

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**

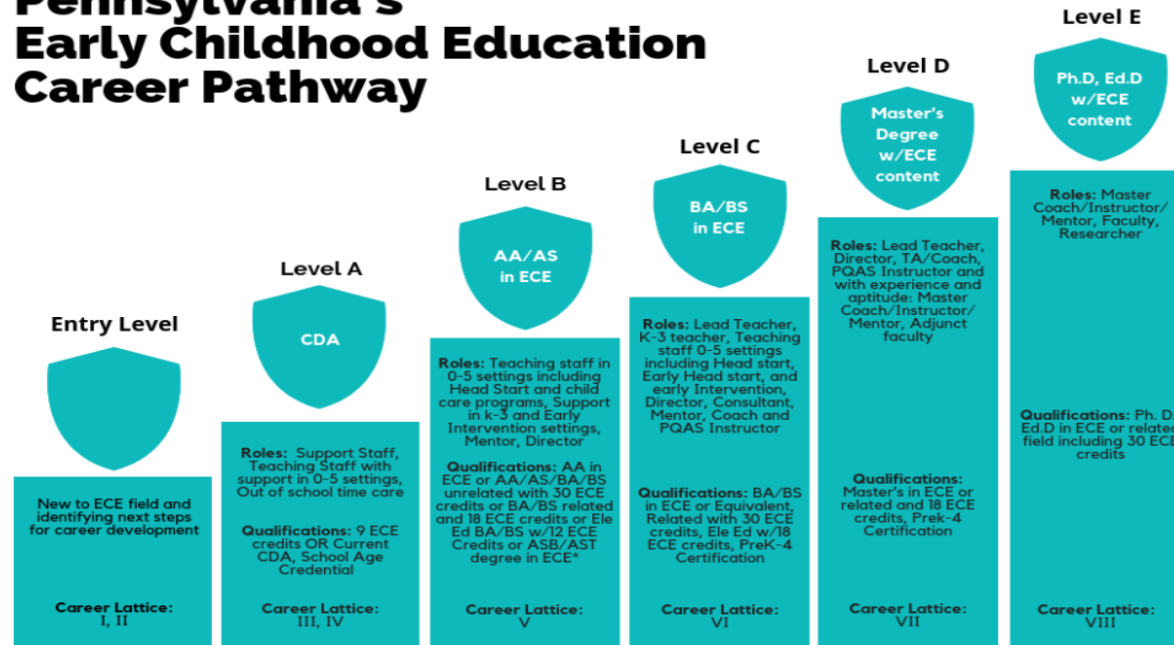
**65% OF PA'S WORKFORCE
WILL BE CREDENTIALLED BY
2025**

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



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

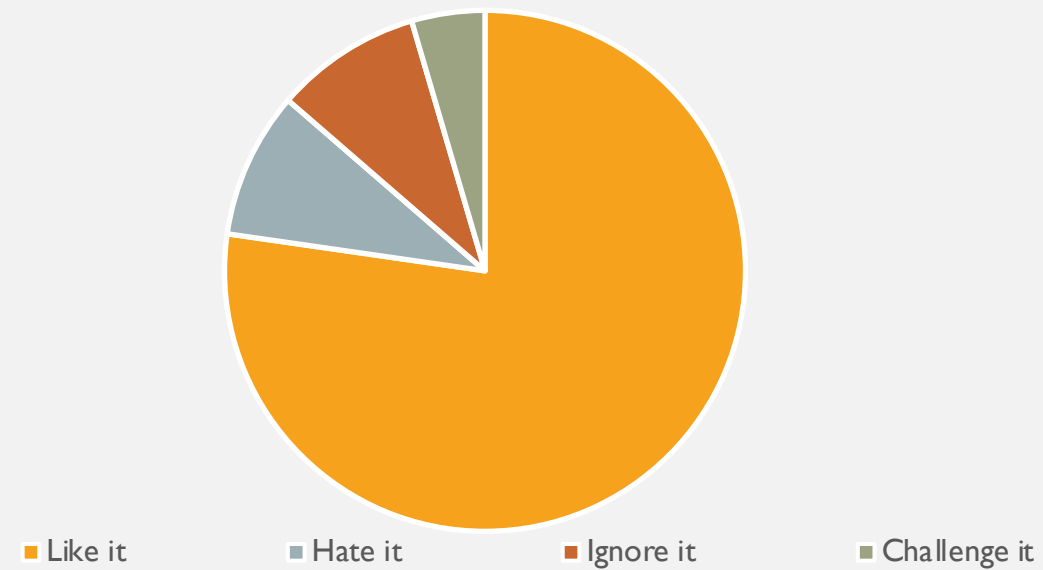


CONSTRUCTING COMMUNICATION STRATEGIES TO REACH A BROADER AUDIENCE



DATA DRIVEN DECISIONS

Whole Population



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



NEXT STEPS:

- 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