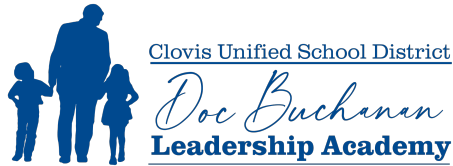


“Building Leaders, the Clovis Unified Way” is a curriculum designed to be used with new, emerging, and experienced leaders in Clovis Unified. It is one component of the Doc Buchanan Leadership Academy which was created to ensure our administrators and school leaders who they support continue to make decisions in a framework that models the leadership philosophies and core values of Clovis Unified. The curriculum is divided into 13 modules representing the philosophies and principles upon which CUSD is built. Below is the Curriculum Map for *hiring is the most important thing we do* philosophy.

Curriculum Map	Foundational Belief System	Link to Resources
Philosophy	Hiring is the most important thing we do	Doc’s CHARGE <i>Building Leaders, the Clovis Unified Way</i> 5 Minute Activity Description of Leadership Academy
Doc’s Foundational Value	“If you want to develop winner, surround the kids with winners.”	
Values	You are who you hire. We look for people a cut above the average We hire role models reflective of our student community. A CUSD leader hires the people who meet the needs of the school site/department, then is held accountable for that hire.	
Resources	Use	
District Video	Video of District leaders past and present. Leaders discuss the “why” behind the “what” of the philosophy: the intended purpose, implementation examples, and accountability component. Each district leader approaches their discussion to the time they were employed. This allows participants to “see” and “hear” the evolution of leadership in CUSD.	Video Note Taking Graphic Organizer Answer Key for Video



<p>District PowerPoint</p>	<p>PowerPoints are designed to be used for instruction. Each presentation is designed to allow flexibility in delivery. Philosophies are divided into tiers which can be used to differentiate instruction based on time available and experience of participants.</p>	<p>PowerPoint Presentation</p>
<p><i>Historical Overview of Clovis Unified School District</i> Floyd B. Buchanan, Ed.D.</p>		<p>The Role of a Leader Pages 19-21</p>
<p><u><i>Good to Great</i></u> <u><i>Why Some Companies Make the Leap and Other's Don't</i></u> Jim Collins, 2001</p>	<p>Good to Great examines what it takes for ordinary companies to become great and outperform their competitors by analyzing 28 companies over 30 years, who managed to make the transition or fell prey to their bad habits.</p>	<p>Chapter 3 Summary Book Summary Blog Summary</p>