

Whole Leadership: BALANCING PRIORITIES OF ADMINISTRATION AND PEDAGOGY

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Early Childhood Investigations Webinar | Wednesday, January 31, 2018

- Explore the Whole Leadership Framework and its domains
- Understand the interdependent nature of leadership
- Evaluate your priorities as an administrator and find balance across leadership domains









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PEDAGO GICAL LEADERSHI eading the art and science of teaching with, no emphasis on educate dispositions and the guilty interactions with children. This includ- idelity to curricular philosophy, assessing the keelopment and learning, using data for eval-	Coordinate organization of eteoring diva's suff, on	STRATIVE LEADERSHIP g work and mobilizing people to consent the remains stable and continues to grow out leaderships Haring and supporting crossing budgers, and Solering positive space claimse.
and optimizing learning environments. Instructional leadership: Supporting classroom teachers in implementing curriculum Family engagement Fromesting partnerships with families and forsering family leadership.	WHOLE LEADERSHIP Is an inter-dependent relationship that exists between Joseph duration A biddeced perspective is envisably when pertinating advisionarities fractions.	Strategic bashenships Goth storing and guiding letters program direction Advocacy leaderships Arting as its anabasaster fire the needs of children, families, and programs Community leaderships Collaborating with organizations within the hold community on behalf of the children and families served
LEADERSHIP ESSENTIALS Foundational competencies and individual q leading people that are expressed in persona Teadership essentials are often developed the	nalities necessary for Headership styles and dispositions.	Personal Attributes: - Self-efficacy - Humility - Empathy - Transparency - Creativity - Adaptability - Authenticity - Learner

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Whole Leadership Framework EARLY CHILDHOOD LEADERSHIP EXCHANGE | January/February 201





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Whole Leadership Framework FOR EARLY CHILDHOOD PROGRAMS (BIRTH TO THIRD GRADE)

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and optimizing learning environments. Instructional leadership:				regic leadershi		
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Whole Leadership Framework FOR EARLY CHILDHOOD PROGRAMS (BIRTH TO THIRD GRADE)

TOOLS FOR PEDAGOGICAL LEADERS Coaching and mentoring skills Ability to apply child development theory and research Knowledge of evidence-based Knowledge of auseument med Technical credibility Knowledge of adult learning Jamily focus	Ability to plan strategically Expertise in systems development Financial and legal knowledge and skills bedagogy
TOOLS FOR LEADERSHII Awareness of self and others	Cultural competence
Knowledge of the profession	Ethical conduct and morality
 Communication and 	Intentionality Ability to motivate people

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Leadership Essentials



- Foundational competencies
- Expressed in personal leadership styles and dispositions
- Reflective practice

Personal Attributes

- Self-efficacy
- Empathy
- Creativity
- Authenticity
- Humility
- TransparencyAdaptability
- Learner

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Leadership Essentials

Tools for Leadership Essentials

- Awareness of self and others
- Knowledge of the profession
- Communication and teambuilding skills
- Cultural competence
- Ethical conduct and morality
- Intentionality
- Ability to motivate people



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Leadership Essentials

Why are they important?

- Influence all areas of leadership vision and practice
- Cultivate an emotionally healthy organization
- Anchor a productive work environment
- Foster collaboration, efficacy, and creativity
- Maximize human capacity

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Coordinating work and mobilizing people to ensure the organization remains stable and continues to grow

- Operational leadership
- Strategic leadership
- Advocacy leadership
- Community leadership

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Administrative	Leadership

Operational Leadership

Hiring and supporting staff, overseeing budgets, and fostering positive workplace climate

Strategic Leadership

Goal setting and guiding future program direction

Advocacy Leadership

Acting as ambassador for the needs of children, families, and the profession

Community Leadership

Acting as ambassador for the needs of children, families, and the profession

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Administrative Leadership

Tools for Administrative Leadership

- Ability to plan strategically
- Expertise in systems development
- Financial and legal knowledge and skills
- Awareness of organizational climate
- Public relations and marketing expertise
- Entrepreneurial focus



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Poll #1

Pedagogical Leadership

Leading the art and science of teaching

- Instructional leadership
 - Supporting classroom teachers in implementing curriculum
- Family engagement
 - Promoting partnerships with families and fostering family leadership



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Pedagogical Leadership

Tools for Pedagogical Leadership

- Coaching and mentoring skills
- Ability to apply child development theory and research
- Knowledge of evidence-based pedagogy
- Knowledge of assessment methodology
- Technical credibility
- Knowledge of adult learning
- Family focus

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Poll #2

Pedagogical Leadership

Director's Role Perception Survey — Preliminary Results

Competency	Average
Observe teachers and provide feedback	3.15
Use child assessment data to improve learning	3.07
Supervise staff to ensure DAP	3.26
Use technology to support teaching	2.77
Use performance appraisals as a catalyst for growth	2.88
	n = 1,290

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Whole Leadership

Is an inter-dependent relationship that exists between leadership domains. A balanced perspective is necessary when performing administrative functions.

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Pedagogical Leadership	Administrative Leadership			
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Whole Leadership				
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Pedagogical Leadership Change curriculum	Administrative Leadership			
- Change curriculum		_		
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Whole Leadership		_		
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Pedagogical Leadership	Administrative Leadership	_		
■ Change curriculum	Professional development Budget	_		
	Handbooks and procedure manuals Marketing plan and broading.			
	Marketing plan and branding Roll-out to families and stakeholders			
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Whole Leadership				
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	Administrative Leadership			
	Improve work-life balance: add PTO days for			
	all staff			
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Whole Leadership				
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	Administrative Leadership			
	Improve work-life balance: add PTO days for			
care Limits availability of staff for PD and PLCs	all staff			
 Impacts family engagement 				
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Administrator's Time				
Director's Ro – Preliminar	ole Perception Survey ry Results			
• 56% Administr • 44% Pedagogi	rative Leadership			
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	Most of us spend too much time on what is URGENT and not enough time on what is IMPORTANT -Stephen R. Covey	



If you perform a task that someone else can do, you keep yourself from a task that only you can do.

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