CEELO Leadership Academy Cohort 2

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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