



Facilitators Guide

“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 values of Clovis Unified. The curriculum is divided into eleven modules representing the philosophies and values upon which CUSD is built. Below is the Curriculum Map for *High Standards*.

Curriculum Map	Foundational Belief System	Link to Resources
Philosophy	High Standards	Doc’s Charge <i>Building Leaders, the Clovis Unified Way</i> Description of Leadership Academy
Doc’s Foundational Value	“We believe in high standards in Clovis Schools.”	
Values	When something is broken, fix it fast, fix it well, and fix it right. Build and maintain first-class facilities. Students learn best when they are proud of their schools. If we are going to do it, we are going to do it first class. We are too poor to buy cheap.	
Resources	Overview	
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	Video Note Taking Graphic Organizer



Clovis Unified School District

*Doc Buchanan*  
**Leadership Academy**

	the time they were employed. This allows participants to “see” and “hear” the evolution of leadership in CUSD.	
District PowerPoint	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.	PowerPoint Presentation
<u>LEADERSHIP</u> <u>Philosophies of the Clovis Unified School District</u>	In Clovis Unified leadership calls us to inspire, motivate, and communicate a shared vision for our team. As leaders in CUSD we are stewards of an organizational structure that puts students’ needs first, emphasizes teamwork and trust, and takes care of its people. This book describes the philosophies and values held tightly in our district.	Page 4 Doc Who?
<u>Historical Overview of Clovis Unified School District</u> Floyd B. Buchanan, Ed.D.	The Historical Overview of Clovis Unified School District was written in the late 1980’s to memorialize the history of Clovis Unified. It is a valuable resource for the telling of the Clovis story.	Pages 24-25 Role of Administration Pages 40-42 Maintenance of Facilities Pages 47-54 Effective Use of Funds Note Taking Graphic Organizer
<u>Built to Last Successful Habits of Visionary Companies</u> Jim Collins, 1994	<u>Built To Last</u> examines what lies behind the extraordinary success of eighteen visionary companies and which principles and ideas they have used to thrive for a century.	Summary



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<p><u><i>Good to Great</i></u>  <u><i>Why Some Companies Make the Leap and Others Don't</i></u>          Jim Collins, 2001</p>	<p><u><i>Good to Great</i></u> examines what it takes for ordinary companies to become great and outperform their competitors by analyzing twenty-eight companies over 30 years, who managed to make the transition or fell prey to their bad habits.</p>	<p>Book Summary          Level 5 Leaders Summary</p>
<p><u><i>Great by Choice</i></u>          Jim Collins, 2001</p>	<p><u><i>Great By Choice</i></u> analyzes what makes the world's best companies thrive in even the most uncertain and chaotic times, by distilling nine years of research and great stories into three actionable principles.</p>	<p>Summary</p>
<p><u><i>BE 2.0</i></u>  <u><i>Turning Your Business into an Enduring Great Company</i></u>          Jim Collins, 2020</p>	<p>BE 2.0 is a new and improved version of the book that Jim Collins and Bill Lazier wrote years ago, <u><i>BEYOND ENTREPRENEURSHIP</i></u>. In BE 2.0, Jim Collins honors his mentor, Bill Lazier, who passed away in 2005, and reexamines the original text of Beyond Entrepreneurship with his 2020 perspective.</p>	<p><u><i>BEYOND ENTREPRENEURSHIP</i></u>          Summary  <u><i>BE 2.0</i></u> Summary</p>
<p>Article          This article is not used in the PowerPoint but is great for additional discussion.</p>	<p>In CUSD we believe in continuous improvement as individuals and as an organization, which means we need to continue learning. It is important that we reflect on what we have learned and if it still applies. We have used several books by Jim Collins. This article serves as a vehicle for reflection.</p>	<p><i>What Jim Collins Missed in <u><i>Good to Great</i></u>, but Steve Jobs knew.</i>          George Morris          Published Jun 1, 2022</p>