

Introductions

While you are waiting for the webinar to begin, please introduce yourself in the Q&A box:

- Tell us your name
- What is your current role
- Where on the map are you?

NCECDTL

1



The 5Rs for Early Learning Leaders: Explaining the Reason for Practices and Policies

February 23, 2021

Presenters:
Beza Semu, NCECDTL and Gail Joseph, NCECDTL

National Center on
Early Childhood Development, Teaching, and Learning

2

2

Webinar Features

NCECDTL

3

NCECDTL

The 5Rs of Early Learning Leaders:
Explaining the Reason for Practices and Policies




Beza Semu, NCECDTL Gail Joseph, NCECDTL

4


Learning Objectives

NCECDTL

1. Identify practical strategies to inspire staff by providing the Reason (the "why") behind policies and practices
2. Reflect on how providing the reason promotes effective teacher-child interactions and program quality

5

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)



NCECDTL

6

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)

Understand

7

NCECDTL

7

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)

Understand → Explain

8

NCECDTL

8

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)

Understand → Explain → Identify Practices and Strategies


9

NCECDTL

9

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)

- Responsive Relationships
- Reason
- Resources
- Reflective Dialogue
- Recognition




NCECDTL

10

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)

- Responsive Relationships
- Reason
- Resources
- Reflective Dialogue
- Recognition




NCECDTL

11

Revisiting: Responsive Relationships

- Clarify values
- Align values to action
- Promote Belonging




NCECDTL

12

Overview of NCECDTL's 5Rs for Early Learning Leaders (ELLs)


- Responsive Relationships
- Reason
- Resources
- Reflective Dialogue
- Recognition



NCECDTL

13

Reflection Question



Think of a time when you implemented a policy or practice because you felt inspired instead of required?

NCECDTL

14

Leadership is:

“The art of mobilizing others to want to struggle for shared aspirations.”

- Jim Kouzes and Barry Posner, The Leadership Challenge

NCECDTL

15

Knowing Your "Why"



Simon Sinek's Golden Circle
<https://www.youtube.com/watch?v=IPYeCtXpww>

NCECDTL

16

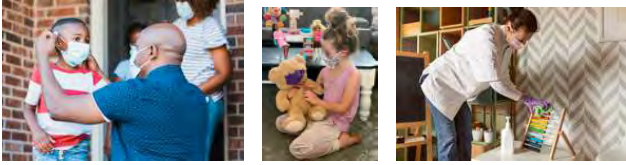
Knowing Your "Why"



NCECDTL

17

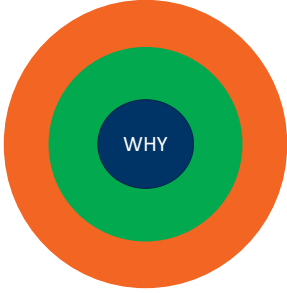
Knowing Your "Why"



NCECDTL

18


Knowing Your "Why"



NCECDTL

19


Knowing Your "Why"



NCECDTL

20

Reflections



What resonates with you about the importance of sharing the "why"?

NCECDTL

21

Effective Leaders Invest In:

Building Knowledge and understanding of **early childhood development theories**

22

NCECDTL

22

Effective Leaders Invest In:

Building knowledge and understanding of **early childhood development theories** → Developing their ability to connect **theories to practice** and policies

23

NCECDTL

23

Strategies and Practices for Sharing the “Why”




24

NCECDTL

24

Providing the Reason: Core Practices

1. Inspire commitment to practice by providing the *why*




25 NCECDTL

25

Providing the Reason: Core Practices

1. Inspire commitment to practice by providing the *why*
2. Focus the perspective of the child and family



26 NCECDTL

26

Providing the Reason: Core Practices

1. Inspire commitment to practice by providing the *why*
2. Focus the perspective of the child and family
3. Ask why are we doing this, does it meet our vision?



27 NCECDTL

27

Providing the Reason: Core Practices


1. Inspire commitment to practice by providing the *why*
2. Focus the perspective of the child and family
3. Ask why are we doing this, does it meet our vision?
4. Ensure that social and emotional learning and trauma needs inform the work



28 NCECDTL

28

Providing the Why




Inspire
commitment to
practice by
providing the *why*

29 NCECDTL

29

Strategy: Telling a Compelling Story



Telling a
compelling story


30 NCECDTL

30

Poll

Over a period of a year, what percentage of time do children spend in a full day (6.5hrs/day) program?

Note: there are 8760hrs/ year



31 NCECDTL

31

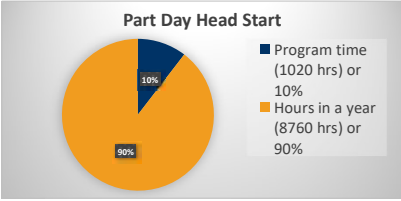
Poll options

1. 10 – 20%
2. 20 – 30%
3. 30 – 40%
4. 40 – 50%
5. 50 – 60%
6. 60 – 70%
7. Over 70%

32 NCECDTL

32

Strategy: Linking Data to The “Why”



Linking data to the “why”
Every day, every hour, every moment matters!

33 NCECDTL

33

Strategy: Sharing Data with Families

Linking data to they "why"
Inspiring teachers and parents to accomplish a shared goal

NCECDTL

34

"So That..." Activity

NCECDTL

35

Example

Practice/Policy
Ensure classroom is well organized with dedicated space for movement and clearly labeled activities.

NCECDTL

36

Practice/Policy: Ensure Classroom is Well Organized

So that: children can engage with different materials

So that: children develop their emotional, cognitive, and physical abilities through interactions


So that (program goal/desired outcome): children are ready for kindergarten

37

NCECDTL

37

Discussion Questions




Enter in Q&A Box: Which practices and/or strategies from "Providing the Reason" have you already tried, and what will you try next?

38

NCECDTL


38

Upcoming Event



Next webinar:
Date: April, 27, 2021

MyPeers: Continue the conversation on responsive relationships
www.mypeers.org





39

NCECDTL

39

NCECDTL

Q&A with Presenters

Gail Joseph, NCECDTL Beza Semu, NCECDTL

40

Thank You



National Center on
Early Childhood Development, Teaching, and Learning

This presentation was developed with funds from Grant #904HC000020 for the U.S. Department of Health and Human Services, Administration for Children and Families, Office of Head Start, and the Office of Child Care by the National Center for Early Childhood Development, Teaching, and Learning. This resource may be duplicated for noncommercial uses without permission.

41
