

CEELO Leadership Academy

Jan Hume

Alabama Department of Early Childhood
Education



Project: Applying RBA Model to AL Children First Trust Fund

Children First Trust Fund is Alabama's Tobacco Settlement Fund.

Approximately \$85 million per year

Of that total, approximately \$45 million is distributed through legislative process to 11 state agencies for specific purposes related to youth crime, child abuse prevention, smoking prevention, child death investigation

Our agency's role is to receive and approve agency Plans of Investment before they can spend any of the allocated funds. At the end of the FY, agencies report on how they spent funds

General fund is in terrible shape, so pressure is on to protect CFTF

RBA: The Answer to All Ills?

RBA gave a great framework for re-thinking the process and desired outcomes for CFTF

Back to Montgomery with wonderful intern Sarah Kelly who loved RBA as much as I did. She and I talked about the potential impact of RBA on CFTF reporting. She read the books and created a wonderful explanation to agencies of how it would change the reporting and Plans of Investment.

Then we sent it out...



What Did I Learn?

1. Not everyone is a data geek. Don't understand that, but ok...
2. Jim kept asking me questions like "What kind of leadership skills are you using?"
My answer: I sent it to them in an email...what else do they need?
It finally hit me – ADAPTIVE LEADERSHIP, not just management, is required.
3. My communication skills are in desperate need of help
Don't think well on my feet
Start in the middle
4. I still have too much to learn for this to be over

What Has Been Accomplished with CFTF?

Legislative Oversight Committee has been appointed and convened for the first time in 10 years.

A report with a breakdown by county, agency and grantee was provided to the Committee.

The Committee Chair is having ongoing conversations with our office and advocates about how to ensure CFTF is protected

Advocates are thrilled

Maybe This Stuff Applies to Other Projects?

Grant award process

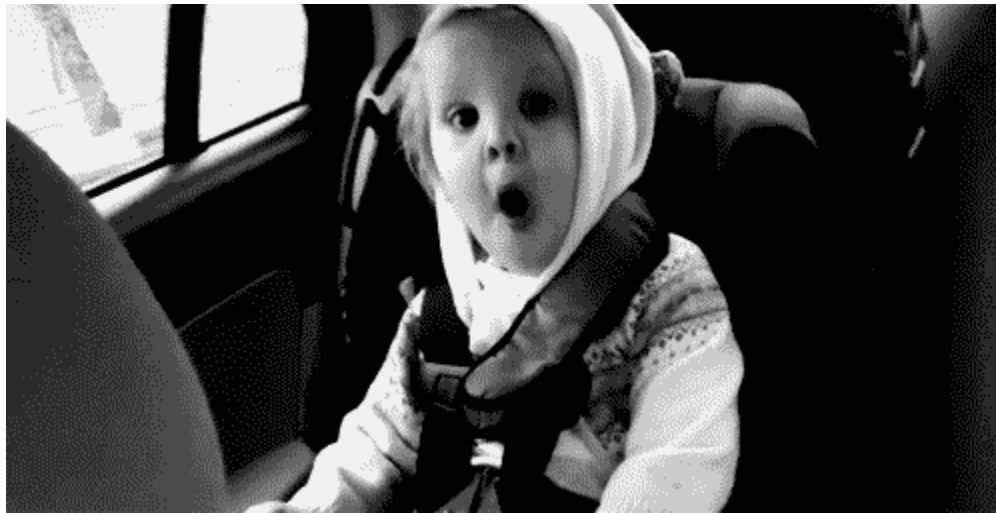
Our agency administers Pre-K through classroom grants. We went from 420 to 620 this year.

Preschool Development Grant award

Systems Thinking is KEY to ensuring the PDG is not an additional work plan on top of everything else

The work here has helped our agency connect PDG work within our existing system and continue to build a system. (Example: State Advisory Council and the Governor's Office)

Really, It Does!



Tools in My Toolbox

Handed out Systems Thinking Cards to colleague struggling with some things

Use Mental Models in trying to understand perspectives of others (Head Start)

Principles for looking at seemingly unrelated things and how they may be related (Agency legislation)

Wall of data...still in progress

Work life balance

Part of the field

Struggle: Work Life Balance

Example each of you set – kids, grandkids, nieces and nephews, dad, spouse

Advice – Lori, Jim, Jana, Lindy, Stacie

Reminded me why I wanted to work on growing early childhood access and quality

Struggle: Not Part of Field

Love that the principles we have learned this year apply to everything in life, but the discussions we have had on how it all relates, how we all relate, how our states are very different and very similar and how we each have a role in this developing field

Again, thinking about what brought me here, to this field





In a Bar in New Orleans...

“If you are not serving customers, you better be serving someone who is.”

My motto:

“If you are not serving CHILDREN, you better be serving someone who is!”

Bottom Line About Data: It's
Really About People Like Liz