

Thursday, June 7<sup>th</sup>, 10:30-12:00

**Leading Toward Results Breakout – Facilitator - Jim Squires**

**Title:** Leading Toward Results for a World-Class Early Childhood Education Workforce

**Description:** This interactive session will assist specialists in understanding various lenses to view the early childhood workforce in their state; developing strategies for attracting, preparing, recruiting, supporting, retaining, and promoting professionals; adapting and utilizing data systems to monitor progress; and identifying policies to promote a world-class workforce.

TIME	Focus on Data and Results	DESIRED RESULT	ACTION FOLLOW-UP
:05	<b>Introductions of Participants/ Ground Rules Review</b>	Participants will become familiar with cohort members and their roles	
:08	<b>Leading for Results: Sharing a Vision for a World-class ECE Workforce</b>	Participants will recognize the relationship between being an effective leader and demonstrating improved results.	
:05	<b>ECE Workforce as a Systems Issue</b> - Attract Prepare Recruit Support Retain Promote	Participants will identify complexities in developing and maintaining a world-class ECE workforce in their states. Participants will recognize opportunities to influence policies to improve the workforce.	
:15	<b>Workforce Results Data Smorgasbord: Focus on Diversity and Equity</b>	Participants will explore data impacting phases of workforce issues and identify potential data points and sources.	
:20	<b>Data for What and Who? Results-based Accountability</b> Discussion and workbook	Using a workbook, participants will generate key data points to increase information and understanding of their state’s current and desired workforce status.	
:10	<b>Conducting a Data Audit</b>	Participants will become familiar with multiple sources for collecting reliable data.	
:10	<b>Communicating Results for Continuous Improvement</b>	Participants will translate data into a compelling, targeted, actionable message.	
:15	<b>Data as a Springboard to Individual and Collective Action: Policy, Practice, Resources, Leadership</b>	Participants will integrate data into their collective leadership for strengthening the workforce.	
:05	<b>Workforce Questions and</b>	Participants will identify data-	

	<b>Challenges Facing NAECS-SDE Members: Considerations for the Policy Committee</b>	and research-based workforce policy issues for the NAECS-SDE Public Policy Committee to consider for future action.	
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NOTES:

Thursday, June 3<sup>rd</sup>, 3:15-4:45pm

**Systems Breakout – facilitator - Jana Martella**

- Participants will review the Intersections of Multiple SYSTEMS and the Workforce
- Experts in the room – Leadership Fellows, State Participants, Other affiliate member experts

TIME	Focus on Systems Thinking	DESIRED RESULT	ACTION FOLLOW-UP
20	System Exercise – Blank IOM -Systems Slide (fill in the blanks)	Participants will “get up on the balcony” to survey the workforce landscape and influencers in their state	
20	State Spark – Professional Learning Systems (Arizona)	Other states will share policy frameworks, tools, successes and challenges and will discuss the interactions between components of their systems at work (communications strategies and mapping)	
20	State spark – Higher Education System (Hawaii)	States will share policy frameworks, tools, successes and challenges and will discuss the interactions between components of their systems at work (communications strategies and mapping)	
20	Systems Exercise – Habits of Systems Thinking Ladder of Inference and Mental Models	Participants will consider the Systems Habits and their utility to increasing the efficacy of the systems interacting with /inhibiting/advancing their state workforce	

Notes:



**Friday, June 8<sup>th</sup>, 10:00-11:30am**

Collective Impact Session: Workforce Cohort – Debra Adams - Facilitator

TIME	Focus on Communications to Drive Policy & Impact	LEAD	DESIRED RESULT	ACTION FOLLOW-UP
15	Getting on the same page – explore our mental models about what we think the challenges/barriers are to supporting a highly qualified early childhood workforce	Working in small groups to identify challenges/barriers and document them on post-it notes for later sorting.	Identify the common challenges to then use as an example in a collective impact model	
20	Channeling Change: Making Collective Impact Work  5 Conditions of Collective Impact – Does early childhood workforce fit?	Group discussion – is the early childhood workforce agenda a fit for a Collective Impact frame?	Use pre-reading to set the frame for understanding Collective Impact	
30	Choose a challenge – make a plan	Prompts for thinking <ul style="list-style-type: none"> <li>• Current state work to draw from</li> <li>• NAS reports</li> <li>• Collective Leadership Tool</li> </ul>	Use a real life workforce challenge and make a plan  Use resources available and suggest new ones.	
20	Our Collective Commitment	How have and/or can state’s work across agencies, communities, within departments, across sectors, across states to make a collective impact on moving the work associated with workforce.	Commitment statements	

**Resources:**

Channeling Change [https://ssir.org/articles/entry/channeling\\_change\\_making\\_collective\\_impact\\_work](https://ssir.org/articles/entry/channeling_change_making_collective_impact_work)



**Friday, June 8<sup>th</sup>, 1:30-3:00 - Implementation Breakout – Linda Bray**

- Title: Implementation: Strengthening and Expanding the Workforce
- Description: This session will lead toward identification of implementation factors to increase action orientated and mission driven outcomes and influence an innovative way to increase the quality of the Early Childhood Workforce.
- Experts in the room: Susan Sarver, Louisa Diffey

<b>TIME</b>	<b>Focus on Implementation Science and Continuous Improvement</b>	<b>LEAD</b>	<b>DESIRED RESULT</b>	<b>ACTION FOLLOW-UP</b>
<b>10</b>	Overview of implementation	Linda Bray	Build understanding of process for implementation	
<b>10</b>	Colorado Implementation	Louisa Diffey / Bruce Atchison	Sharing of accomplishments / challenges	
<b>50</b>	Nebraska/ Buffett Institute Implementation	Susan Sarver / Linda to support	PDSA Cycle and how Buffett Institute implemented within Nebraska	
<b>5</b>	Nebraska Pyramid Model	Linda	Workforce Development / Coaching	
<b>5</b>	Additional State Input	Linda	Conversation of what other states are doing	
<b>10</b>	Summary/Questions	Linda/ Susan		

