



**Child & Community Resources**

**Ressources pour l'Enfance  
et la Communauté**

# **Leadership Development for Equity in Early Childhood Setting**

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June 2, 2017



# 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

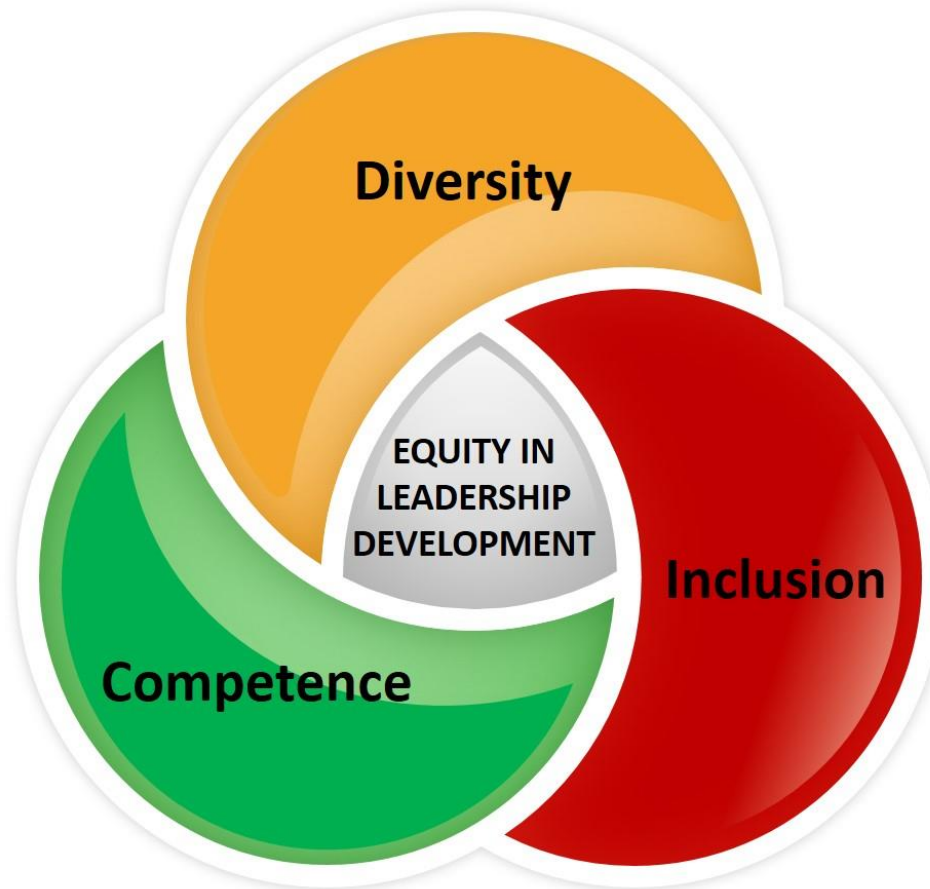
- Increasing professionalism and accountability both internally and external to the profession;
- Need to build, establish and maintain professional credibility;
- Financial constraints in today's operational climate which leads to increased responsibility.

(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





# IMPACT - Purpose





# IMPACT - Accountability

Four Rs of Learning Power:

Resilience

Resourcefulness

Reflectivity

Reciprocity

(Claxton, 2007)



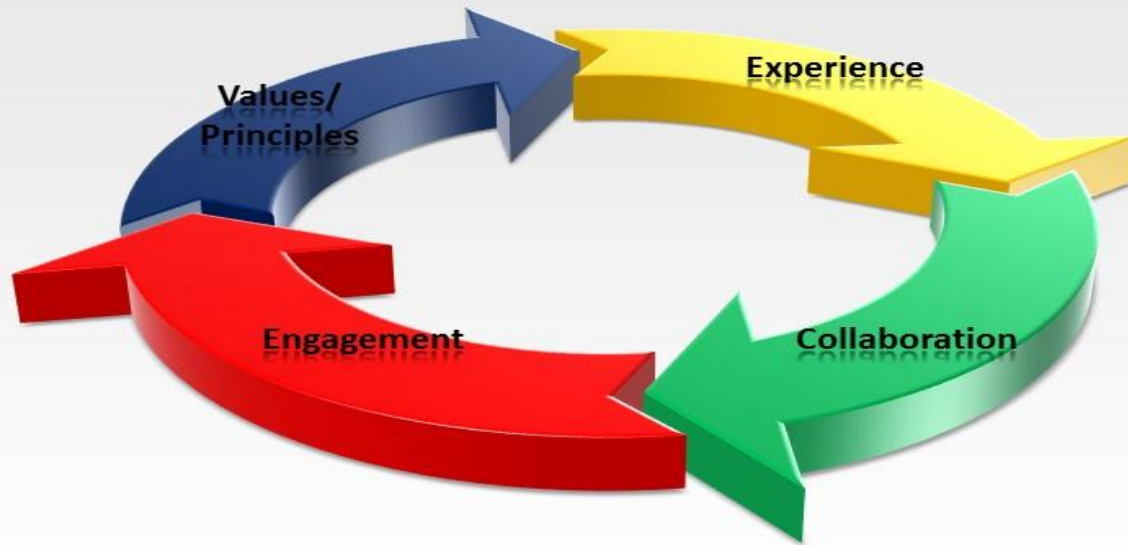
# IMPACT - Cohesion

“..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



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