LEADERSHIP ACADEMIES

The McCormick Center's Leadership Academies – Ready to Lead (RTL), Taking Charge of Change™ (TCC), and Taking the Lead (TTL) – offer transformational professional learning for center-based and home-based early childhood education (ECE) administrators. These communities of practice meet throughout the year and are uniquely tailored to program administrators and family child care providers. Credit for professional development hours and credentials are offered for all academies. Credit for college coursework (optional, with extra cost) is offered for TCC and TTL.

READY TO LEAD *Newly-hired center-based administrators (up to five years of experience)*

This academy provides new ECE administrators with the resources, supports, and inclusive community needed to succeed in their new role. Participants have the opportunity to develop and fine-tune strategies and skills needed for dealing with real-life challenges experienced by new directors. Session topics include: forming a professional learning community, the power of self-awareness and reflection, understanding your leadership style, transitioning from peer to supervisor, and strategies to improve productivity and prioritize more effectively.

TAKING CHARGE OF CHANGE™ *Experienced center-based administrators*

Leading an organization to embrace continuous quality improvement is a complex job. TCC is designed to empower and support ECE administrators to embrace the change process, improve administrative practices, and create a strong organizational climate. Session topics include: systems thinking, building team cohesiveness, navigating the change process, strategies for recruiting, selecting and orienting new staff, facilitating effective meetings, and building a strong organizational climate. Participants receive books, materials, program assessment tools, program improvement grant, coaching, registration to Leadership Connections National Conference, and much more.

TAKING THE LEAD *Home-based program administrators*

Home-based administrators (also referred to as family child care providers) are entrepreneurs and educators – TTL is designed to support the growth and sustainability of family child care programs by building the business and leadership practices of the providers who operate them. Participants engage with a network of peers in a professional learning community, receive support from coaches, and reflect on current practices while simultaneously creating and implementing program improvement plans. Topics are specific to family child care and include: budgeting, contracts and handbooks, learning environments, recordkeeping, marketing, family partnerships, and advocacy. Participants receive books, materials, program assessment tools, a program improvement grant, coaching, registration to Leadership Connections National Conference, and more.

McCormickCenter.nl.edu/
services/leadership-academies/

WHOLE LEADERSHIP FRAMEWORK

The McCormick Center's framework clarifies our understanding of leadership in early childhood education at the program level. The framework highlights three primary domains: leadership essentials, administrative leadership, and pedagogical leadership. It is important to note that there is overlap between these domains, reflecting an interdependent relationship. Few leadership roles and functions are mutually exclusive; leadership exercised in one domain impacts and/or requires reciprocal leadership in the others.

McCormickCenter.nl.edu/
WholeLeadershipFramework
To view and download

buff.ly/39RkEKV

LEADERSHIP CONNECTIONS™ NATIONAL CONFERENCE

Leadership Connections is the premier national conference for leaders in early childhood education, drawing decision-makers from across the nation and the world.

Our focus on whole leadership sets the conference apart and empowers leaders to offer the highest level of services to benefit children and their families.

Attend Keynote sessions, learn innovative practices, network with other leaders, and return to your workplace with renewed energy and confidence. Learn more on our website!

LEADERSHIP CONNECTIONS™
where leaders connect

WHAT LEADERS ARE SAYING

"**Administrators are so focused on the growth of others that we rarely take the time to focus on our own growth.** This training [Leadership in Action: How Effective Directors Get Things Done] is a great opportunity to do so, and well worth the time!"

DIANE STUART, DIRECTOR

"Change is good. You may not even know where changes are needed; **this training will help you see the possibilities.**"

CENTER-BASED ADMINISTRATOR AND TCC 29 PARTICIPANT

"**I would say that this might just be the best online training I have ever attended.** The presenters are knowledgeable and relatable. It's apparent that they put a lot of thought into the presentation and its preparation... I also like having the workshop conversations with people in similar roles who work throughout the country."

DIANE FARLEY, PAS TRANSFORMATIVE TA INSTITUTE

"This was my first time attending the conference. I was thrilled! I ended each day with a ton of notes, ideas, and resources. **I learned so much that could easily be integrated into my responsibilities right away.** I ended every day energized."

LEADERSHIP CONNECTIONS 2022 PARTICIPANT

"This [Making Dollars and Sense] is an important training to attend for all providers. You can really cut yourself short financially if you don't learn to budget."

RAQUEL C. YOUNG, FAMILY CHILD CARE PROVIDER

The McCormick Center for Early Childhood Leadership empowers leaders and advances the field to promote excellence in early childhood education.
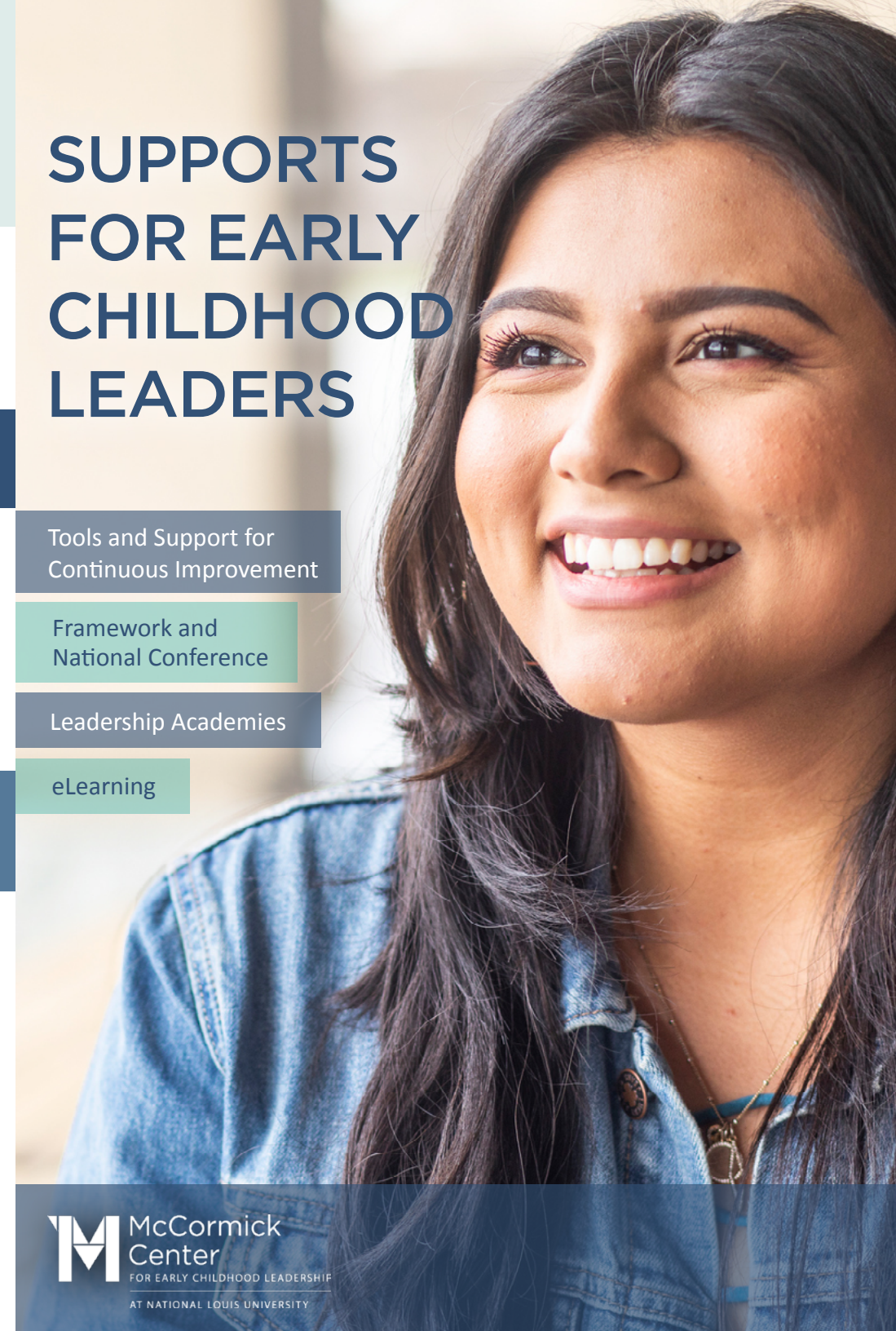
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SUPPORTS FOR EARLY CHILDHOOD LEADERS

Tools and Support for Continuous Improvement

Framework and National Conference

Leadership Academies

eLearning

M McCormick Center
FOR EARLY CHILDHOOD LEADERSHIP
AT NATIONAL LOUIS UNIVERSITY

TOOLS AND SUPPORT FOR CONTINUOUS IMPROVEMENT

The McCormick Center offers professional learning, expert guidance, research-based tools, and support for continuous program improvement. The following measures and their corresponding trainings are user-friendly and designed to help programs collect, analyze, and use data to reach quality improvement goals. For more information, please visit **McCormickCenter.nl.edu** .
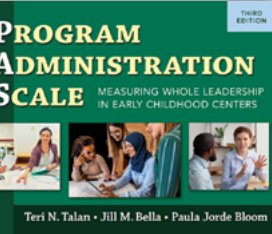
CENTER-BASED ADMINISTRATORS

The *Administrator Role Perception Survey* **(ARPS)** is designed for administrators of center-based early childhood education programs. Administrators complete the 25-minute survey and are emailed an ARPS Profile within four weeks.

The ARPS Profile incorporates the Whole Leadership Framework to provide administrators with information about themselves as leaders and how leadership is exercised in their centers.

An ARPS Aggregate Profile for a group of administrators participating in a quality improvement initiative is also available. The ARPS Aggregate Profile allows for a combined analysis of administrators' survey results. This information is valuable for analyzing trends within the group, determining areas for professional growth and development, and informing policy and funding decisions.

The *Early Childhood Work Environment Survey* **(ECWES)** is designed to assess the organizational climate of early childhood programs. The results allow administrators to gain insights into staff perceptions and discover which components of the work environment might be addressed to improve staff motivation and retention.

Program Administration Scale, 3rd Edition **(PAS-3)** Research consistently finds that high-quality administrative practices are crucial for ensuring beneficial results for children and families. This valuable tool includes 25 items clustered in nine subscales, which measure Whole Leadership in early childhood centers. The PAS may be used in multiple ways: program self-improvement, technical assistance and monitoring, research and evaluation, and public awareness.

PAS Reliability Training This five-day training is intended for those whose goal is research, evaluation, or measuring quality reliability using the PAS-3. The training provides an in-depth analysis of the items and quality indicators. This training is designed for individuals who want to ensure that the PAS assessments are valid, reliable, and administered consistently across programs. The training concludes with a reliability test and participants who are 85% or more reliable with the national anchors are eligible to apply for PAS Certification.
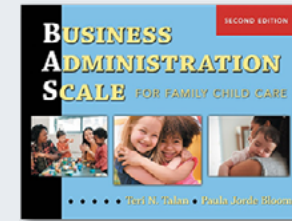
TAILORED TRAININGS

We frequently partner with professional development projects and statewide quality initiatives around the country and would be happy to work with you to determine a training experience to best meet the needs of your unique program or project. Email **PAS.BAS@nl.edu** for a full list of tailored training options and topics.

HOME-BASED ADMINISTRATORS

Business Administration Scale for Family Child Care **(BAS)**

Family child care providers who utilize effective practices are more likely to provide a high-quality learning environment and interact more sensitively with children.

The BAS is the first valid and reliable instrument for measuring and improving the overall quality of business and professional practices in family child care across 10 areas.

Providers who use the BAS can easily set goals to incrementally improve business practices that will result in improved recordkeeping, marketing, and communication with families, as well as financial stability and reduced risk of operating a home business.

The BAS Assessor Reliability Training provides an in-depth analysis of the items and quality indicators in the BAS. This training is designed for individuals who want to ensure that the BAS assessments are valid, reliable, and administered consistently across programs. The training concludes with a reliability test and participants who are 85% or more reliable with the national anchors are eligible to apply for BAS Certification.

COACHES, MENTORS, & TECHNICAL ASSISTANCE (TA) SPECIALISTS

We can assist trainers, coaches, mentors, organizational consultants, or policymakers interested in providing leadership and management training. The McCormick Center works with individuals, organizations, and state agencies to develop informed and experienced trainers, coaches, and mentors who can support the Whole Leadership development of early childhood administrators.

Trainings for TAs can be tailored based on the administrators being coached (home- or center-based) and may include content related to:

- Using the PAS and BAS as tools for coaching administrators.
- Establishing rapport and aligning goals.
- Tailoring support to administrators' developmental career stages.
- Adapting coaching strategies to meet the unique needs of family child care.
- Using assessment data to help administrators create and implement quality improvement plans.
- An overview of the PAS or BAS and an in-depth look at specific PAS or BAS items.

NATIONAL ONLINE DIRECTOR CREDENTIAL

AIM higher from anywhere, anytime. Aim4Excellence™ offers an engaging and interactive online professional development experience that focuses on the core leadership and management competencies early childhood leaders need based on the Whole Leadership Framework. Participants can connect to Aim4Excellence anytime from anywhere they have internet access; no special software or textbooks are required. Aim4Excellence is eligible for college credit, aligns with state professional development systems, and supports the National Association for the Education of Young Children (NAEYC) program accreditation.

Aim4Excellence
- Aligns with professional competencies and standards.
- Integrates current research and the Whole Leadership Framework.
- Ensures culturally and linguistically responsive and equitable practices.
- Features interactive, scenario-based learning, problem-solving tasks, videos, and innovative design.
- Offers practical, specialized tools and resources for program leaders to achieve program excellence.
- Includes all learning materials needed and provides comprehensive training.
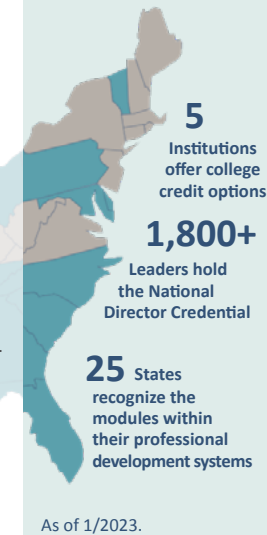
Integrated Learning Opportunities
- Delivers comprehensive, interactive content using principles of adult learning.
- Each of the nine modules equals 16 clock hours of professional development.
- Upon completion, participants receive an Aim4Excellence National Director's Credential certificate.
- When taken for college credit, successful completion of all nine modules is the equivalent of three college courses.

Facilitated Cohort Options are Available!
The McCormick Center partners with state agencies and professional development organizations around the country to offer facilitated Aim4Excellence cohorts. To learn about full facilitation and facilitator training, contact us at **Aim4Excellence@nl.edu**.

5 Institutions offer college credit options

1,800+ Leaders hold the National Director Credential

25 States recognize the modules within their professional development systems

As of 1/2023.

For more information please visit: buff.ly/2tK0y1X

Additional eLearning Opportunities:

Getting Ready for the PAS | This online module is designed to provide you with an overview of the *Program Administration Scale for Early Child Care* (PAS).

Getting Ready for the BAS | This online module is designed to provide you with an overview of the *Business Administration Scale for Early Child Care* (BAS).
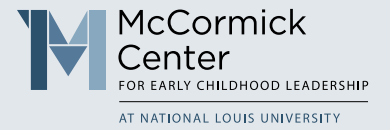
CQI: How Change Influences People, Structures, and Processes | This online module provides you with the information, tools, and resources to collaboratively evaluate your program's effectiveness by utilizing data to inform continuous quality improvement.

CQI: Supportive Leadership Through Collaborative Learning | This online module introduces you to the benefits of collaborative adult learning, as well as the foundational elements required to design collaborative learning experiences.

CQI: Coaching for Success | This online module presents the unique goals, priorities, foundational concepts, and skills of coaching and explores the elements of high-quality practices that are essential to quality improvement.

Learn more or register for these modules at **McCormickCentereLearning.nl.edu**.

LET'S CONNECT!

Sign up for our eNewsletter!

NAME: _____

ROLE: _____

EMAIL: _____

PHONE: _____

ADDRESS: _____

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