



wl WOMEN *in* LEADERSHIP

MASA Women in Leadership Reconnecting

MASA March 2022





**GIRLS COMPETE
WITH EACH OTHER
WOMEN EMPOWER
ONE ANOTHER**

Our Theme

Women Leaders
coming together to
discuss how we can
best work together to
meet the unique needs
of women in the
superintendency

Agenda

- Quote Discussion
- Data update
- What are some of the challenges women face
- Actions to support women in leadership
- Carousel Discussion Groups





Quote Discussion

- Stand and introduce yourself to someone you don't know well
- Share your quotes
- Discuss how this quote impacted you
- Exchange Quotes
- Do again if time allows

A Little Bit of Data



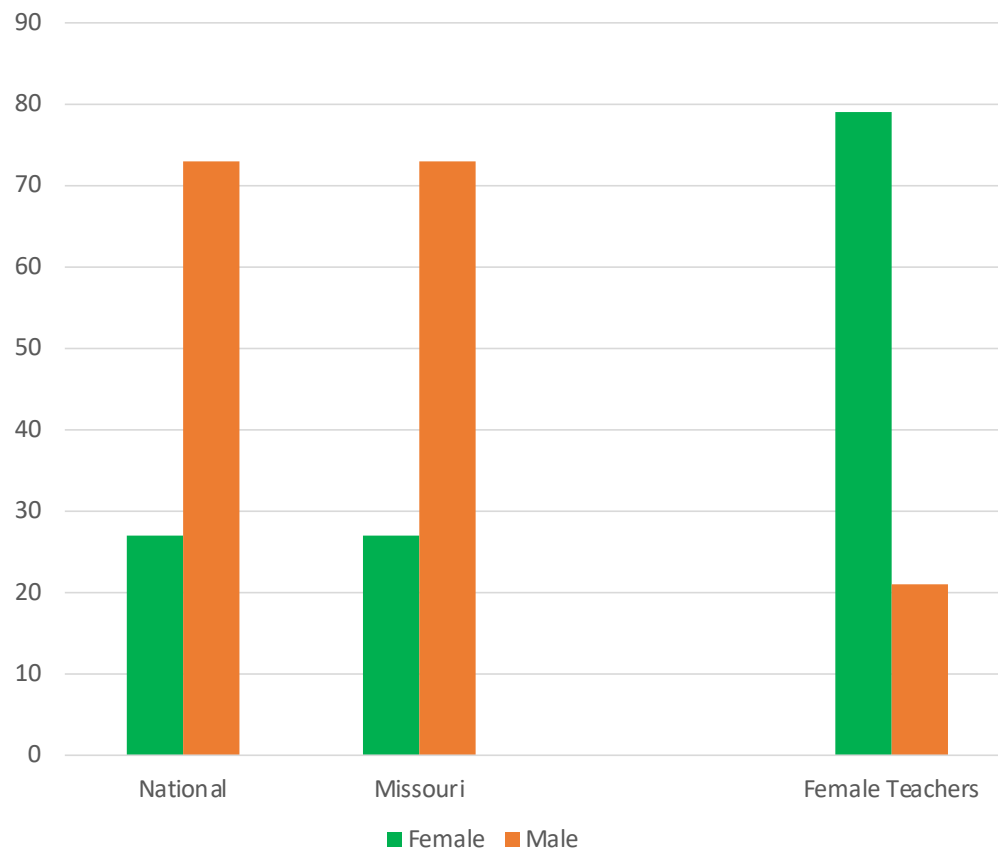
A Little Data
on MASA
Participation:
2020-21

Executive Committee: 21%
female and 79% male

Pearce winners: 100%
male since 1986

Superintendents of the
Year: 2 female since 1987

Percent of Women Superintendents



In Missouri:

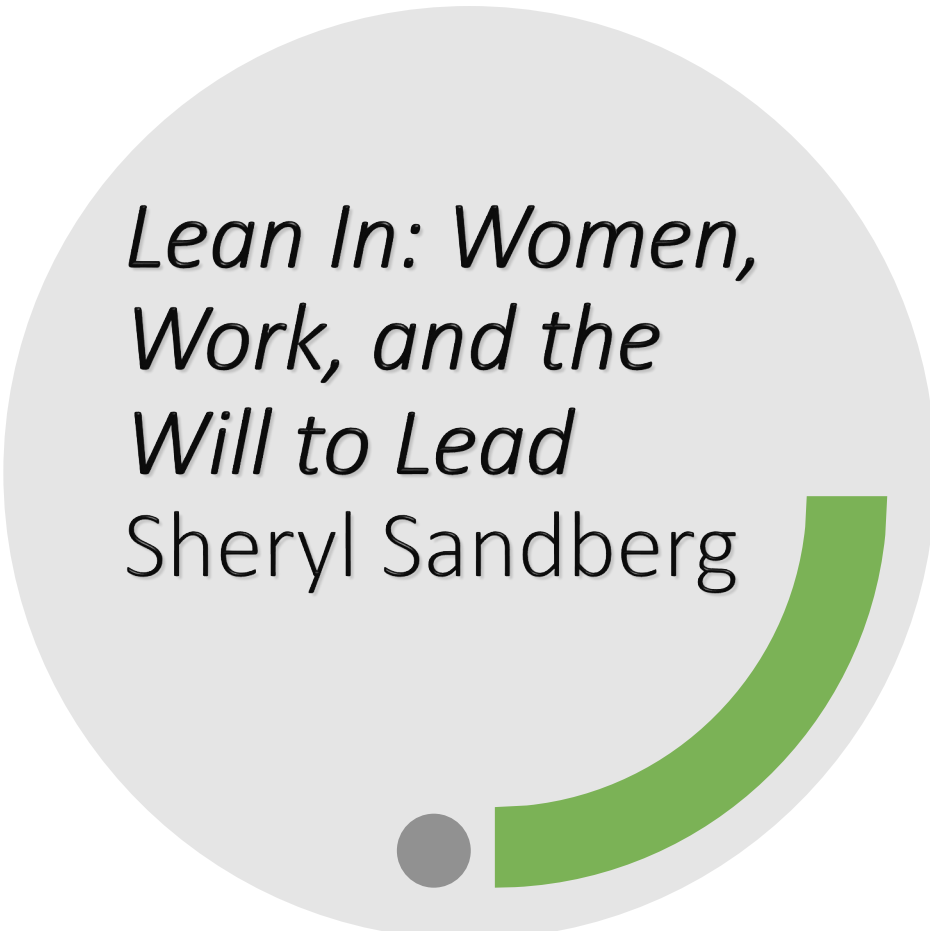
27% Female

1% Global Majority

Missouri Teachers

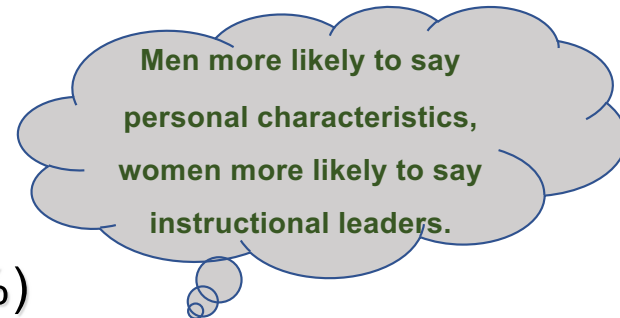
79% Female

“ A 2011 McKinsey report noted that men are promoted based on potential, while women are promoted based on past accomplishments.”



*Lean In: Women,
Work, and the
Will to Lead*
Sheryl Sandberg

Primary Reason Why the Board Hired Me: Gender Differences



1. Personal characteristics (33.5%)
2. Potential to be a change agent (24.9%)
3. Ability to be an instructional leader (20.0%)
4. Ability to communicate with stakeholders (6.9%)
5. Ability to manage fiscal resources (6.3%)
6. Uncertain (6.3%)



LEAN IN

WOMEN, WORK, AND
THE WILL TO LEAD

SHERYL SANDBERG

Lean In: Women, Work, and the Will to Lead
Sheryl Sandberg

“For many men, the fundamental assumption is that they can have both a successful professional life and a fulfilling personal life. For many women, the assumption is that trying to do both is difficult at best and impossible at worst.”



Discuss in
Teams:
What
Challenges
do Women
in
Leadership
Face?



SHARE

The Challenges –

There is nothing we face that we cannot master

The Successes – When we place children first,
we shine

The Satisfaction – Servant leadership is
tremendously fulfilling

What Bosses Do – Kate Eberle Walker

Call her by her name

Be someone she can relate to

Don't ask, "What does your husband do?"

Don't Sit in Her Chair

Watch the Clock

Speak up so she does not have to

Don't make her ask twice

Be an equal opportunity pain

Tell her that you see her potential

Either mentor her or find her a mentor



Hewlett Packard Study

- Men apply for position if they meet 60% of qualifications
- Women apply when they meet 100% of the qualifications



What AASA Research Says We Can Do

- Build confidence and connections for female leaders
- Energize and encourage female leaders
- Foster connected relationship and teams
- Provide opportunities for women to do their best work
- Empower and enable women to learn and grow

How can we better support women in leadership?

Record your thoughts on the carousel sheets around the room.



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Why We Have
Too Few Women
Leaders: Sheryl
Sandberg

https://www.ted.com/talks/sheryl_sandberg_why_we_have_too_few_women_leaders?language=en#t-556241

Encourage
your district
leaders to
get involved

- Join a Women in Leadership Regional Network
- Sign up for our Quote of the Week
- Attend or encourage others to attend future MASA Women in Leadership Summits and events



Loretta Lynch, Former Attorney General

“I think sometimes women face the very real risk of not being seen, and not being heard, and so that’s why I always tell young women, make yourself seen, and make yourself heard – this is your idea, this is your thought. Own it, express it, be the voice that people hear.”

Toni Morrison

“I tell my students, ‘When you get these jobs that you have been so brilliantly trained for, just remember that your real job is that if you are free, you need to free somebody else. If you have some power, then your job is to empower somebody else.’”



*You made
today
happen!*

