



# *Leadership*

## FREQUENTLY ASKED QUESTIONS

### Overview of the CEELO Leadership Academy

Ensuring improved learning outcomes for young children requires leaders with the skills, knowledge, and dispositions to effectively navigate and promote program and system goals. State early education administrators vary in their leadership and management competencies, yet scant attention has been given to preparing and developing their leadership skills. The CEELO Leadership Academy is designed to address this gap.

**What Is the CEELO Leadership Academy?** The CEELO Leadership Academy is a signature project of CEELO, a national technical assistance center funded in 2012 by the U.S. Department of Education. By the end of its first three years, the CEELO Leadership Academy will have strengthened leadership and management competencies of individuals with responsibilities for early childhood education programs in state departments of education (SEAs) and other state early childhood education agencies. It also will have introduced a leadership and management development program tailored to state early education administrators.

**Who?** The target audience is Individuals at the state level with major responsibility for programs in early childhood education serving children birth to third grade who have demonstrated accomplishments in state departments of education or other state early childhood education agencies in the United States and its territories.

**What Is the Application Process?** Cohort application cycles take place from April – June with individuals selected via the competitive application process managed by CEELO’s co-directors.

Applicants are asked to identify personal and professional goals, respond to questions designed to determine current strengths, areas of growth, and commitment to effecting program and policy change, plus describe a job-embedded project.

**What are the time, travel, and financial commitments?** The Leadership Academy is approximately one year in duration, beginning in Fall and concluding in August the following year. Participants have four opportunities, totaling 7.5 days, to meet in person. This requires the ability to secure release time and permission to travel out of state. Participants also are expected to meet virtually between the in-person sessions, talk regularly by phone with their coach, and commit time to preparing for in-person meetings, coaching sessions, and completing a job-embedded project.

**What will we study and learn?** The CEELO Leadership Academy is designed as a customized executive leadership development program with job-embedded projects identified by participants. It includes guided reading, discussion and peer learning, as well as guest speakers and faculty. Topic areas include reflective leadership practices, systems thinking, project management, change management, negotiations, strategic communications, implementation science, and leadership challenges confronting state early learning leaders, and early childhood education overall.

**What are expected outcomes for participants and/or for CEELO?**

- Improved effectiveness of publicly-funded programs for children from birth through age 5
- State policies and initiatives that improve pre-Kindergarten-3<sup>rd</sup> grade teaching and learning opportunities
- Partnerships with state leaders and organizations to build a more unified, equitable, and efficient birth – 3<sup>rd</sup> grade state early childhood system

**Who are the staff, faculty and coaches?** Leading the CEELO Leadership Academy are CEELO co-directors Lori Connors-Tadros and Jana Martella and Sr. Scientist Thomas Schultz. National and state experts serve as guest presenters and also form the pool for coaches.

**How Much Does It Cost?** Participants or their agencies are expected to contribute to their participation through arranging their own flights to the face-to-face meetings.

For further information, see <http://ceelo.org/leadership-academy>