Leadership Development for Equity in Early Childhood Setting

Miranda Mackie, MA
Noreen McChesney, BA, RECE

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Objectives

- What Worked Then…
- Role of Leadership Development
- Six Organizational Levers in Leadership Development
- Where Do We Go From Here
Be brave enough to start a conversation that matters.

Margaret Wheatley
Role of Leadership Development

• Increasing professionalism and accountability both internally and externally to the profession;

• Need to build, establish and maintain professional credibility;

• Financial constraints in today’s operational climate which leads to increased responsibility.

(Rodd, 1997)
Role of Leadership Development

- Empowering of all individuals who play a key role in early childhood services: children, staff, and partners;
- The need for efficient, skilled and informed parents and partners;
- The need for efficient, skilled and effective early childhood leaders in an environment of constant demands and change.

(Rodd, 1997)
Organizational Levers - IMPACT
IMPACT - Identity

“If we know who to be, then what to do falls into place”

(Cunliffe, 2009)
IMPACT - Meaning

Connection gives purpose and meaning to our lives.
IMPACT - Purpose
IMPACT - Accountability

Four Rs of Learning Power:

Resilience
Resourcefulness
Reflectivity
Reciprocity

(Claxton, 2007)
IMPACT - Cohesion

“..it’s like a dance, really, and very hard to keep in time if you cannot hear the music or don’t understand the steps.”

(Fitzgerald, 2010)
IMPACT - Trust
Where Do We Go From Here

The Future
NEXT EXIT
References

References