

## **Overview of Leadership Academy Curriculum Components:**

**TUESDAY:** **Plan Development (Roger):** Demonstrating best practices in developing successful plans (i.e., business plans, tactical and strategic plans, funding requests, etc.) including SWOT analysis and developing and measuring goals, objectives, and strategies.

**Strategic Budgeting (Roger):** Overview of the strategic planning process utilized by Playmates Preschool & Child Development Centers, Inc., including the development, analysis, and continuous improvement strategies associated with agency and program budgets.

**Becoming a Better Leader through Emotional Intelligence (Roger):** Discussion of the primary components of emotional intelligence – personal competence and social competence – and how to recognize, measure, and improve leadership ability through the emotional intelligence development process.

**WEDNESDAY:** **Follow Your Instinct (Roger):** The first of 4 misconceptions from Roger's pending book entitled *The Seven Misconceptions of Effective Leadership*<sup>®</sup>, this session focuses on the prevalence and dangers of leading through emotion and outlines strategies and philosophies for decision making based on strong data analysis. This session builds upon the EQ subcomponent of Self Awareness by describing practical examples of why understanding one's emotions and their origins is so important to becoming an exceptional leader.

**Curriculum Strategies/Fidelity Plan (Jennifer & Jane):** When implementing a curriculum, teachers are most successful when they receive ongoing and intensive positive support and coaching. This session is designed to support curriculum implementation by providing coaching techniques and strategies agency leaders can utilize to support classroom teachers and guide them toward optimal curriculum implementation.

**Staff Development – Orientation & Training Process @ Playmates (Jennifer):** This session provides detailed information about the various staff development processes utilized at Playmates – from our extensive new employee orientation process through our rigid new employee training plan through development of each employee's long-term development plan.

**Child & Environmental Assessments (Jennifer):** This session continues the Academy theme of measuring for success. Jennifer will provide an in-depth analysis of the various assessment programs in use at Playmates and across our industry, focusing proper implementation, reliable measurement of the associated criteria, and the importance of continuous improvement plans.

**THURSDAY:** **Communication and Collaboration (Jeanette & Amy):** This session demonstrates the importance of meaningful communication and collaboration between your agency and other community stakeholders. Presenters will discuss best practices for effective communication and collaboration by describing successful and enduring collaborative projects in which Playmates has played a significant role.

**PBS and Other Promising Strategies (Jane, Tracee & Amanda):** Jane, Tracee and Amanda, well-recognized in the state as leaders and promoters of the Early Childhood Positive Behavior Support Program, will lead a discussion of the ECPBS agency-wide implementation, including reliable measurement of outcomes. Presenters will also

discuss how the original ECPBS Program has been adapted to meet the needs of age groups for which the program was not originally developed.

**What's Behind Me Is Not Important@ (Roger):** This misconception talks to the leadership fallacy of believing that decisions are made in a vacuum and that the only consequences of poor decisions are the consequences you immediately see. This session discusses the importance of non-verbal language, cultural considerations, and generational considerations, to name a few.

**Having the Right to Make a Decision Makes the Decision Right@ (Roger):** This session discusses the dangers of overdependence on one's statutory right to make decisions that impact other people. The session discusses various leadership philosophies that research has shown to result in much better decision-making than the "My Way or the Highway" method of leadership.

**Hot Topics in Early Care & Education (Jeanette):** Through her long tenure as the Executive Director of Playmates and leader of the West Virginia Child Care Centers, United professional group, Jeanette has been at the forefront of many key legislative and programmatic issues surrounding our industry. In this session, Jeanette will discuss a list of topics, problems, and concerns that are facing the Early Care & Education Industry today and tomorrow.

**FRIDAY:**

**Close is Good Enough@ (Roger):** In this session, Roger will discuss the difference between ordinary outcomes and extraordinary ones. Specific topics will include financial and programmatic measurement and tracking techniques, continuous improvement strategies, and strategies which show promise for improving staff engagement and retention.

**Keynote with Dr. Jim Harris:** Dr. Harris is well-known in our industry as a proponent of early education as well as an innovator of processes and procedures to improve the delivery of early childhood services. Dr. Harris has worked closely with Playmates staff in the implementation of PBS across the agency and its adaption to meet the needs of additional age groups. For this session, Dr. Harris will discuss the importance of leadership development to the long-term success of the Early Care and Education Industry.