

# CEELO Leadership Academy Cohort 2

Lisa Wasacz, M.Ed.  
Michigan 619 Coordinator

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# Accomplishments

- Convened cross department stakeholder group for inclusion
- Review and discussion of disparities around inclusion
- Identified top six barriers to inclusion in Michigan
- Discussed strategies to overcome barriers
- Identified “needs” to move forward
- Personal agreements to be involved in the stakeholder group
- Future meetings dates/space set and secured

# Lessons Learned

- Cross department work results in heightened awareness of :
  - Self awareness in the Person-Role-System
  - Boundary of Authority, Role, and Task Continuing to differentiate between whole population and program population for each audience
- Philosophical issues around inclusion – it's beyond data
- Understanding individual differences is crucial (would love Myer Briggs on each team member)
- Continue efforts for cross departmental work takes reflection, drive, and energy

# Focus on Policy and Identified Needs to Reach the Results

- Focus on finance component and allowable costs
- Mapping and alignment of the state and federal programs for allowable cost
- Review of State Aid Act, special education rules (MARSE), pupil accounting (PAM), program rules for Head Start, state funded preschool (GSRP), child care, and licensing



# Leadership Skills Gained

- Development and honing of Five Core Competencies specifically focusing on:
  - Use one self as an instrument of change to move a result
  - Results based and data driven
- Development around the four core skills on Results Based Accountability specifically focusing on:
  - Whole Population vs. Program Population
  - Using Factor Analysis to inform the development of strategies

# What's Next

- Review of finance component
- Strategy discussion around the top six identified barriers to inclusion in Michigan
- Schedule meetings for smaller topic driven stakeholder groups
- Scheduled meetings for large stakeholder group
- Ongoing communications with stakeholders providing updates











