

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

Miranda Mackie, MA

Noreen McChesney, BA, RECE

June 2, 2017

# Objectives

- What Worked Then...
- Role of Leadership Development
- Six Organizational Levers in Leadership Development
- Where Do We Go From Here



# 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)

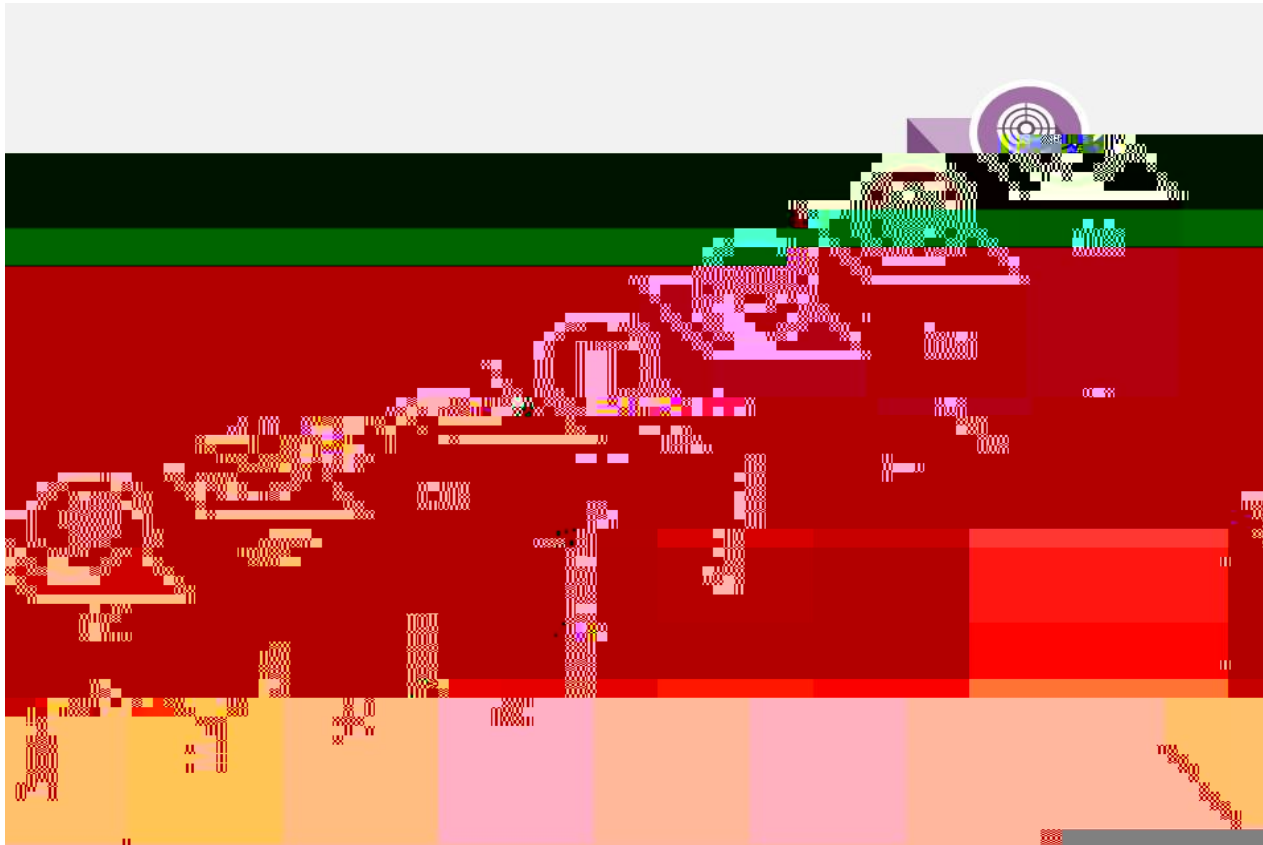
# Role of Leadership Development

- 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”

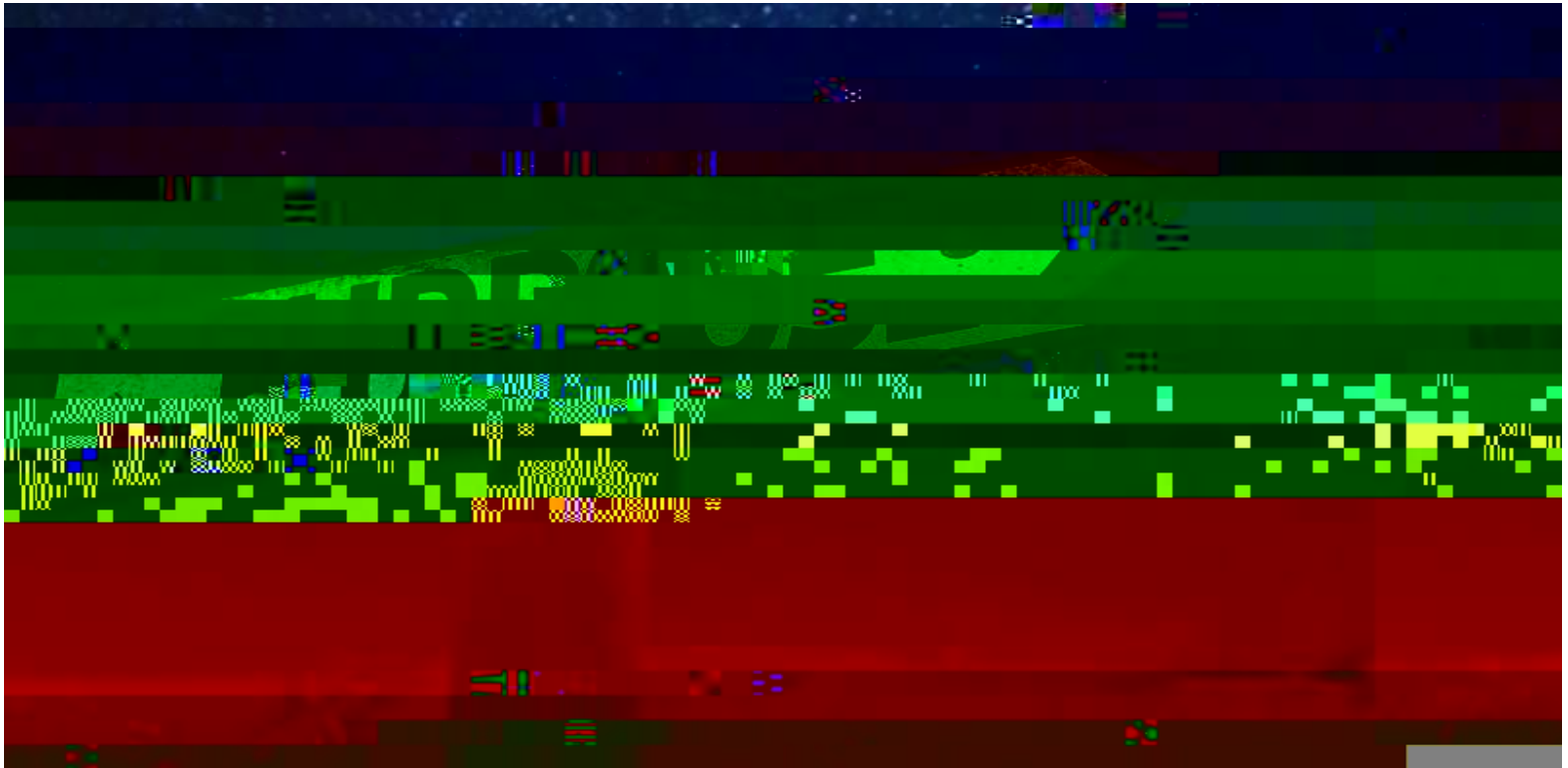
(Cunliffe, 2009)



# IMPACT - Meaning



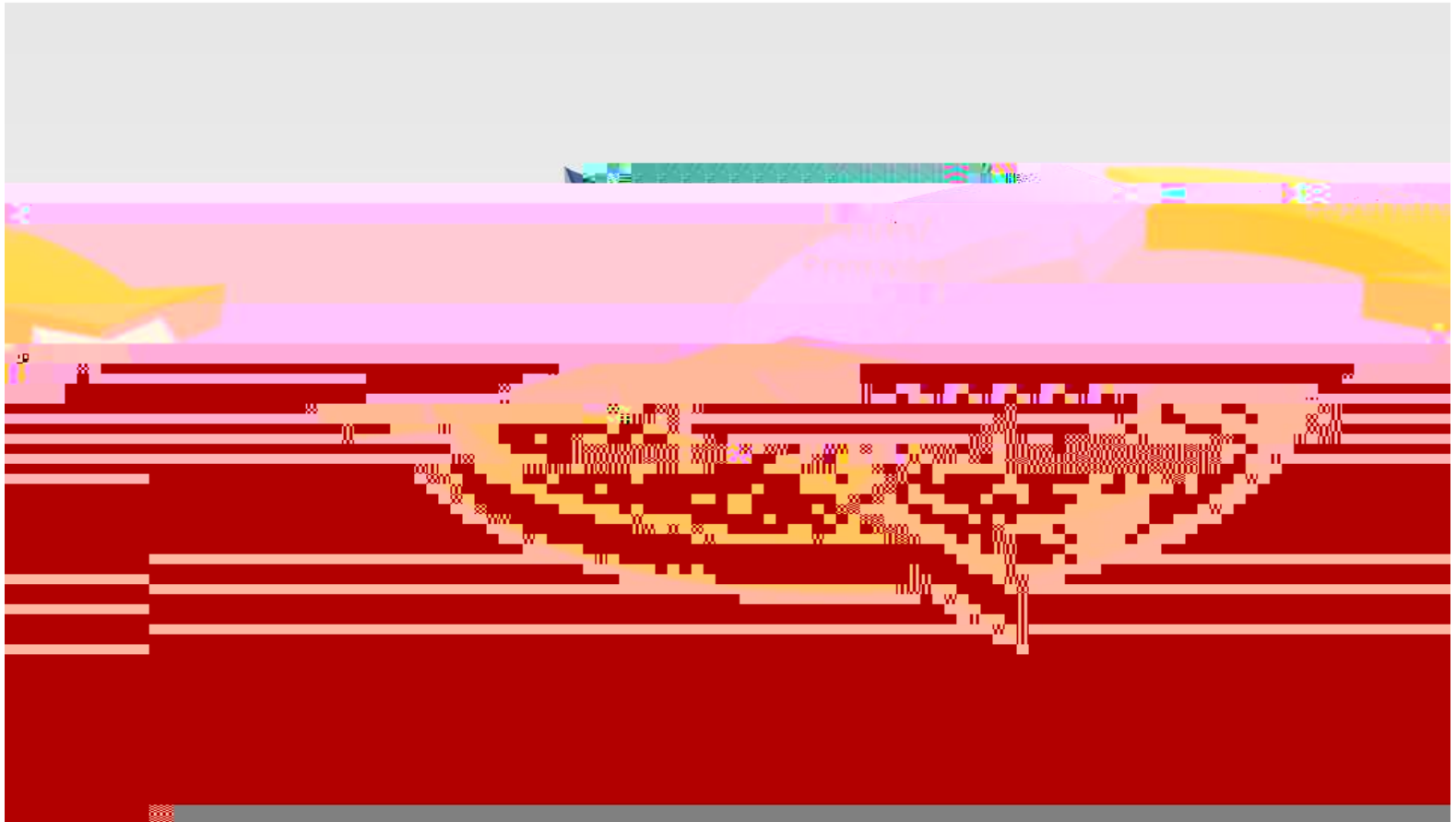
# IMPACT - Purpose



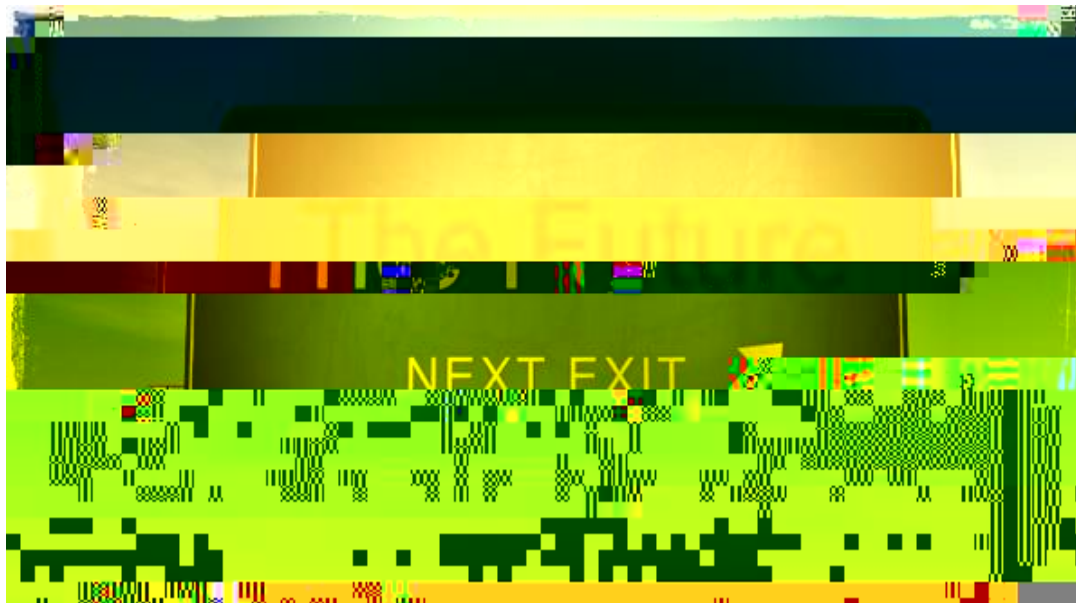
**IMPACT**

# IMPACT - Cohesion

# IMPACT - Trust



# Where Do We Go From Here



# References

- Claxton, G. (2002) Building Learning Power, Henleaze House, Bristol.
- Ebbeck M and Waniganayake M (2003) Early Childhood Professionals. Leading Today and Tomorrow. Sydney: MacLennan & Petty.
- Fasoli, L., Scrivens, C., & Woodrow, C. (2007

# References

- Mitgang, L. (2012). The making of the principal: Five lessons in leadership training. Perspective: The Wallace Foundation, June.
- Siraj-Blatchford, I., & Manni, L. (2007). Effective leadership in the early years sector: The ELEYS study. London: Institute of Education, University of London.
- Waniganayake, M., & Semann, A. (2011). Being and becoming leaders. Rattler, 100, Summer, 24.
- Waniganayake M (2000) Leadership in early childhood: New directions in research. Keynote presentation at the Professional Development Conference, MLC Early Learning Centre, Melbourne, Australia.