



Clovis Unified School District

Doc Buchanan
Leadership Academy

“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 *lead through relationships* philosophy.

| Curriculum Map | Foundational Belief System | Link to Resources |
|--------------------------|--|--|
| Philosophy | Lead Through Relationships | Doc’s CHARGE <i>Building Leaders, the Clovis Unified Way</i> Description of Leadership Academy |
| Doc’s Foundational Value | <i>“It’s people, not programs who make the positive differences.”</i> | |
| Values | Be visible and be present. People need to know they are cared for, cared about, and that they matter. Everyone in our organization is here to serve kids. Take the time to deliver important news in person. Make time for mentoring. Build teamwork and trust through relationships. | |
| Resources | Use | |



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| <p>District Video</p> | <p>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.</p> | <p>Video Note Taking Guide</p> |
| <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 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.</p> | <p>Educational Roles P. 16</p> |
| <p><u><i>Leaders Eat Last: Why Some Teams Pull Together and Others Don’t</i></u> (2014)</p> | <p>The book’s title is derived from a practice in which Marine Corps Officers eat last, sacrificing their own needs for those in their care. Sacrifice is key. Sinek explores the ways in which successful individuals and companies develop cultures built on sacrifice, on trust</p> | <p>Summary</p> |
| <p><i>“Why Good Leaders Make You Feel Safe”</i> (2014)</p> | <p>In this inspiring March 2014 TED Talk by Simon Sinek, he shared how great leaders make their people feel safe and gain their trust and cooperation. As a result, people are willing to pull their weight, combining their strengths and talents, to serve the organization. Why? Because they know their leaders will do the same for them.</p> | <p>Simon Sinek Video Transcripts Note Taking Graphic Organizer</p> |



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