

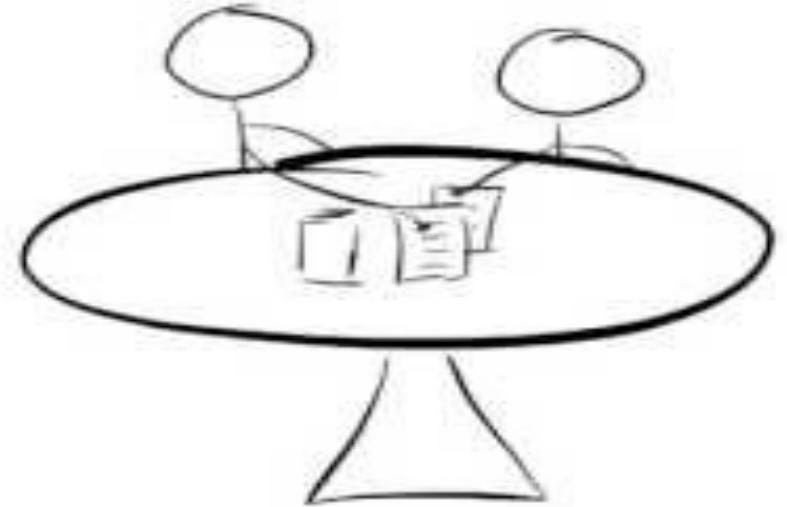
ROBIN WILKINS,
MPH

NJ DEPARTMENT OF
EDUCATION

2018-19 CEELO
LEADERSHIP
ACADEMY

Ramping up for Universal Preschool: Redesigning State Supports

Facing Adaptive Change



New Jersey's Challenge

Nearly 42% of districts have preschool expansion funding

Governor's commitment to universal preschool needs to be balanced with sustainable state infrastructure

Division of Early Childhood Education staffing has decreased by 50%

Inability to build relationships with districts and provide adequate support and technical assistance due to increased district assignments per staff

More demand on staff for professional development and technical support

How to reinforce message of **Quality** over “just expansion”

The old framework

1: 4 ratio (Ed Specialist to Districts)

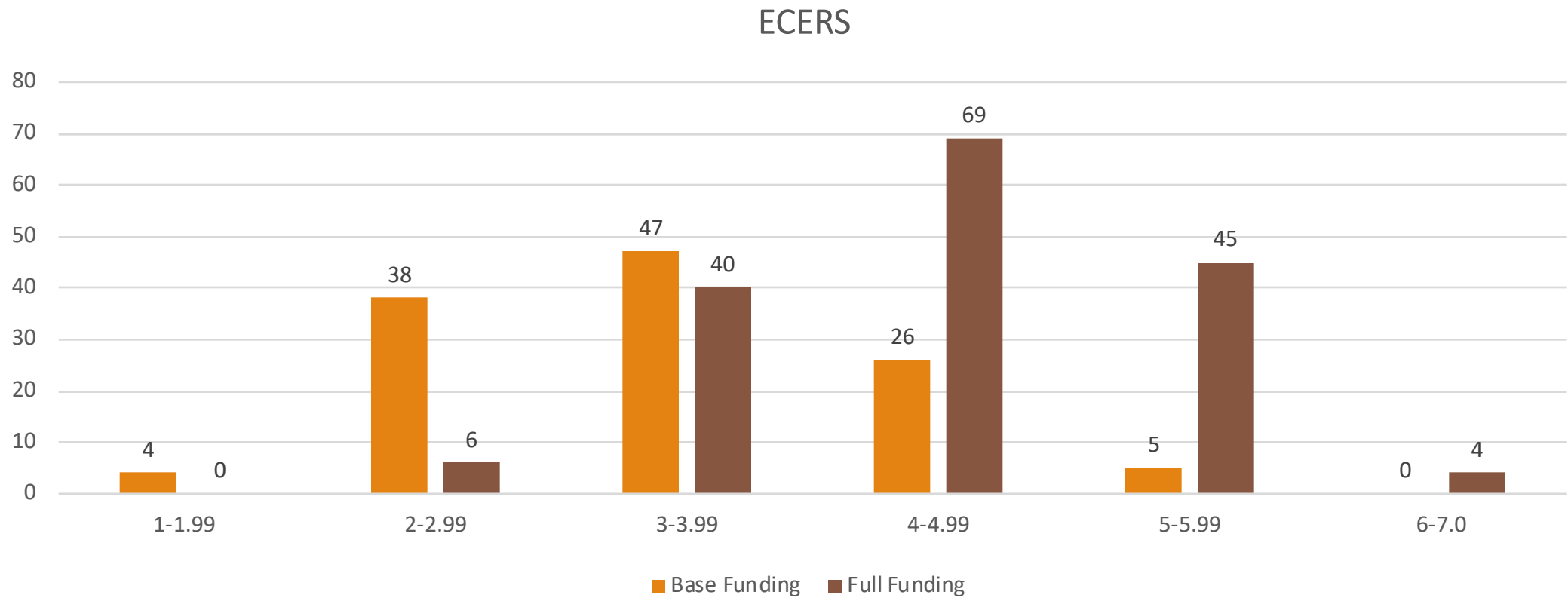
Traditional model for technical support and training

Established relationships with district administrators

Frequent district site visits

Results over time!

Average ECERS-3 Scores by Funding Level



Shifting toward a new framework – “Doing the Work Differently”



NEEDS ASSESSMENT



FOCUS GROUPS



REGIONAL TRAINING
(BY COHORT)



COUNTY-BASED
CONSORTIA



MONTHLY
CONFERENCE CALLS



WEBINARS



VIRTUAL CONFERENCE



PROFESSIONAL
DEVELOPMENT GOALS
AND FOLLOW UP

Preliminary indicators



INCREASED DISTRICT
BUY-IN AND REQUESTS
FOR PROFESSIONAL
DEVELOPMENT



REGISTRATION FOR
UPCOMING VIRTUAL
CONFERENCE IS NEARLY
FULL



3 COUNTY CONSORTIA
ESTABLISHED SINCE
OCTOBER



MONTHLY CONFERENCE
CALLS WITH FIRST
COHORT



ONGOING REGIONAL
TRAINING FOR
ADMINISTRATORS,
MASTER
TEACHERS/COACHES

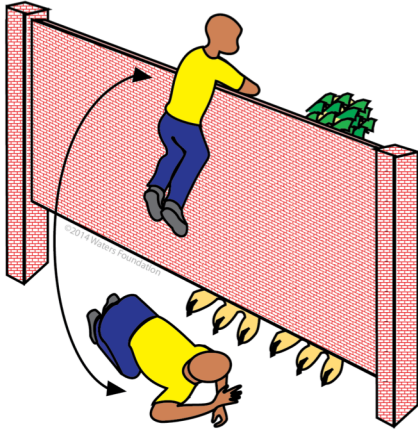


ESTABLISHED FOCUS
GROUPS TO IDENTIFY PD
NEEDS



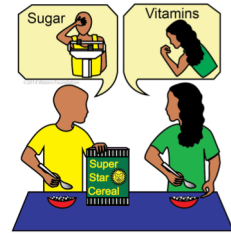
UTILIZED PEER
MENTORING MODEL

Changes perspectives to
increase understanding



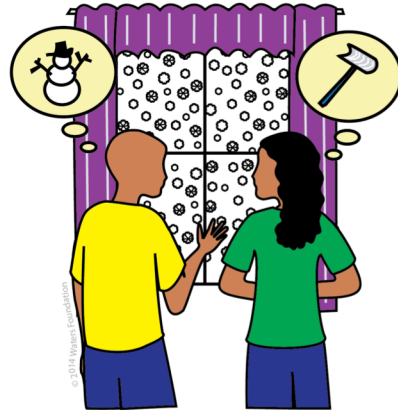
©2014 Waters Foundation, Systems Thinking in Schools
www.watersfoundation.org

Surfaces and tests
assumptions



©2014 Waters Foundation, Systems Thinking in Schools
www.watersfoundation.org

Considers how mental
models affect current reality
and the future



©2014 Waters Foundation, Systems Thinking in Schools
www.watersfoundation.org

Makes meaningful connections
within and between systems



©2014 Waters Foundation, Systems Thinking in Schools
www.watersfoundation.org

Developing New Leadership Skills

What was I able to practice?

Accepting the tension in adaptive leadership

Standing on the balcony (and getting back on the dance floor)

Applying System-Thinking Habits

Developing New Leadership Skills

What skills do I want to
practice more?

Learning to lead from
where you are

Managing
up/down/sideways

Integrating more
Systems-Thinking Habits
into my professional and
personal life

Understanding how my
personality type
influences my successes
and challenges as a
leader/person

Ability
is what you're capable of doing
Motivation
determines what you do
Attitude
determines how well you do it.

What's next?

Share the Systems-Thinking Habits cards with colleagues

Revisit the iceberg

Tap into the expertise and network of Cohort 4

Explore CELO website

Be open to what's ahead