Confidence

We are less likely to apply for jobs unless we meet 100% of the qualifications, compared to men who apply when they meet 60%. This is more about attribution bias.

Charisma

As you climb the ladder of success this doesn’t stop. Executive Presence is defined as the aptitude for promotion - the ability to engage and inspire people to act. Some people don’t know what they don’t know.

Communication

Find the courage to develop your own signature. Ask yourself what is your true north and communicate it boldly. Never violate your own personal integrity.
Form positive habits

1. If you find yourself thinking or saying I am just.... the principal, I don’t have the experience, I am just....an assistant principal...realize you are enough. **Always value your own talents.**

2. Highly efficient women show up at meetings on time and leave immediately after because we have things to do! Go early and stay late. **Learn to build your network** and use that confidence to break the feelings of isolation. Breaking the mold is lonely work, but it doesn’t have to be.

3. Find your **courage** to develop your own message and make it your signature. What is known as personal branding: Understand your Why and your How and communicate it boldly.

Superintendents
Candy Sighe, Susan Enfield, Kristi Wilson
MY PERSONAL MISSION

To help establish a bridge to shared understanding that enables mutual goals and visions to be accomplished.
CREATE A RELATIONSHIP MAP

Who are the people whose influence you need most?

Whom do you know who knows these people?

Who has decision making power in your organization? Do you know them?
My PERSONAL BOARD OF DIRECTORS

Kristi

Retired Superintendent

Retired Superintendent

Executive Coach

Your Personal Board of Directors, adapted from the ISS Presentation for the Women's Symposium, June 2010. Prolman, F.
As a leader you get to:

1. Ask what practices, policies, or values are aligned to the vision of your district.
2. Address processes and change practices for gender inequality.
3. Help the district accept and change the thinking from “that’s the way we’ve always done it” to NOT the way it should always be.
What’s present for me now?
What and who am I grateful for?
What practices restored or nourished me?
What was challenging or painful?
What’s meaningful for me now?
What personal values or sense of purpose emerged?
What parts of me were strengthened this year?
What practices restored or nourished me?
What were moments of grace that I experienced?

Given what I learned from these reflections, who do I aspire to be in 2021?
How do you inspire others with gratitude?
How will you incorporate strategies in your leadership journey to help you meet your goals?
“The difference between who you are and who you want to be is what you do.”

Bill Phillips
THE HARD IS WHAT MAKES IT GREAT
LESSONS LEARNED

- ✔️ Take risks
- ✔️ Build resilience
- ✔️ Choose respect over popularity
- ✔️ Relevance to dialogue
- ✔️ Regards
Thank YOU

Please reach me at
602-361-9651
@KwilsonBESD33