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

<table>
<thead>
<tr>
<th>Funding Level</th>
<th>Base Funding</th>
<th>Full Funding</th>
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<tbody>
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Legend: Orange = Base Funding, Brown = Full Funding
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
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
What’s next?

Share the Systems-Thinking Habits cards with colleagues
Revisit the iceberg
Tap into the expertise and network of Cohort 4
Explore CEELO website
Be open to what’s ahead

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