

# CASBO CASBO CBO BUSINESS EXECUTIVES LEADERSHIP (BEL)

A STRATEGIC INVESTMENT IN YOUR DISTRICT'S NEXT-LEVEL LEADERSHIP

CASBO's CBO Business Executive Leadership (BEL) program is an advanced, cohort-based training designed to prepare school business leaders for the full scope and complexity of executive leadership in California's public schools.

Over 6-10 months, participants engage in immersive, practice-based learning led by Chief Business Officials, focusing on strategic decision-making, governance and fiscal stewardship. CBO BEL serves as a recognized pathway toward the CASBO CBO Certification exam, while strengthening your districts' internal leadership pipeline.

## Aspiring Cohort

Designed for **aspiring or emerging CBOs**, this program prepares high-potential leaders to step confidently into the Chief Business Official role.

Participants develop the ability to:

- Understand the full scope of the CBO role
- Move from technical management to strategic leadership
- Build confidence in high-stakes fiscal decisions
- Strengthen superintendent and board partnerships

Ideal candidates include senior directors, new CBOs and assistant superintendents.

## Accelerated Cohort

Designed for **current CBOs and experienced executive leaders**, this cohort model strengthens strategic leadership to operate at the highest levels of district governance and fiscal stewardship.

Participants explore:

- Executive decision-making
- Strategic influence with superintendents and governing boards
- Navigating fiscal volatility and complex policy environments
- Leading large-scale operational and financial strategy

This program helps districts strengthen their current executive leadership team.



## Why CBO BEL Matters to Superintendents

As a superintendent, you are responsible for building a strong, future-ready leadership team. The CBO Business Executives Leadership (BEL) Program serves as both a succession strategy and a leadership investment, preparing your business leaders to step confidently into executive roles. Participants return with a broader, system-wide perspective, stronger alignment with district priorities and the ability to navigate complex financial and operational challenges with clarity. This level of preparation strengthens your cabinet, enhances decision-making at the highest levels and ensures your district is equipped with the leadership continuity needed to operate effectively in an increasingly complex environment.

## What Makes CBO BEL Different

CASBO has the strongest faculty pool of over 40 CBO and senior leader instructors in the state, providing unmatched relevance and credibility. The selective admissions process assures the applicants are prepared for the extensive commitment to learn and to lead.

## Your District ROI

Investing in your staff applying for the CASBO CBO BEL program strengthens your organization by:

- Preparing internal successors for leadership transition
- Improving strategic alignment between superintendent and business leadership
- Reducing risk in executive decision-making
- Building long-term leadership stability
- Strengthening confidence in board-facing communication



## Develop Your Future Leaders

Applications are competitive and cohorts are intentionally limited. We encourage you to identify and support leaders in your organization who are ready to grow into or strengthen executive leadership roles.

Learn more or encourage a candidate to apply: [casbo.org/BEL](https://casbo.org/BEL)