

BUILDING THE NEXT GENERATION OF INCLUSION LEADERS

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Agenda

- Qualities of Great Leaders and Leadership
- Types of Leadership
- Pathways and Pitfalls to Inclusion Leadership
- One State's Story
- Building Leadership Within Yourself, Program, and State
- Additional Resources



Great Leaders in Our Lives

- Think of a great leader you personally know
 - What makes you admire her/him?
 - Why would you want to join her/him?
 - How do you view yourself as an emerging leader?



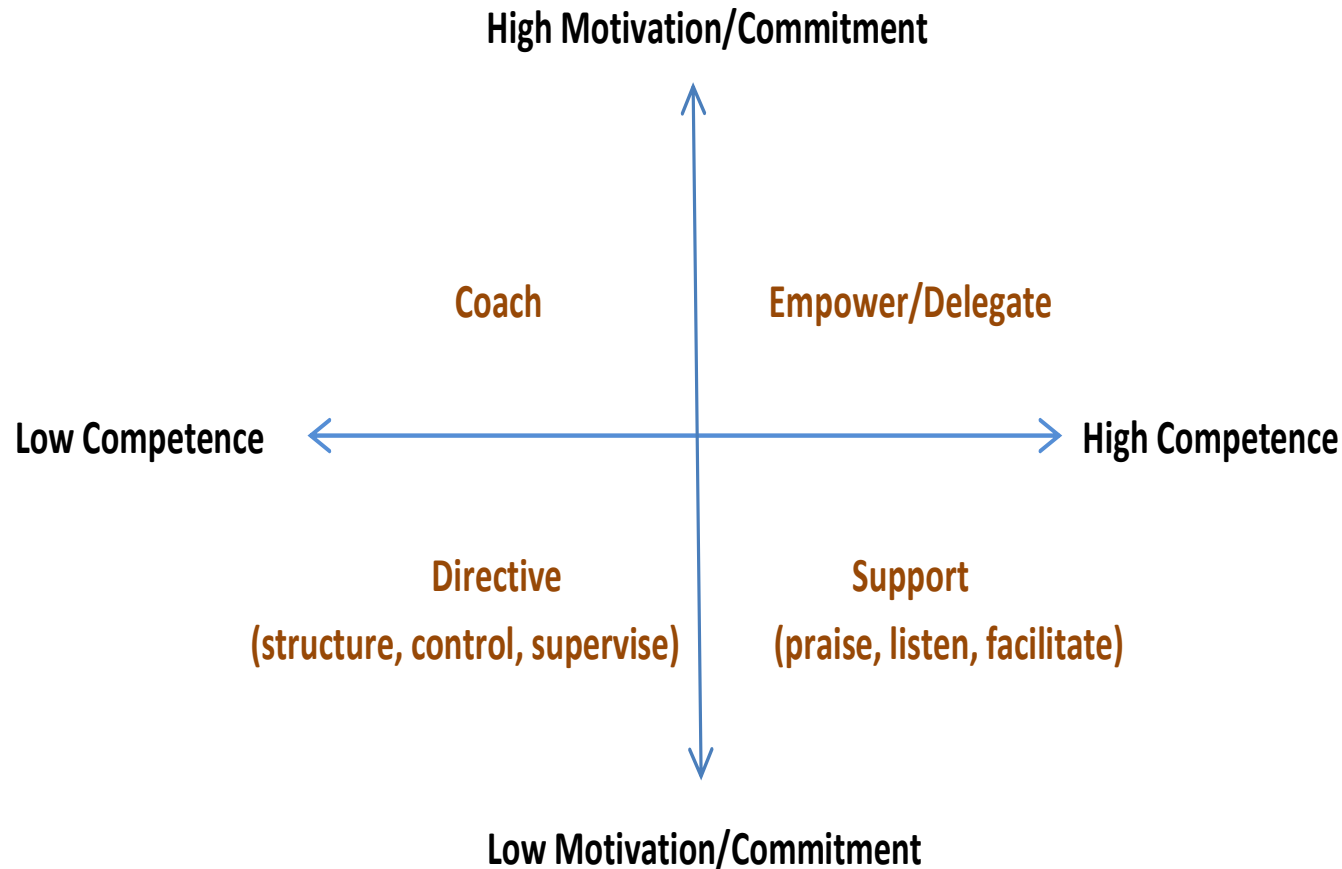
The State of Inclusion Today

Desired State

Current State



Situational Leadership



Zigarmi, P. & Blanchard, K. (1994) Leadership and the One Minute Manager. New York: HarperCollins.



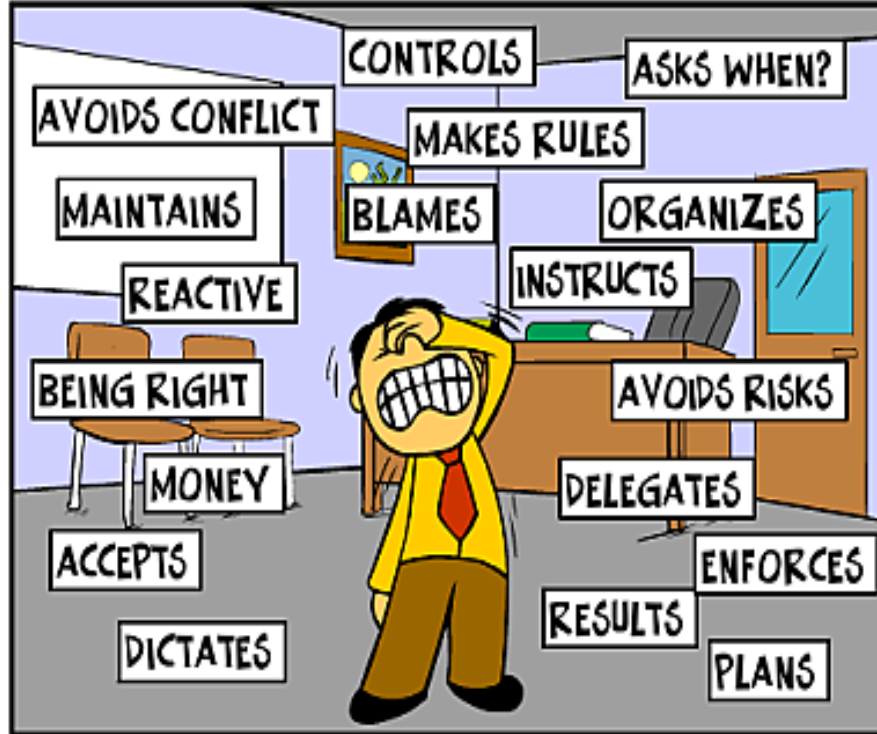
Leadership or Management?

MANAGERS	LEADERS
Administer	Innovate
Ask how and when	Ask what and why
Focus on systems	Focus on people
Do things right	Do the right things
Maintain	Develop
Rely on control	Inspire trust
Have short-term perspective	Have long-term perspective
Accept the status quo	Challenge the status quo
Eye the bottom line	Eye the horizon
Imitate	Originate
Emulate the classic good soldier	Are their own person
Copy	Show originality

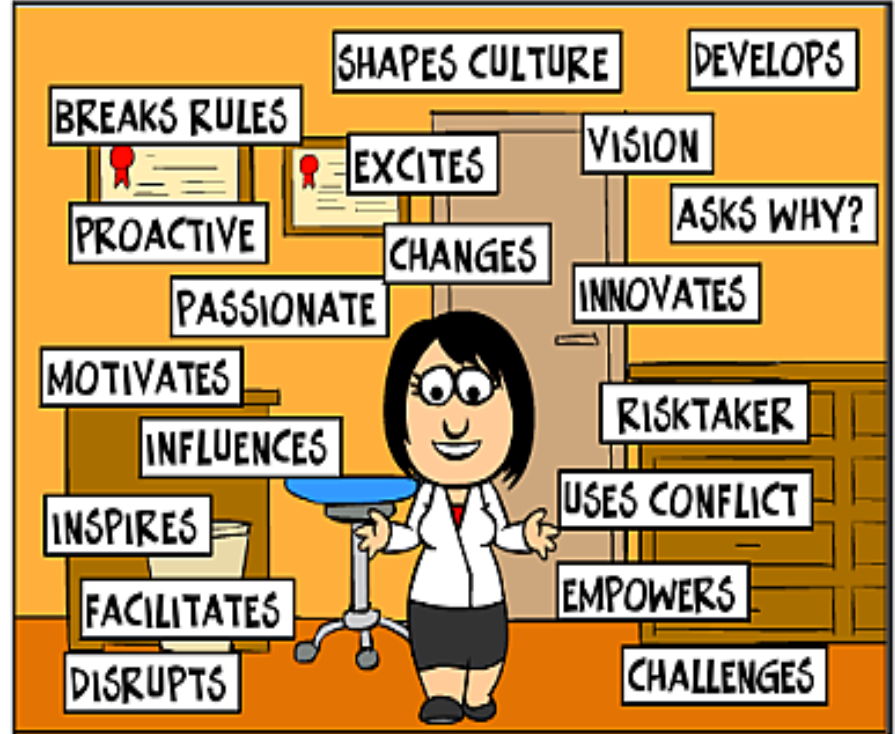
Bennis, W. (1989). On becoming a leader. New York: Basic Books.



MANAGER VS LEADER - BY WHATEDSAID



WWW.TOONDOO.COM



"Management is doing things right;
leadership is doing the right things."

Peter F. Drucker



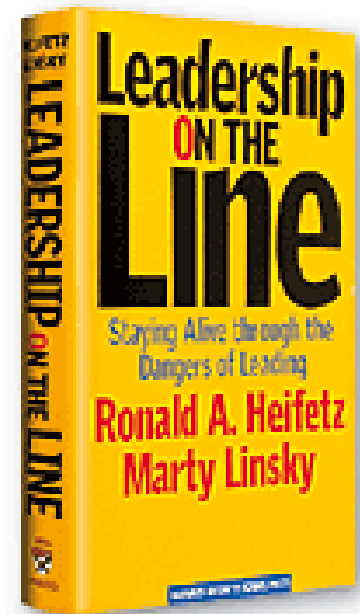
Types of Challenges

■ Technical Challenges

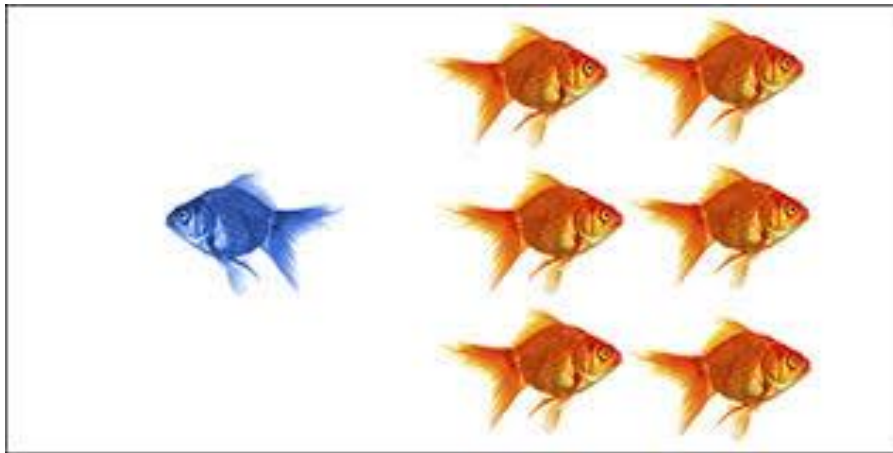
- Know-how currently exists
- Requires authoritative expertise or standard operating procedures to solve

■ Adaptive Challenges

- Solution not currently available
- Requires innovation/experimentation, new discoveries, adjustments on multiple levels
- Risk and courage involved as uncertainty and resistance is encountered
- Solved by the people experiencing the problem



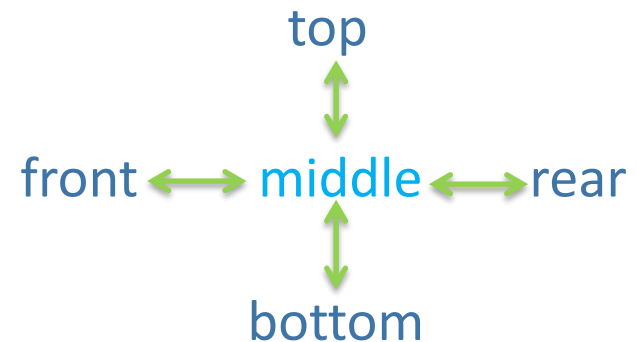
“The deeper the change and the greater the amount of new learning required, the more resistance there will be and, thus, the greater the danger to those who lead.”



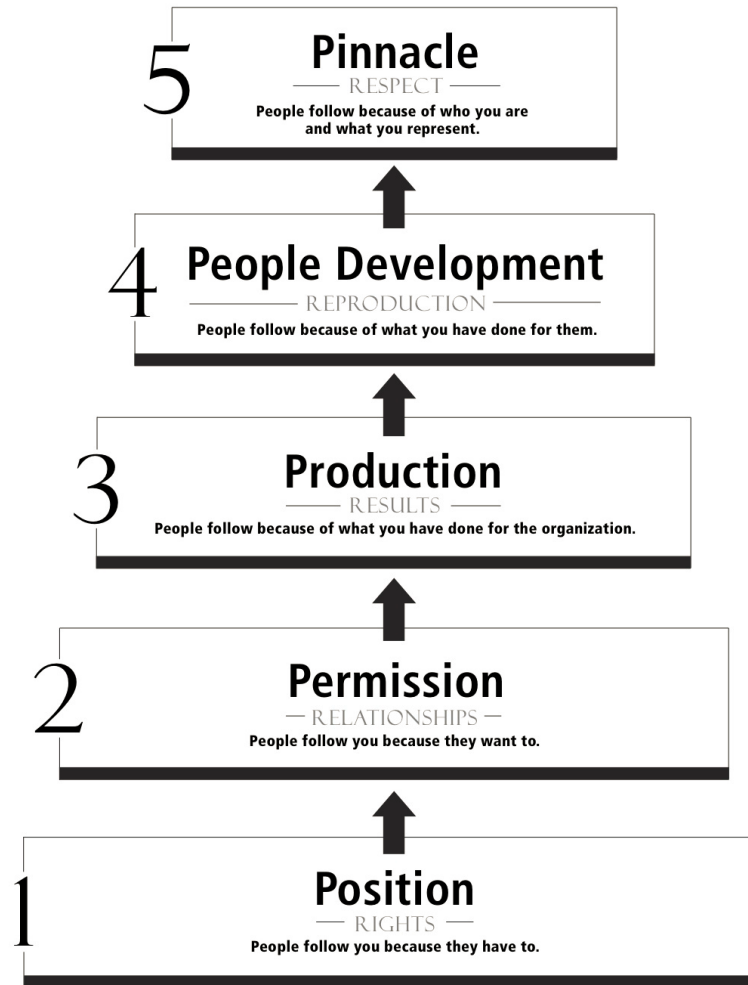
How Do Leaders Emerge?

- Knowledge-base
- Proven accomplishment
- Position or appointment
- Personal/inspirational
- Servant leadership
- Reluctant leadership

Leadership can occur anywhere



THE
5
LEVELS
OF
LEADERSHIP



John Maxwell (2011). The 5 levels of leadership

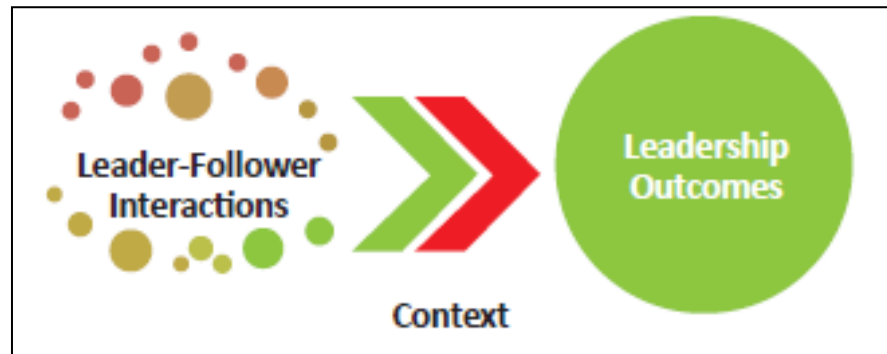


Pitfalls of Leadership

- Confusing title/responsibility with leadership
- Ungrounded skill set
 - Unconscious incompetence
 - Conscious incompetence
 - Conscious competence
 - Unconscious competence
- Isolation
- Others



DEC Position Statement: Leadership in Early Intervention and Early Childhood Special Education (2015)



DEC believes:

- the EI/ECSE field should **purposefully build and sustain leadership capital** across all aspects of practice
- leadership in EI/ECSE is a process that involves **mutual influence and shared responsibility**
- the EI/ECSE field should **conduct research to collect evidence** about the construct and demonstration of leadership skills across EI/ECSE service systems.



DEC Recommended Leadership Practices

Leaders:

- create a **culture** and a **climate** in which practitioners feel a sense of belonging and want to support the organization's mission and goals
- develop and implement policies, structures, and practices that promote **shared decision making** with practitioners and families
- establish **partnerships** across levels to create coordinated and inclusive systems of services and supports
- ensure practitioners have needed **knowledge and skills**
- ensure practitioners know and follow **professional standards, laws and regulations**
- **collaborate** with stakeholders and others

<http://www.dec-sped.org/recommendedpractices>



ISLLC National Standards

A Vision of
Learning

School,
Community and
Teaching and
Learning

Managing
School
Operations

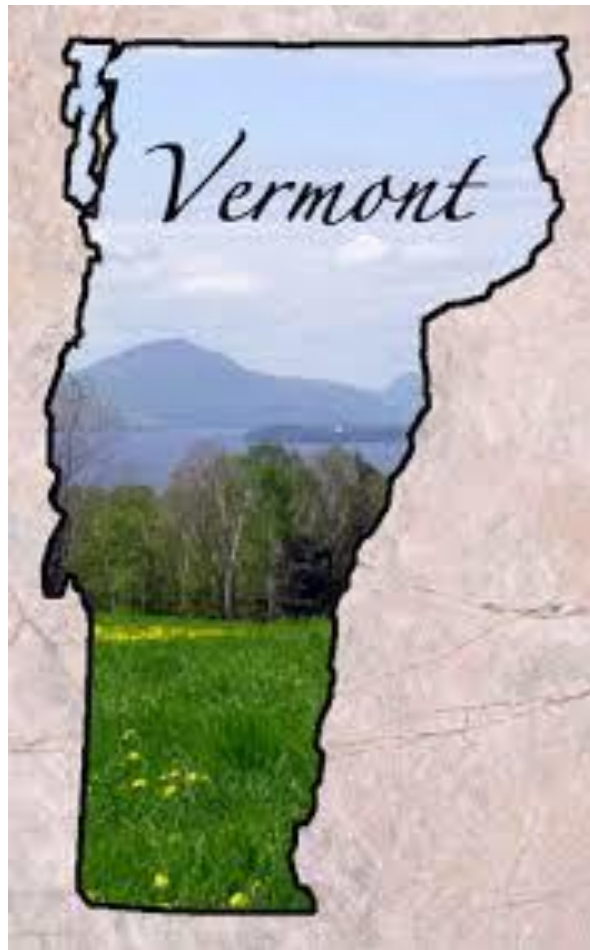
Building
Effective
Interpersonal
Relationships

Leading with
Integrity

Understanding
the Context



The Vermont Story



Stories from Vermont Leaders

- How did you get to where you are today in terms of having a leadership role?
- What shaped your philosophy?
- What characteristics are important and how did you acquire them?
- What support did/do you need as a leader?



Opportunities for Leadership Development

- CEELO Leadership Academy
- National Institute for School Leadership
- CAYL (MA)
- P-3 Leadership (Univ. of WA)
- McCormick Center for Early Childhood Leadership
- State leadership academies (NJ, CT, VT, others)
- Find a mentor!



Habits for Leadership

- Be proactive
- Begin with the end in mind
- Put first things first
- Think win-win
- Seek first to understand, then to be understood
- Synergize
- Sharpen the saw

Covey, S. (2002). The 7habits of highly effective people. Salt Lake City, UT: Franklin Covey. Synopsis available at <https://www.stephencovey.com/7habits/7habits-habit1.php>



Questions, Thoughts, Breakthroughs?



Concluding Thought

This is the true joy in life, the being used for a purpose recognized by yourself as a mighty one; the being a force of nature instead of a feverish, selfish little clod of ailments and grievances complaining that the world will not devote itself to making you happy.

I am of the opinion that my life belongs to the whole community, and as long as I live it is my privilege to do for it whatever I can.

I want to be thoroughly used up when I die, for the harder I work the more I live. I rejoice in life for its own sake. Life is no "brief candle" for me. It is a sort of splendid torch which I have got hold of for the moment, and I want to make it burn as brightly as possible before handing it on to future generations.

George Bernard Shaw- Man and Superman (1903)





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Early Learning Outcomes

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