LEADING AND COLLABORATING IN EARLY CHILDHOOD: NECESSARY, PRACTICAL, SKILLS TO BE EFFECTIVE

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INTENTIONS FOR TODAY

• LEADERSHIP STYLES; WHY IS IT IMPORTANT TO KNOW HOW YOU LEAD?
• SELF-CARE
• LEAD FROM A VALUES MINDSET
• SELF- JUDGEMENT AND IMPLICIT BIAS
• EMPOWERING OTHERS; HUMILITY.
• COMMITTING TO TRY SOMETHING
• OPTIONAL ACTIVITY: PRACTICE MAKES PEACEFUL
THE LANDSCAPE OF LEADERSHIP

- STAFF STRESS/ATTRITION
- FINANCIAL BURDEN
- ADMINISTRATIVE DIRECTIVES
- REGULATIONS
- "RAISE THE ROOF, RAISE THE CEILING"
- AMBIGUITY OF CHANGE
- SUSPENSION/EXPULSION
HOW DO YOU LEAD?

• DEMOCRATIC, PARTICIPATIVE LEADERSHIP
• THE DELEGATING, "LAISSEZ FAIRE" LEADER
• TRANSFORMATIONAL LEADERSHIP
• SERVANT LEADERSHIP
• AUTHORITARIAN, AUTOCRATIC LEADERSHIP

“WHEN YOU TREAT PEOPLE WHO WORK FOR YOU THE WAY THAT YOU WANT TO BE TREATED, YOU END UP WITH PEOPLE LOVING WHAT THEY DO EVERY DAY.” ~J.F.
WHAT WOULD YOU DO?

• WHAT WOULD YOUR REACTION BE?

• WHAT COULD THE PERCEPTIONS POSSIBLY BE?

• WHAT ARE THE OPTIONS?

• WHAT IS THE BEST OPTION?
WHY IS IT IMPORTANT TO BE AWARE OF HOW YOU LEAD?

• LEADERSHIP IS THE CORNERSTONE OF STAFF ENGAGEMENT

• NOTHING IMPACTS ENGAGEMENT MORE THAN THE BEHAVIOR OF LEADERS

• WE NEED STRATEGIES TO ENSURE THAT WE DON’T LOSE OURSELVES OR OUR VALUES IN THE CHAOS OF LEADING A PROGRAM
WHAT IS THE BRAIN DOING?
BEING PRESENT AND IN THE “NOW”…

• ALLOWS US TO OBSERVE PAINFUL OR STRESSFUL MOMENTS WITHOUT BEING SUCKED INTO THEM OR ALLOWING OUR BEHAVIORS TO BE DICTATED BY THEM.

• WHEN YOU’RE CALM, YOU KNOW WHAT’S RIGHT BUT YOU NEED SUPPORT IN THE MOMENT; WHY?
If you are depressed you are living in the past
If you are anxious you are living in the future
If you are at peace you are living in the present

-Lao Tzu
SELF-CARE IS CRITICAL
REFLECTION……..

• COULD AN IMBALANCE ON THE WHEEL BE CREATING YOUR REACTIONS AT WORK?

• SWITCH GEARS TO PRACTICES TO REFLECT ON WHAT YOU SHOULD TRY.
INSPIRE A MINDFUL VISION

• WORKING IN AN ENVIRONMENT WHERE YOU FEEL LIKE YOUR WORK IS IMPORTANT AND MEANINGFUL IS THE KEY TO MINDFUL LIVELIHOOD WHICH IS THE BASIS OF MINDFUL VISION.

• CONNECTING OUR LIVELIHOOD TO MAKING A POSITIVE DIFFERENCE FOR OTHERS HELPS US TO BE MORE ENGAGED AND HAPPY IN OUR WORK.
MEET YOUR SHADOW
BE CURIOUS, NOT JUDGMENTAL.

WALT WHITMAN
• **CONFIRMATION BIAS** - The tendency to search for or interpret information that confirms our beliefs or hypothesis.

• **SUNK COST BIAS** - Persisting with bad decisions irrationally because of investments already made that we cannot recover.
Implicit Bias and Suspension/Expulsion

**Definition:** The automatic and unconscious stereotypes that drive people to behave and make decisions in certain ways*

**Findings**:  
- Black preschoolers are 3.6 times as likely to receive one or more suspensions relative to white preschoolers.  
- Black children make up only 19% of preschool enrollment, but comprise 47% of preschoolers suspended one or more times.  
- Boys are three times as likely as girls to be suspended one or more times.

IMPLICIT BIAS: IMPLICATIONS

Greater home-school collaboration

Teachers may benefit from increased training and ongoing guidance to understand how to best use this information and increase their empathetic understanding of the child.

Lessons learned from k-12 research around similar disparities:

- Uneven or biased implementation of disciplinary policies
- Discriminatory discipline practices
- School racial climate
- Under resourced programs and
- Inadequate education and training for teachers, especially in self-reflective strategies to identify and correct potential biases in perceptions and practice.
OVERCOMING JUDGEMENT

• OPERATING AGREEMENT
• ACTION PLANNING
• COLLABORATION ACTIVITIES
• Our staff will not give their full effort if they don’t feel like their leaders care about them and want them to grow.

• The more our leadership efforts are about us, the less effective we are.

• To truly feel safe in doing this, we must practice generosity

EMPOWER OTHERS TO SHINE:
BEGINNERS MINDSET

“\textit{In the beginner’s mind there are many possibilities, in the expert’s mind there are few.}”

—Shunryu Suzuki
HUMILITY IS
THE NUMBER
ONE
INGREDIENT
# What Mindfulness Is and Is Not

**IT IS:**
- Mindfulness lowers levels of the stress hormone cortisol
- Enhances the immune response
- Lifts mood
- Helps us recover more quickly from stress
- And sharpens focus.

**IT IS NOT:**
- Mindfulness is not about being calm or any particular way
- Mindfulness is not about stress reduction
- Mindfulness is not the absence of thought
- Mindfulness is not religious
- Mindfulness is not a silver bullet
MINDFUL EATING
RESOURCES

• HANDOUT: STRATEGIES FOR YOURSELF, STAFF, TEAM MEMBERS
• HANDOUT: BOOK LIST
• HANDOUT: LIST OF APPS TO CONSIDER
• CENTER FOR INVESTIGATING HEALTHY MINDS:
  HTTP://WWW.INVESTIGATINGHEALTHYMINDS.ORG/CIHMPROJEDUCATION.HTML#KINDNESS
• MINDFUL SCHOOLS: HTTP://WWW.MINDFULSCHOOLS.ORG/
HOW DO WE CONTROL THE MIND TO MAKE LASTING CHANGE?

"ONCE YOU CONTROL YOUR MIND, YOU CAN ACHIEVE ANYTHING IN LIFE"
We are grateful for YOU.
ELEVATING WORK STRESS: GUIDED PRACTICE