

CEELO Leadership Academy
Job Embedded Project

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Division Strategic Plan

The Division of Early Childhood's team and Maryland's diverse early childhood stakeholders will develop a strategic plan to help guide our division as well as support early childhood leaders in working towards our goal of improving and expanding Maryland's early childhood education system.

This collaborative effort will require synthesizing multiple perspectives from internal and external stakeholders regarding our vision and mission, goals, and strategies which will then culminate in a comprehensive division strategic plan.

The Plan

- Vision and Mission
- Goals
- Sub Goals
- Activities
- Working Document



The Process

- Collaboration
 - Internal Stakeholders
 - External Stakeholders
- Alignment of Goals
 - State
 - Division
- PDG B-5 and Kirwan Commission Influence
 - PDG B-5 Needs Assessment and Strategic Plan
 - Kirwan Recommendations
 - Expansion of Judy Centers and Family Support Centers
 - Universal Pre-K
 - Capacity Development for current and new ECE teachers
 - Census Administration of KRA

Challenges or Opportunities?

- Transition and Change
 - Leadership
 - Personnel
- Collaboration
- PDG B-5
- Kirwan Commission



Leadership Academy Influence

- Systems Thinking
- Results Based Assessment
 - Judy Centers and Increasing EXCELS levels
 - Increase in data points for Judy Centers
 - Clearly defining Judy Center experiences
- Communication
 - Managing up, down, and sideways
 - SCARF

Reflections

