


Introductions

While you are waiting for the webinar to begin you can:

1. Introduce yourself in the Q&A box (your name, current role, location)
2. Download resources from the resource widget



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National Center on
Early Childhood Development, Teaching, and Learning

April 27, 2021

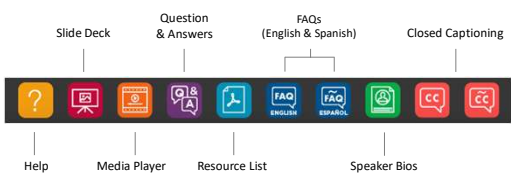
The 5Rs for Early Learning Leaders: Using Resources to Support Program Quality

Host
Beza Semu, NCECDTL

Host
Gail Joseph, NCECDTL


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Webinar Features




Slide Deck Question & Answers FAQs (English & Spanish) Closed Captioning

Help Media Player Resource List Speaker Bios



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Learning Objectives

- Discuss intentional use of resources and ways to build and share resources
- Discover examples on establishing communities of reflection and practice (CORPs) that foster learning

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Overview of NCECDTL's 5Rs for Learning Leaders








Purpose: to identify effective practices of learning leaders

Approach: research and interviews of learning leaders from the field

Findings: The 5Rs for effective learning leaders

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Overview of NCECDTL's 5Rs for Learning Leaders

Responsive Relationships		Reflective Dialogue	
Reason		Recognition	
Resources			

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Overview of NCECDTL's 5Rs for Learning Leaders



Responsive Relationships that promote unified program culture, values, and vision

Providing the **Reason**, "the why" to inspire a shared vision

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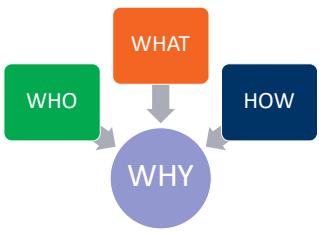


When you think about resources, what comes to mind?

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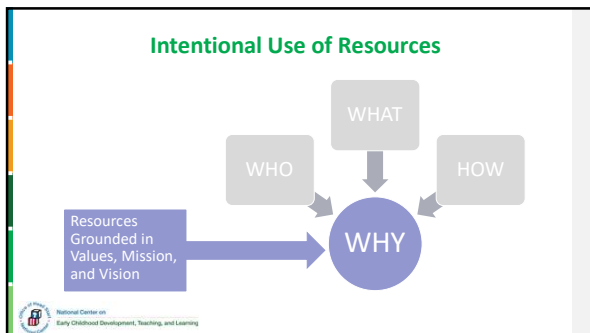
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Intentional Use of Resources



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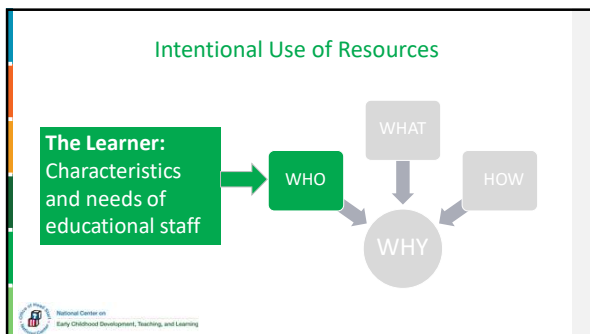
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The "Who" of Resources



- Building relationships
- Identifying needs and skills

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The "Who" of Resources



Ongoing one-on-one check-ins

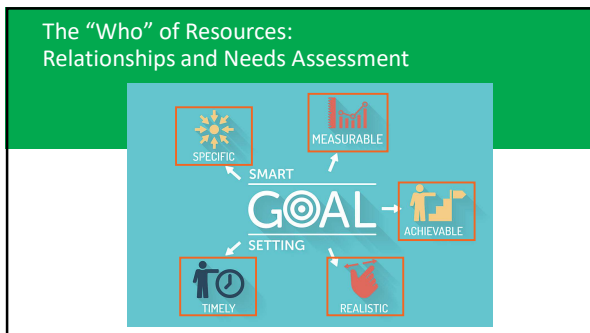
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The "Who" of Resources:
Relationships and Needs Assessment



Observation of Staff Practice

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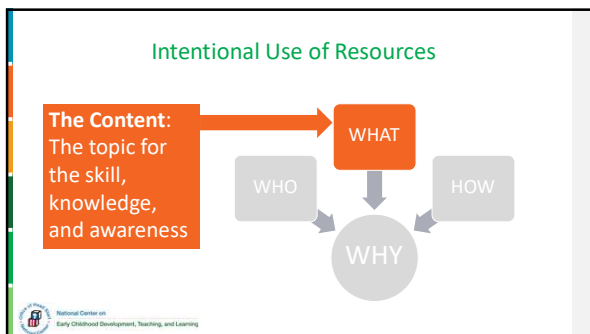
Activity

The "Who" of Resources

A photograph showing a teacher and two young children sitting on the floor, looking at a colorful map or activity sheet. The teacher is pointing at something on the map, and the children are looking on with interest.

1. Name up to three staff
2. Their needs and skills
3. Make a goal to find out needs and skill sets

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The "What" of Resources: Content



Program Norms and Procedures Teaching and Home Visiting Practices Interpersonal Skills

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The "What" of Resources: Content



HEAD START ECLKC
Early Childhood Learning & Knowledge Center

Office of Head Start
Administration for Children and Families

15-minute In-service Snippets


Individualized Professional Development Portfolio

ELC@200

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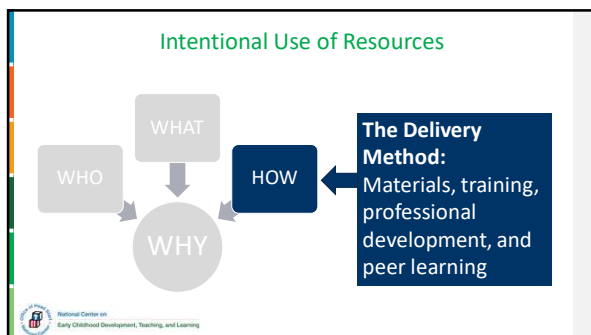
Activity

The "What" of Resources



For each staff member you've identified, what is the content or topic area to develop?

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Activity

The "How" of Resources



For each staff member you've identified, and the skill or knowledge they need, what is the best way to deliver the content?

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Resources: Case Study



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VIDEO Slide

<https://vimeo.com/user66692806/review/523998712/7d60280073>



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Using Resources Intentionally

Use in Context	<ul style="list-style-type: none">• "Job" Aids (Implementation Materials)	<ul style="list-style-type: none">• Implementation & follow up plans	<ul style="list-style-type: none">• Coaching• Mentoring plans
Skill Demo	<ul style="list-style-type: none">• Modeling• Self-analysis	<ul style="list-style-type: none">• Practice• Observing & drawing connections	<ul style="list-style-type: none">• Practice & feedback• Role playing• Guided reflection
Awareness, Knowledge	<ul style="list-style-type: none">• Reading• Lecture• Training video	<ul style="list-style-type: none">• Learning checks• Discussions	<ul style="list-style-type: none">• Team meeting (brainstorming or problem solving)

Extend and Deepen Learning →

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Adapted from: McCollum & Catlett (1997)

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Using Resources Intentionally

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Using Resources Intentionally

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Learning leaders:

- Provide materials, training, and PD
- Modeling and promoting peer learning groups
- Prioritize educational staff growth and development

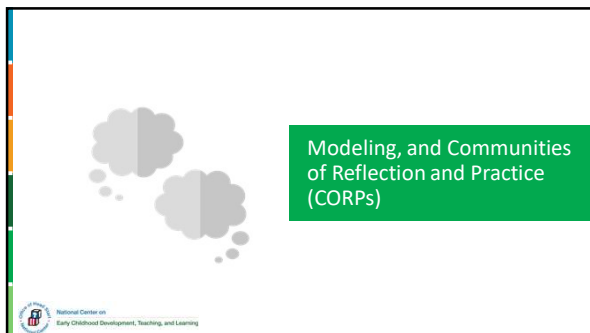
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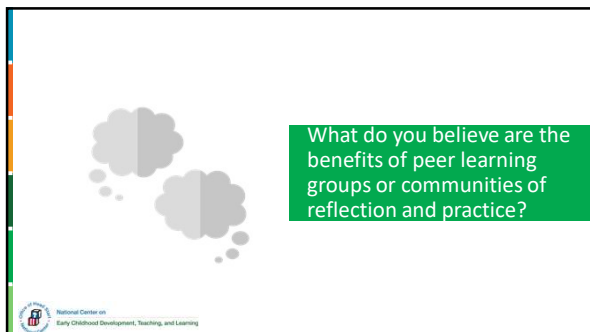
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What do you believe are the benefits of peer learning groups or communities of reflection and practice?

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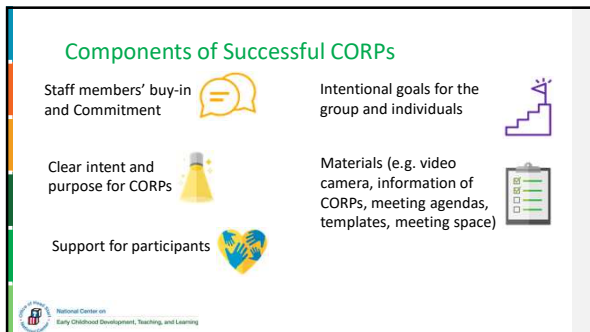


Benefits of Community of Reflection and Practice (COPs)

- Deepening of knowledge and skills (sustainability of PD)
- Consistency in implementation
- Continuous quality improvement
- Opportunity to develop leadership skills
- Collaboration

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Components of Successful CORPs


- Staff members' buy-in and Commitment
- Clear intent and purpose for CORPs
- Support for participants
- Intentional goals for the group and individuals
- Materials (e.g. video camera, information of CORPs, meeting agendas, templates, meeting space)

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Share in the Q&A
How do you support staff members' learning and growth, what will you do differently based on this webinar?



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Get access to more webinars and resources




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Question & Answer Time



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- Head Start and Early Head Start staff are critical to the continued functioning of their communities.
- Find information on vaccine availability for Head Start staff on the Early Childhood Learning & Knowledge Center (ECLKC)

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Thank You

- **Next Education Managers webinar:** 5Rs for Early Learning Leaders on Reflective Dialogue on June 22, 2021
- **Education Managers Institute:** June 14 – 16
- **MyPeers:** Continue the conversation on responsive relationships www.mypeers.org



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