

CEELO Leadership Academy Meeting Agenda February 4-5, 2015

Meeting Overview: The CEELo Leadership Academy curriculum is founded on three leadership pillars: Personal Leadership, Organizational Leadership, and Program Improvement. Each meeting is designed to expand Fellows' abilities to:

- Build individual capacity to advance their state agency visions for ECE, and
- Build individual leadership and management competencies to
 - Advocate for improved policy
 - Implement policy reforms and program improvement initiatives in school districts and early childhood program organizations
 - Articulate persuasive visions of high quality early learning teaching and learning environments

During the February Leadership Academy meeting you will learn about Results Based Leadership (RBL) and the impact of your agency's organizational and political context on the exercise of leadership.

As a result of this meeting, you will:

- Be exposed to the two key frameworks of Results Based Leadership.
 - Understand the four core skills of Results Based Accountability and be able to apply them to your job-embedded project.
 - Create building blocks for your personal leadership development based on the Myers-Briggs Type Indicator (MBTI).
 - Deepen your understanding of adaptive work by analyzing allies, adversaries, stakeholders, and casualties of your job embedded project.
- Increase awareness of what the Council of Chief State School Officers' (CCSSO) sees as critical priorities of chief state school officers and the place of ECE within this context.
- Gain insight and guidance on increasing effectiveness as middle management leaders.
- Deepen awareness of how organizational and political circumstances impact the exercise of leadership.
- Develop further self-awareness of your leadership goals and challenges.
- Further refine the purpose, goals, execution, and results of your job-embedded projects.

Wednesday, February 4, 2015

8:30 a.m. – 5:00 p.m.

Location: Education Development Center, Inc.
1025 Thomas Jefferson Street, NW, Suite 700

8:30 a.m. **Preparing for the Data Walk** (10 minutes)

8:40 a.m. **Data Walk** (20 minutes)

All

9:00 a.m.

Welcome and Introductions (30 minutes)

*Lori Tadros-Connors & Jana Martella, CEELO Co-Directors

*Stacie Goffin, Facilitator
Goffin Strategy Group

*Jennifer Gross, Guest Faculty
Senior Associate, Leadership Development, Annie E. Casey
Foundation

*Angela Hendrix Terry, Guest Faculty
Robert F. Wagner Graduate School of Public Service &
Independent Consultant

9:30 a.m.

**Overview of the Day and Theory of Aligned
Contributions (15 minutes)**

Angela Hendrix Terry, Guest Faculty [and going forward,
with assistance of Jennifer Gross]

9:45 a.m.

Starting with the End: Results in the Center (45 minutes)

10:30 a.m.

BREAK (15 minutes)

10:45 a.m.

**Applying the Core Skills of Results Based Accountability
(RBA) (90 minutes)**

12:15 p.m.

LUNCH (1 hour)

1:15 p.m.

**Introduction to Person, Role, System Frame (PRS) &
Concept of Boundary of Authority, Role, and Task
(B/ART) (30 minutes)**

1:45 p.m.

**Self-Awareness: Myers-Briggs as a Window Into Self
(1 hour)**

2:45 p.m.

BREAK (15 minutes)

3:00 p.m. **Adaptive Leadership and Strategy Development: Acting Politically** (1 hour, 15 minutes)

4:15 p.m. **Check-Out** (30 minutes)

4:45 p.m. **Closing** (15 minutes)

Lori Connors-Tadros & Jana Martella

5:00 p.m. **Adjournment**

Thursday, February 5, 2015

8:30 a.m. – 4:00 p.m.

Location: Council of Chief State School Officers

One Massachusetts Avenue, NW · Suite 700

8:30 p.m. **Welcome** (5 minutes)
Lori Connors-Tadros & Jana Martella, CEELo Co-Directors

8:35 a.m. **Overview of the Day** (5 minutes)

Stacie Goffin, Facilitator

8:40 p.m. **Debrief on RBL** (20 minutes]

Whole Group Interaction

9:00 a.m. **State Education Agencies as Organizational Contexts for Exercising Leadership** (40 minutes)

Introductions: Tom Shultz, Program Director, Standards, Assessment, and Accountability

*Chris Minnich, Executive Director, Council of Chief State School Officers

*Carissa Miller, Deputy Executive Director, Council of Chief State School Officers

- 9:40 a.m. **BREAK** (15 minutes)
- 9:55 a.m. **Applying What’s Being Learned to Your Job-Embedded Projects** (15 minutes)
- 10:10 a.m. **One-on-One Project Consultation** (1 hour)
- 11:10 a.m. *How are accountability metrics driving your work?*
(30 minutes)
- Whole Group*
- Facilitators: Lori Connors-Tadros & Jana Martella
- 11:40 a.m. **LUNCH** (1 hour)
- 12:40 p.m. **Change Leadership** (2 hours)
- Introductions: Lori (of Dean) and Jana (of Rolf)
- Dean H. Nafziger, Director
Building State Capacity and Productivity Center at Edvance
Research
- Rolf Grafwallner, Assistant State Superintendent
Division of Early Childhood Development, MD State
Department of Education
- Jan Hume, Respondent, Assistant Director
Alabama Department of Children’s Affairs
- 2:45 p.m. **Discussion on a “problem of practice” or “leading edge” leadership question for SEA/ELAs** (20 minutes)
- Jan Hume, Respondent, Assistant Director
Alabama Department of Children’s Affairs
- Jessica Gillard, Manager, Race to the Top - Early Learning
Challenge, Office of Great Start, Michigan Department of
Education

3:05 p.m.

Project Consultation with Coaches & Colleagues (40 minutes)

3: 45 p.m.

**Meeting Assessment
Overview of June Meeting**

Lori Connors-Tadros & Jana Martella, Facilitators

4:00 p.m.

Adjournment