We Are On Indigenous Land
Expanding reach. Enhancing impact. Advancing equity.

20 webinars in 20 days

Thank you to our generous 20 in 20 sponsors. We truly appreciate your support!
How to Make the Most of This Webinar

• Choose Your View.

• Nonverbal Feedback.

• Chat With Us.

• Participate in Polls.
Expanding reach. Enhancing impact. Advancing equity.
Goals

• Discuss the need to find and support emerging early childhood leaders.
• Identify cross-cutting themes and priorities in systems and leadership development.
• Present strategies and tools states can use to reflect on, plan for, or implement emergent leadership initiatives.
How can states or communities build the leaders that they will want and need?

Address:

• Vision for emergent leadership.
• Tools for finding, developing, and supporting emergent leaders.
  - Leadership skills and traits.
• Networks to transition emergent leaders into meaningful positions.
• Ongoing support and mentorship.
Cross-Cutting Themes

- Equity.
- Sustainability.
- Cross-sector collaboration.
- Adaptiveness and responsiveness.
- Local and state interface and alignment.
- Need for interpersonal and practical skills.
First, let’s have a conversation.
Let’s hear from our panelists...

Andy Gomm  Consultant
Early Childhood/Early Intervention

Khari Garvin  Executive Director
Head Start, Save the Children, USPA

Shannon Rudisill  Executive Director
Early Childhood Funders Collaborative

Expanding reach. Enhancing impact. Advancing equity.
Shannon Rudisill

Executive Director, Early Childhood Funders Collaborative

Former Assoc. Deputy Assistant Secretary for Early Childhood Development
Next Leadership Role and Challenge:

• Not to “master” these but to critically question within them.

• For research: How are we using evidence? Who is deciding the questions? What happened to more participatory and qualitative research?

• For policy: Who is at the decision-making table? How do we not only “listen” to parents and teachers (a baby step that we aren’t living up to), but shift decision-making and governance?

• For practice: What are the biases in how we define good practice? How do we pursue workforce equity against a backdrop of systemic racism in higher ed and ECE wages?
Next Leadership Challenges

• Participatory Governance at all levels – What can we learn from Head Start and IDEA?
• Equity – including racial equity and economic justice.
• Creating a culture of welcome and inclusion - 25 percent of all kids are in immigrant families; 18 percent of the ECE workforce are immigrant women.
• Willingness to take risks.
• For those in government – how do you think about the experiences that your staff needs to do the work?
Khari Garvin
Executive Director
Save the Children Head Start Operations
A Focus on Rural Communities

Critical Factors Impacting Leadership Recruitment

• Tendency towards smaller talent pools.
• Fewer IHEs.
  - Fewer degree/training offerings addressing requisite skills.

Societal Considerations

• The impact of migration patterns.
• The case for business investment and political will.
A Focus on Rural Communities

Critical Factors Impacting Leadership Recruitment
• Tendency towards smaller talent pools.
• Fewer IHEs.
  - Fewer degree/training offerings addressing requisite skills.

Societal Considerations
• The impact of migration patterns.
• The case for business investment and political will.

Recruitment

Expanding reach. Enhancing impact. Advancing equity.
A Focus on Rural Communities

Critical Factors Impacting Leadership Recruitment
- Tendency towards smaller talent pools.
- Fewer IHEs.
  - Fewer degree/training offerings addressing requisite skills.

Societal Considerations
- The impact of migration patterns.
- The case for business investment and political will.

Development
A Focus on Rural Communities

Actionable Strategies
• Implementing a system of leadership development.
• Building community/regional “Leadership Networks.”
Andy Gomm
Early Intervention / Early Childhood Consultant
Promoting Leadership Opportunities

Programs and organizations can identify and promote leadership opportunities, that may include:

- Interagency Coordinating Council (ICC) [ICC info]:
  - Membership 25 percent parents & 25 percent EI providers.
  - Committees and workgroups.
  - Local ICCs in some states.
- Parent Training and Information Centers (PTIs) and Community Parent Resource Centers (CPRCs) [Parent Center info].
- Local agency boards.
- State Advisory Councils – early childhood/early learning [SAC Info].
- Local Early childhood collaboratives/councils.
- Professional / Organization Associations (State and National).
Promoting Intentional Leadership Support

Programs and organizations can intentionally support leadership through:

• Training/Professional Development:
  - Conference tracks.
  - Leadership academy/symposium.
  - Fellowships, e.g., ZERO TO THREE.
  - Training course, e.g., LEND.

• Coaching/mentorship/reflective supervision.

• Communities of Practice.

• Recommended practices/competences e.g. DEC.

• Recommended Practices [https://ectacenter.org/decrp/decrp.asp]
Promoting a Culture That Values Leadership

Where the program/organization:

• Promotes leadership at all levels – local communities, teams, etc.
• Promotes diverse leadership – race, culture, language, gender, etc.
• Promotes and supports parents to assume leadership roles.
• Promotes advocacy and debate by showing that they are listened to.
• Promotes leadership through awards/recognition.
• Promotes training and mentorship/coaching for current and future leaders.
Early Childhood Leadership, Education, and Development of Systems (EC-LEADS)  
Emergent Leadership Self-Assessment¹

Introduction

This self-assessment was designed to assist states, communities, regions, or agencies with assessing vision, processes, infrastructure, and networks for supporting emergent early childhood leaders. The 11 sub-domains and 14 indicators prompt attention to the various factors and investments needed to develop new cohorts of early childhood leaders, across early childhood sectors and levels. Additional resources that may be helpful are noted throughout.

What is Emergent Leadership?

Emergent leadership refers to those individuals who either desire or already are on a path to executive leadership, management, or a position of influence. Examples include:

- Deputy or Assistant Directors, program coordinators, or other management-track staff in early childhood agencies or organizations;
- Community members or stakeholders who participate in advocacy for early childhood (or related) initiatives or causes; and
- Parents and professionals involved in early childhood programs or services.
Leadership is not about titles, positions or flowcharts. It is about one life influencing another.

John C. Maxwell
Evaluation

Please respond to the two questions that pop up on your screen.

Also, please tell us in the chat box what was useful, significant or new and how we can improve the webinar.