ACADEMY FOR LEADERSHIP IN EDUCATION at Salisbury University

Join the 2026-2028 Cohort

Designed for professional educators seeking to strengthen their leadership skills and behaviors, refine their leadership practices, and broaden their impact across schools and districts.

ALE is facilitated by leadership experts in a two-year, 12-part series of in-depth experiential professional development sessions.

LEADERSHIP FRAMEWORK

The Five Practices of Exemplary Leadership

The Leadership Challenge© Model and the Leadership Practices Inventory (LPI) 360+ Instrument

- Model the Way
- Inspire a Shared Vision
- Challenge the Process
- Enable Others to Act
- Encourage the Heart

TEAMWORK

Overcoming the Five Dysfunctions of a Team

Model and Self-Assessment

- Building Trust
- Encouraging Healthy Conflict Resolution
- Commitment Clarification
- Peer Accountability
- Attention to Results

EMOTIONAL INTELLIGENCE

Integrating Thinking and Feeling for Optimal Decision-Making

Six Seconds© Model and 360 Assessment

- Know Yourself: Be Aware
- Choose Yourself: Be Intentional
- Give Yourself: Be Purposeful

FOR MORE INFORMATION SCAN CODE

AT A GLANCE

In-Person at Salisbury University With Some Remote Sessions

- 6 Sessions Per Year / 2 Years
- 9 a.m.-3 p.m.
- Wednesdays
- $1,000 Registration Fee Annually
- 6 MSDE Credits Through Partnership with Wicomico County Public Schools

MEET THE INSTRUCTORS

DR. RON SIERS JR.
Professor & Associate Head
Baseball Coach
Salisbury University

RUTH MALONE
Faculty, Educational Leadership
Salisbury University

DR. GREG ALLEN
Leadership Consultant
Ascendant Global Leadership

DR. JIM FOX
Associate Professor,
Educational Leadership

SU is an Equal Opportunity/AA/Title IX university and provides reasonable accommodation given sufficient notice to the University office or staff sponsoring the event or program.

CELEBRATING 25 YEARS

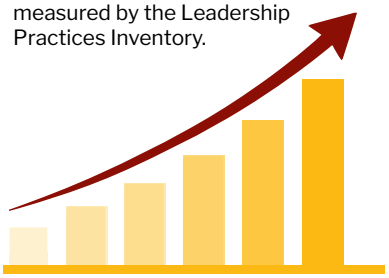
1

25 YEARS
A LEGACY OF LEADERSHIP
A FUTURE OF IMPACT

ACADEMY FOR LEADERSHIP IN EDUCATION
at Salisbury University

2

CONSISTENT MEASURED IMPROVEMENT
in the use of exemplary leadership behaviors as measured by the Leadership Practices Inventory.



**MEASURED.
MEANINGFUL.
MOVING FORWARD.**

3

YEARS OF COMPOUNDED NETWORKING GROWTH
among educators across the Delmarva Peninsula.

**STRONGER CONNECTIONS.
SHARED PURPOSE.
GREATER IMPACT.**

25 YEARS OF GROWTH. STRONGER LEADERS. BRIGHTER FUTURES.

TESTIMONIALS FROM 2024-2026 COHORT

The Leadership Challenge framework has reshaped the way I think about leadership. The Five Practices of Exemplary Leadership: Model the Way, Inspire a Shared Vision, Challenge the Process, Enable Others to Act, and Encourage the Heart have given me both a language and a roadmap for my role as a leader. Instead of viewing leadership as simply guiding others, I now see it as creating the conditions where people feel empowered, valued, and motivated to grow. This shift has made me more intentional in how I show up for my colleagues, students, and community.
– Lisa Blagus, Wicomico County Public Schools

Throughout the ALE cohort, I have had the opportunity to reflect deeply on both my strengths and areas for growth through our classes, assignments, and collaborative efforts. This experience has provided professional development that directly aligns with my role as a school leader. While I have attended many professional development workshops in the past that did not always impact my growth, I can say that the insight, knowledge, and practices gained from this cohort have significantly contributed to my leadership development.
– Brandon Austin, Somerset County Public Schools

Overall, I have learned so much about myself as a person and a leader through this professional development. I felt more confident walking into my interview for assistant principal and felt my answers were more thought out and well spoken. I have gained confidence in myself as a leader, and I have gained a network of people to assist me in situation that arise.
– Morgan Cooper, Cecil County Public Schools

Ultimately, this year has helped me see leadership as a lifelong journey of learning, reflection, and connection. The Five Practices are no longer abstract concepts – they've become guiding habits that influence how I show up every day. My commitments moving forward are to keep growing in each of these areas, to lead with authenticity, and to create spaces where others can thrive alongside me.
– Isa Sheldon, Caroline County Public Schools

Overall, this year has been a transformative journey. I am grateful for the opportunity to learn, grow, and connect with others who are equally committed to leadership development. I recognize that the path to exemplary leadership is ongoing, and I am excited to continue building on the foundation established through the Leadership Challenge.
– Briana Beulah, Dorchester County Public Schools

I will continue to ground my leadership in my values, while focusing on articulating a clearer shared vision, setting measurable goals, and inviting feedback from those I lead. Just as importantly, I hope to cultivate these same reflective habits in others, empowering them to lead with purpose and authenticity. The Leadership Challenge has not only strengthened my understanding of what great leadership looks like – it has helped me better understand who I am as a leader and how I can continue to grow in service of my school community.
– Matt Hoffman, Worcester County Public Schools