


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?



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5Rs of Early Learning Leadership: Building a Foundation of Responsive Relationships

January 25, 2021

Presenters:
Gail E. Joseph, NCECDTL and Beza Semu, NCECDTL

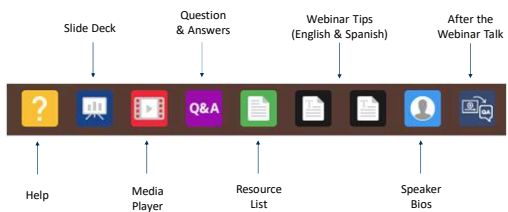
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Webinar Features



Slide Deck

Question & Answers

Webinar Tips (English & Spanish)

After the Webinar Talk

Help

Media Player

Resource List

Speaker Bios

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5Rs of Early Learning Leadership: Building a Foundation of Responsive Relationships



Gail E. Joseph, NCECDTL Beza Semu, NCECDTL

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Learning Objectives

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1. Discuss key early learning leadership practices that create a culture of trust, belonging, and equity
1. Implement strategies to support education staff virtually and in-person

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Research: Effective Leadership

To understand the **practices** of effective learning (EL) leadership in early childhood



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Research Questions

1. How do effective learning leaders transfer leadership concepts into actions?

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Research Questions

1. How do effective learning leaders transfer leadership concepts into actions?
2. What are the most effective behaviors of learning leaders?

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Research Questions

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2. What are the most effective behaviors of learning leaders?
3. How do we know when we are seeing effective leadership?

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Research Questions

1. How do effective early learning leaders transfer leadership concepts into actions?
2. What are the most effective behaviors of early learning leaders?
3. How do we know when we are seeing effective leadership?
4. What do directors think are best ways to improve children's learning?

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Research Questions


1. How do effective early learning leaders transfer leadership concepts into actions?
2. What are the most effective behaviors of early learning leaders?
3. How do we know when we are seeing effective leadership?
4. What do directors think are best ways to improve children's learning?
5. What do educators think are the most effective ways to encourage higher quality teaching?

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Discovery: NCECDTL's 5Rs for Early Learning Leaders

- Reviewed literature and frameworks
- Discussed with experts/researchers
- Interviewed leaders and educators




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Leader Interviews

Questions around:

- implementing change in programs to ensure high quality instruction
- equitable child outcomes and family support.




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Educator Interviews

Questions about:


- what was useful/not useful PD
- types of leadership style that help educators grow and learn



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Discussion Question




Enter in Q&A Box: What do you believe are the **most effective behaviors** of early learning leaders in birth to five programs?

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Overview of NCECDTL's 5Rs for Early Learning Leaders

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




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Overview of 5Rs for Early Learning Leaders

- 1. Responsive Relationships**
2. Reason
3. Resources
4. Reflective Dialogue
5. Recognition



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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships
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Overview of 5Rs for Early Learning Leaders

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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships
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5. Recognition



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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships
2. Reason
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- 5. Recognition**



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Poll Question



Which of the five early learning leadership practices – the 5Rs are you surprised to see on this list?

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Poll question: Which of the five early learning leadership practices – the 5Rs are you surprised to see on this list?

1. Responsive Relationship
2. Reason
3. Resource
4. Reflective dialogue
5. Recognition
6. None of them but I'm excited to learn more
7. Some of them, and I'm excited to learn more
8. All of them and I'm excited to learn more

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Overview of 5Rs for Early Learning Leaders

- 1. Responsive Relationships** → 1. Promote a deeply unified culture
2. Reason
3. Resources
4. Reflective Dialogue
5. Recognition

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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships	1. Promote a deeply unified culture
2. Reason	2. Honor and respect education staff's needs
3. Resources	
4. Reflective Dialogue	
5. Recognition	

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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships	1. Promote a deeply unified culture
2. Reason	2. Honor and respect education staff's needs
3. Resources	3. Serve as a trusted resource
4. Reflective Dialogue	
5. Recognition	

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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships	1. Promote a deeply unified culture
2. Reason	2. Honor and respect education staff's needs
3. Resources	3. Serve as a trusted resource
4. Reflective Dialogue	4. Act with authenticity, consistency, and transparency
5. Recognition	

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Overview of 5Rs for Early Learning Leaders

1. Responsive Relationships	1. Promote a deeply unified culture
2. Reason	2. Honor and respect education staff's needs
3. Resources	3. Serve as a trusted resource
4. Reflective Dialogue	4. Act with authenticity, consistency, and transparency
5. Recognition	5. Make vision and values known and visible in the work

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Responsive & Resilient Relationships: Practices, Examples, and Strategies



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PRACTICE 1.

Learning Leaders promote a deeply unified culture

"I feel like now I have two leaders that have embraced everything that we're trying to do and just supported things we wanted to accomplish, like bringing in more culture."
Early Learning Teacher



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**Strategies:
Promoting a Unified Culture**

Language

- Demonstrate trust by asking simple questions, listening, and validating





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**Strategies:
Promoting a Unified Culture**

Language

- Demonstrate trust by asking simple questions, listening, and validating
- Say: "I trust you" often





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**Strategies:
Promoting a Unified Culture**

Language

- Demonstrate trust by asking simple questions, listening, and validating
- Say: "I trust you" often
- Use, "we" language often (e.g. "we are in this together")




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Promoting a Unified Culture

Get to know you activities:

- An online collaboration space for internal staff




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Promoting a Unified Culture

Get to know you activities:

- An online collaboration space for internal staff
- Providing space and time at staff meetings



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PRACTICE 2.

Learning Leaders make vision and values known and visible in the work


"This is about your own morals and values. You have to be able to model and be a good role model by walking the talk. Being there and not doing things you expect staff to do--no respect in that."

Early Learning Coach

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**Strategies:
Making Values Visible**



Make time for reflections on your core values, and how you live them out.

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**Strategies:
Making Values Visible**

- Calendars
- Meetings
- Critical Events



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PRACTICE 3.

Learning Leaders act with authenticity, consistency, and transparency

“It was authentic in a sense of like, they weren’t just throwing out modules and best practices that we had to do to. It is more suggesting ways to implement. And you know when that positivity can trickle down. It’s just so much easier, not easier, but more fulfilling”
Early Learning Teacher

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Strategies: Authenticity, Consistency, Transparency

Authenticity is not something we have or don't have. It is a practice, a conscious choice of how we want to live. Authenticity is a collection of choices that we have to make every day. It's about the choice to show up and be real. The choice to be honest. The choice to let our true selves be seen.

- Brene Brown



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Consistency, Transparency

- **Consistency:** daily, in different situations, and with different people
- **Transparency:** open, vulnerable, and honest



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Discussion Questions



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

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Program Quality


- Effective learning leaders improve program quality
- Strong relationships lead to collaboration
- Promote equity and quality



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Upcoming Event



Next webinar:
February 23, 2021

Continue the conversation about responsive relationships on MyPeers!


www.mypeers.org



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Thank You!



Live Q&A

For more information, contact:
ecdtl@ecetta.info
or call (toll-free) 1-844-261-3752



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