

STEPS TOWARDS MAPPING NEW JERSEY'S EARLY CARE & EDUCATION PROGRAMS & SERVICES

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CEELO Leadership Academy Cohort 5

EARLY CHILDHOOD IN NEW JERSEY

- Programs and services across four state agencies
 - Education
 - Human Services
 - Child and Families
 - Health

Department of Education

State Preschool

Head Start
Collaboration

Teacher Credential &
Licensing

IDEA Part B
(Preschool Special
Education)

Federal Title I and
other Federal Programs

Regional Achievement
Centers

Department of Human Services

Subsidized child care

Wraparound care

First Steps

Child Care Resource and
Referral Agencies

Workforce Registry

Family Worker Outreach

TANF

SNAP (food stamps)

NJ Medicaid

NJ Family Care

Department of Children & Families

Child Welfare

Child Care Licensing

Home Visiting Program

Strengthening Families
through Early Care &
Education

Family Success Centers

Family Day Care
Provider Registration
(voluntary)

NJ Children's Trust Fund

Federal Community Based
Child Abuse Prevention
Funds

Department of Health

IDEA Part C (Early
Intervention)

Special Child Health
Services

Home Visiting Program

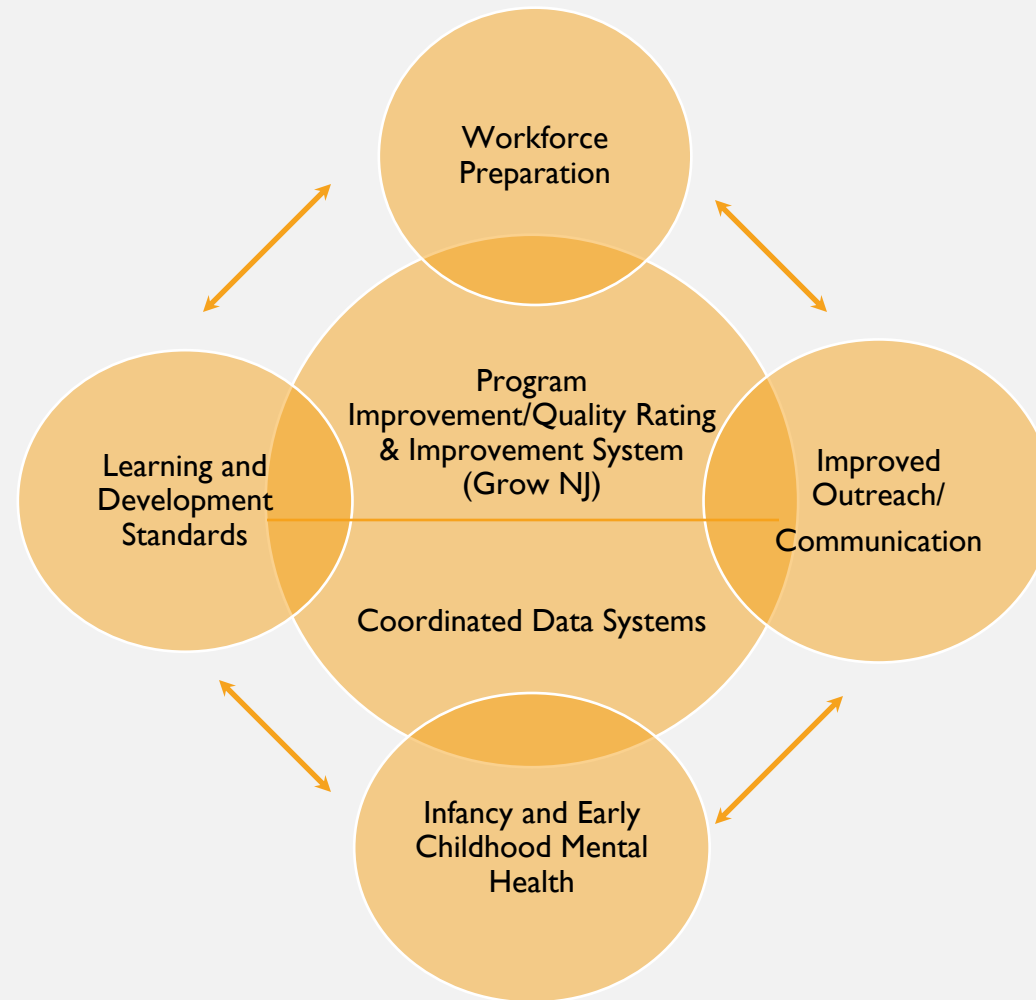
Maternal and Child
Health Services

Immunizations

Childhood Lead
Poisoning

Indoor Environments
Program

NJ COUNCIL FOR YOUNG CHILDREN



EMBEDDED PROJECT

- Mapping of NJ's early care and education programs and services to:
 - Avoid a duplication of services
 - Ensure programs, services and resources are allocated equitably
 - Allow for better alignment/coordination between state agency programs and services
 - Permit families to navigate through NJ's early childhood system with better ease

INTERVENING FACTORS

- Nj priorities
 - Preschool expansion
 - Preschool Development Birth to Five Grant
- Capacity/bandwidth
- Stakeholder mental models

MY RESPONSE AS A LEADER

Project shift to
shared vision &
collective buy-in

Focused on system
& internal causes
(system structure)

Allowed issue to
ripen & postponed
for a later time

Took small actions
to produce
desirable results
(leverage)

Held steady &
watched for the
opportunity

LESSONS LEARNED

Get off the dance floor, go to the balcony & see myself objectively

Listen to the song beneath the words

Read the authority figure to gauge pace & manner to push forward

Take baby steps to ripen the issue

Take personal action & make brave disruptions where appropriate

ACTION COMMITMENTS

Continue Cohort 5 peer-to-peer networking and systems thinking application:

- Commit to check-ins with Cohort 5 fellows quarterly via Zoom
- Participate in a book club with Cohort 5 fellows and coaches
- Attend annual National Round Table Meetings

ARTIFACT: ORIGINAL POEM

Limitless

Jumping on a trampoline

I am elevated off the ground,

eye level with the seagulls,

entangled between kite strings.

I touched the sun.

I scorched my hand.

I cooled it on a puffy, cumulus cloud.

Admiring the muted, soft colors in the sky;

gravity is not my concern.