Unlock Your Leadership Potential

Aspiring Leaders Program Guide 2026-2027



Where Leaders Are Made

Leaders SOAR

Introduction



We invite you to participate in the Aspiring Leaders Program at Hobbs Municipal Schools (HMS), a transformative initiative designed to cultivate the next generation of exceptional educational administrators. At HMS, we believe that strong leadership is the cornerstone of a thriving learning community. Our goal is to equip aspiring leaders with the mindset, skills, and support necessary to develop and build high-performing teams that foster sustainable excellence across all schools.

Committed to defining and embodying the characteristics of great leadership, HMS emphasizes creating a safe, inclusive learning environment for all students and staff. Through this program, participants will gain exposure to diverse leadership opportunities and receive the systems and support needed to advance their careers in education, whether they have a clear leadership path in mind or are simply exploring what the future holds.

Join us as we embark on a journey of growth and discovery with Hobbs Municipal Schools, empowering you to lead with confidence and make a lasting impact in our educational community.

Program Overview

The Aspiring Leaders Program aims to identify, develop, place, and support high-potential employees for future leadership roles. The program combines experiential learning, cross-departmental exposure, multi-campus exposure, coaching, and reflection to foster growth.

Application Process

Eligibility: Employees with experience in instructional positions who demonstrate initiative and an interest in leadership are eligible to participate. Aspiring Leaders will be excused from their school for three hours, 8:00 to 11:00 a.m., for a total of eight sessions. These sessions will take place on the third Tuesday of each month.

Application Components:

- Personal statement of leadership goals
- Supervisor recommendation
- Résumé highlighting achievements

Selection:

- Shortlisting and interviews
- Final selection based on application and

Program Components & Activities

A. Self-Assessment & Readiness Criteria

B. On-the-Job Stretch Opportunities

C. Hands-on Coaching Experiences

D. Leadership Simulations

E. Leadership Competencies

F. Department Presentations

Program Components & Activities

Self-Assessment & HMS Ready Leader Criteria

- Participants complete self-assessments on key competencies.
- Criteria include demonstrating strategic thinking, communication, situational intelligence, developing high-performing teams, and sustainable high-performance.

On-the-Job Stretch Opportunities

- Leading or supporting cross-functional projects
- Shadowing principals and or district leaders
- Challenging assignments outside comfort zones

Hands-On Coaching Experiences

- One-on-one coaching with senior leaders
- Goal setting and feedback sessions

Leadership Simulations

- Crisis management
- Ethical decision-making
- Conflict resolution exercises

Leadership Competencies

- HMS Portrait of a Leader
- NM EXCEL Essential Practices

Department Presentations

- Central Office Departments will prepare a presentation covering functions, projects, challenges, and leadership needs.
- Scheduled throughout the program with Q&A sessions.

Self-Assessment & Readiness Criteria

Participants will conduct a self-assessment, referencing the HMS Ready Leader criteria, to identify strengths and areas for development. This self-assessment will inform their preparation for an on-the-job stretch opportunity.

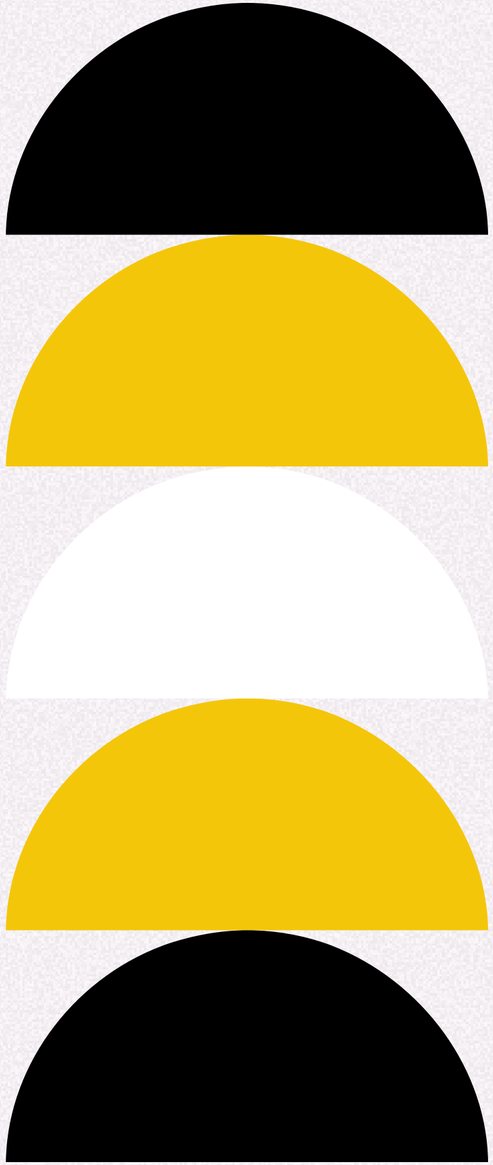
Self-Assessment Tools:
Leadership style inventories
Emotional intelligence assessments
Strengths and development areas surveys

Ready Leader Criteria:
Demonstrates core leadership competencies
Exhibits a growth mindset and adaptability
Shows initiative and accountability
Demonstrates effective communication and collaboration skills



On-the-Job Stretch Opportunities

The OTJ – Stretch Opportunity Experience Plan is a structured process designed to foster professional growth through targeted stretch opportunities. It involves identifying a key competency, selecting a relevant stretch experience, outlining clear goals and success metrics, and establishing a plan with actionable steps and timelines. The process also emphasizes the importance of support from administrators and regular check-ins to ensure ongoing development and impact on both the individual and the organization.



Coaching Experiences

Participants will conduct a self-assessment, referencing the HMS Ready Leader criteria, to identify strengths and areas for development. This self-assessment will inform their preparation for an on-the-job stretch opportunity.

Personalized Coaching:

- Hands-On Coaching Experiences
- One-on-one coaching sessions with senior leaders
- Goal setting and progress tracking
- Feedback on leadership style and competencies
- Peer Coaching Opportunities: Facilitated peer feedback groups

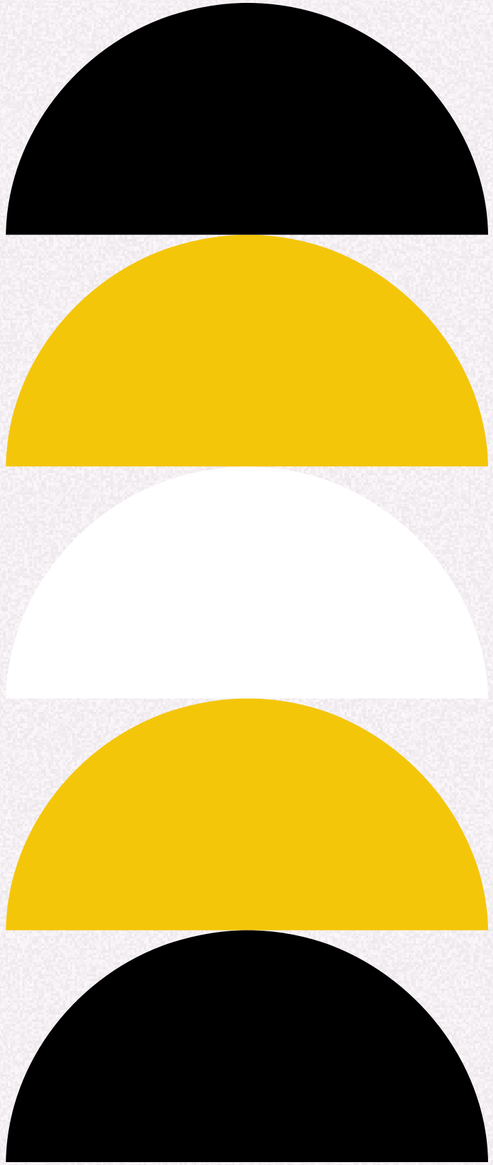


Leadership Simulations

School simulations provide aspiring leaders with valuable administrative experience in a risk-free environment, allowing them to develop crucial decision-making and problem-solving skills relevant to school leadership roles.

Scenario-Based Exercises:

- Crisis management simulations
- Conflict resolution scenarios
- Ethical decision-making exercises
- Debrief Sessions: Reflect on decision-making processes and leadership style



Leadership Competencies

We will explore the HMS Portrait of a Leader in detail, examining each competency to understand how it applies to your current role and how it can support your growth into future leadership positions.

- Strategic Thinking
- Communication
- Student-Centered
- Innovation
- Develop High-Performing Teams
- Sustainable High Performance
- Capacity Building
- Situational Intelligence
- Community Building
- Culturally Competent Leadership



Department Presentations

Listening to insights from various departments at Central Office enhances your leadership development by offering diverse viewpoints and a deeper understanding of their goals, initiatives, and challenges. This process encourages open communication, supports inclusivity, and equips you to make informed, cross-functional decisions that positively impact the organization as a whole, fostering your growth as a well-rounded leader.

- Curriculum and Instruction K-12
- Energy & Maintenance
- Human Resources
- Operations
- Special Services
- Nutritional Services & Health
- Finance
- Data Processing



Application

The Aspiring Leaders Program Application Form is designed to identify motivated individuals eager to grow their leadership skills. It gathers essential personal information, explores your leadership goals and motivations, highlights your achievements and strengths, and identifies areas for development. This comprehensive process ensures a tailored pathway to support your leadership journey and future success.



Reflection & Feedback

Participants will be asked to reflect and provide feedback periodically throughout the program. This ongoing input will help us assess progress and adjust our approach to ensure we are effectively meeting the needs of our participants and supporting their leadership development.



Learning Walks

Learning walks with Aspiring Leaders involve visiting local schools to observe best practices, gain insights, and foster professional growth through real-world examples of effective leadership and instructional strategies.

Program Timeline & Evaluation

The program lasts 8 months, beginning in September and ending in April, and includes key milestones such as the application deadline, mid-program review, capstone project - OTJ, and participation in a Critical Friends protocol. We'll provide ongoing evaluation through continuous feedback, surveys, progress tracking, and a final review meeting to support growth and ensure successful completion.

Attendance is expected at all sessions, and only one excused absence will be permitted. If accepted into the program, participants are strongly encouraged to attend every session to maximize their learning and growth.

Work missed due to absence is expected to be completed before the next scheduled meeting date. Participants are responsible for ensuring all assignments and activities are caught up to stay engaged and prepared.

AL Program Application Google Form

AL Recommendation Form

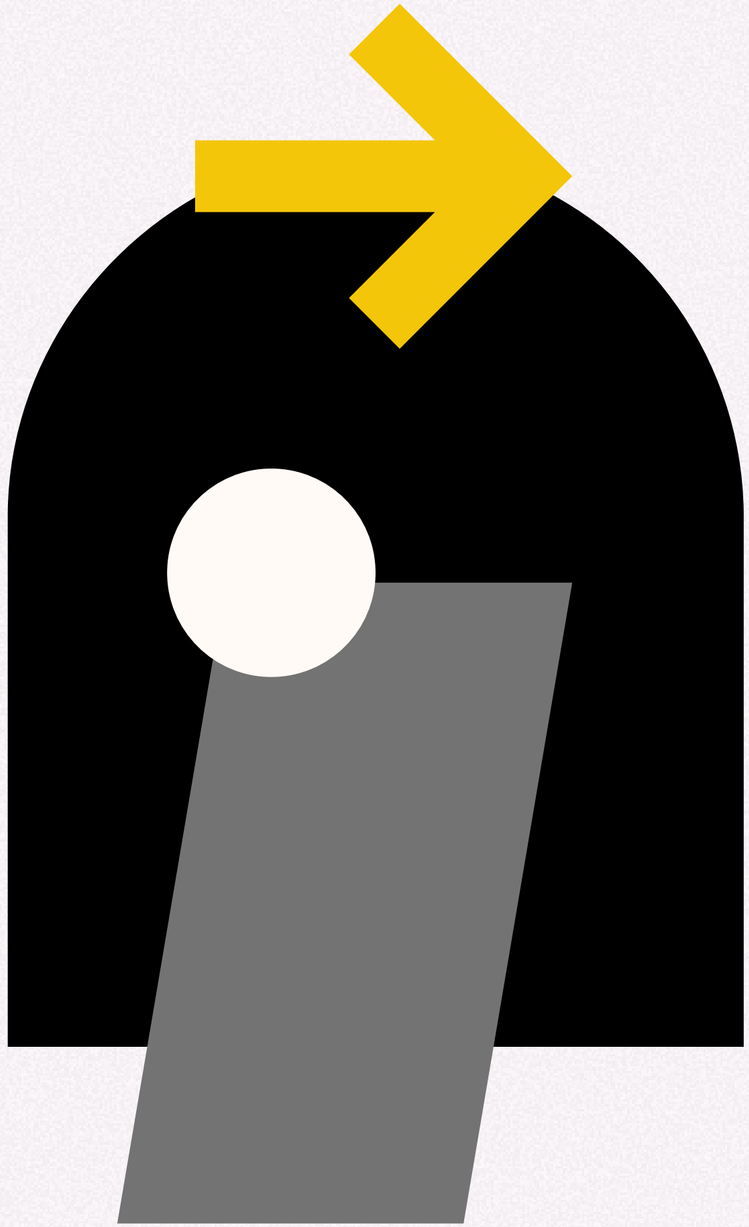
Dates for 2026-2027

September 15
October 20
November 17
January 19
February 16
March 16
April 20



Additional Resources & Support

Additional resources and support are available to enhance your leadership journey, including mentorship circles, peer coaching groups, leadership development workshops, and access to reading lists and online resources. These tools are designed to foster growth, collaboration, and continuous improvement.



Contact Us Today

We are here to help you **achieve your goals** through effective leadership development.

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Leadership Development

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