



# *Leadership*

## FREQUENTLY ASKED QUESTIONS

### Overview of the CEELO Leadership Academy 2019 – Cohort 5

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 2019 by the Heising Simons Foundation in collaboration with the U.S. Department of Education. By the end of the cohort, 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 currently serving at the state level with major responsibility for public 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 in January - March 2019 with individuals selected via the competitive application process managed by CEELO's senior staff.

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.

**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. All other expenses – hotels (2 nights per meeting), per diem, materials, and coaching – will be reimbursed by CEELO.

**What are the time, travel, and financial commitments?** The Leadership Academy is approximately eight months in duration, beginning in March 2019 and concluding in early October 2019. Participants

engage in three 2.5 days of in-person meetings in Washington, DC. In addition, Fellows will participate in a day-long meeting preceding the CEELO Annual Roundtable before fully participating in that meeting held in late May 2019. *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?** Leadership Academy Fellows will:

- Deepen their understanding of their personal leadership strengths and identify opportunities to increase their capacity to lead complex initiatives,
- Effectively utilize key change management theories, including results-based leadership, systems thinking, and communication to improve implementation of State early childhood policies and initiatives, and
- Identify new partnerships and networks to build a more unified, equitable, and efficient birth – 3<sup>rd</sup> grade state early childhood system in their state.

**Who are the staff, faculty and coaches?** Leading Cohort 5 of the CEELO Leadership Academy are Tracy Jost, a former Leadership Academy fellow and currently a senior consultant to CEELO, and CEELO co-directors Jana Martella and Lori Connors-Tadros helping to guide the sessions. National and state experts serve as guest presenters and also form the pool for coaches.

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