CEELO LEADERSHIP ACADEMY: JOB EMBEDDED PROJECT

Workforce Development;
An Essential Pillar to Professionalizing the Field

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GOAL:

PA’S YOUNGEST CHILDREN HAVE ACCESS TO EFFECTIVE EDUCATORS

65% OF PA’S WORKFORCE WILL BE CREDENTIALED BY 2025

CAREER PATHWAYS… moving beyond career ladders/lattices

- Relevant
- Accessible
- Affordable
- Recognizable
- Supported
SYSTEMS BUILDING AND VISION SETTING TO MOVE THE NEEDLE ON PROFESSIONALIZING: ECE CAREER PATHWAYS

Pennsylvania’s Early Childhood Education Career Pathway

**Level A**
- **AA/AS in ECE**
- **CDA**
  - **Roles:** Support Staff, Teaching Staff in 0-5 settings including Head Start and child care.
  - **Qualifications:** 16 ECE credits, 9 CDA, 72 ECE credits, CDA, Child Care Credential.
  - **Career Lattice:** I, II

**Level B**
- **BA/BS in ECE**
  - **Roles:** Teaching staff in 0-5 settings including Head Start and child care. Early Intervention specialist, Center Director, Early Head Start, and Early Intervention.
  - **Qualifications:** AA in ECE or AA-AS/BA-BS, 30-32 ECE credits, 90 ECE credits, CDA or Child Care Credential, BA-BS, 120 ECE credits, BS/BA-BS, 210 ECE credits, Psychology, business, or related.
  - **Career Lattice:** III

**Level C**
- **Master’s Degree w/ECE content**
  - **Roles:** Lead Teacher, Director, TA/Coach, PGAS Instructor and/or with experience and/or leadership in Head Start or Early Intervention.
  - **Qualifications:** MA in ECE or related field, 54-60 ECE credits, 2-year Master’s in ECE, Lead Teacher, Director, ECE, 3-yr. Master’s in ECE, PGAS Instructor.
  - **Career Lattice:** IV

**Level D**
- **Level E**
  - **Ph.D, Ed.D w/ECE content**
  - **Roles:** Master Coach/Instructor, Master, Faculty, Researcher.
  - **Qualifications:** Ph.D, Ed.D in ECE or related field including 30 ECE credits.
  - **Career Lattice:** VII

**Entry Level**
- **New to ECE field and identifying next steps for career development**
- **Career Lattice:** I, II

**Career Pathway Ladder**
- **Level A to Level B**
- **Level B to Level C**
- **Level C to Level D**
- **Level D to Level E**
KEY CONSIDERATIONS FOR MY JOB EMBEDDED PROJECT

• Change management and mental models
• Extending the reach of the engaged population
• Folding in national considerations and anticipating additional adaptive and technical challenges
• Reestablish, create and firm up communication networks and strategies
• PDG an opportunity to support innovation and collaboration
• Advocate and prioritize supports that address inequities in our systems and beyond
• Cultivate collective impact approach
Adaptive Leadership: The Ever Evolving Apprenticeship

- Ask questions to illuminate the adaptive challenges
- Acknowledge reality; expose threats
- Let go of and change current roles; resist defining new roles too quickly
- Challenge norms; cultivate innovation

Few complicated issues, many complex challenges!
SYSTEMS THINKING
CONSTRUCTING COMMUNICATION STRATEGIES TO REACH A BROADER AUDIENCE
DATA DRIVEN DECISIONS

Whole Population

- Like it
- Hate it
- Ignore it
- Challenge it
PERSON/ROLE/SYSTEM: WHO AM I?

My leadership journey:

- Classroom to State;
- Micro to Macro systems

Norms and Values that inform perceptions

Mentors/Leaders/Thought Partners and Opportunities

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**THE 5 LEVELS OF LEADERSHIP**

5 PINNACLE
- Respect
  - People follow because of who you are and what you represent.

4 PEOPLE DEVELOPMENT
- Reproduction
  - People follow because of what you have done for them.

3 PRODUCTION
- Results
  - People follow because of what you have done for the organization.

2 PERMISSION
- Relationships
  - People follow because they want to.

1 POSITION
- Rights
  - People follow because they have to.
• K-3 data
• Federal or state incentives to hire ECE degreed teachers, provide workplace supports,
• More informed understanding of DAP
• Getting the Pulse: Community engagement and listening sessions
• Broader awareness of the infrastructure that is needed
• Relationship based, strategic thinker and climate