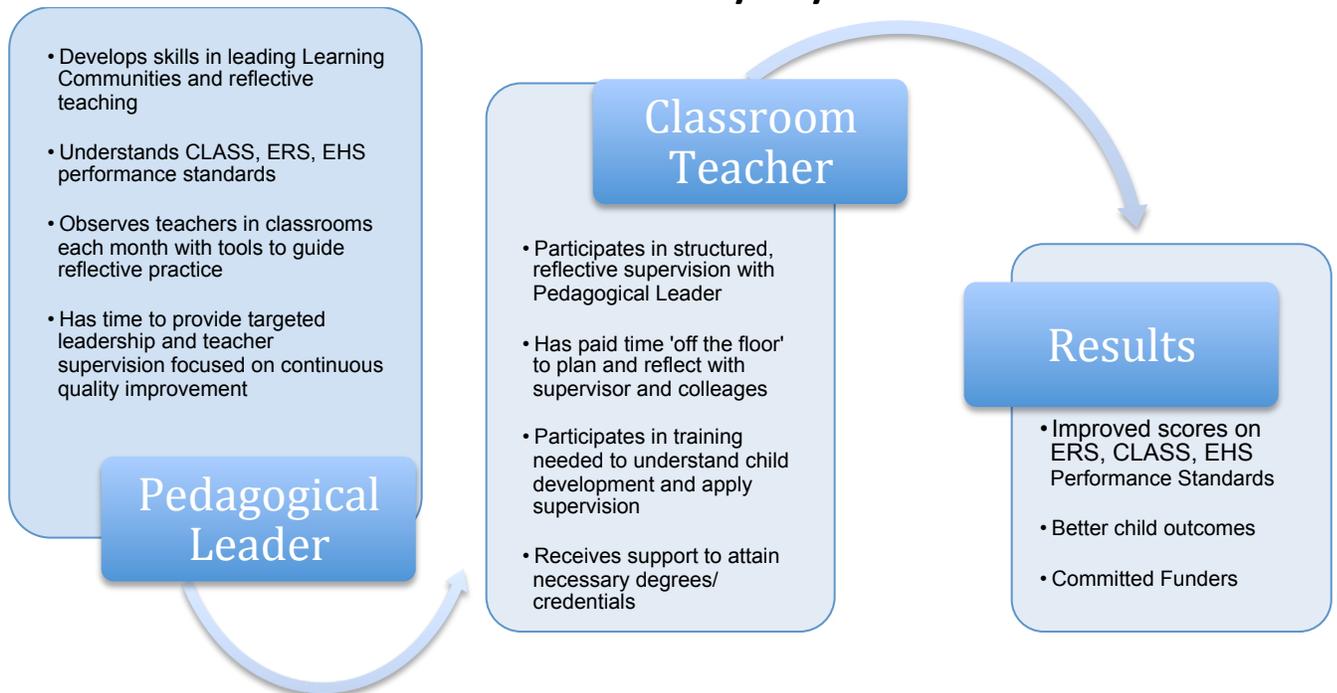




## Strengthening Pedagogical Leadership: A Plan for the Liberty City Alliance



To achieve these Pedagogical Leadership goals, each center agrees to the following tasks:

### *Planning Year (2015)*

- Identify a Pedagogical Leader to guide teaching and learning in each center
- Make it possible for this leader to attend community of practice/pedagogical leadership training from the UF Lastinger Center. (Training is free; MCI funding will offset cost of travel and substitutes, if needed).
- Work with OppEx staff to explore the long-term cost of restructuring leadership and teaching staff to free-up paid time, off-the-floor for teachers to engage in reflective practice supervision, plan, conduct child assessments and coordinate with peers.

### *Year One (2016)*

- Ensure that Pedagogical Leaders are able to participate in a cross-center Community of Practice where leaders from each Alliance center meet regularly to study, plan and learn.

- Focus on freeing up time for Pedagogical Leaders and teachers to have paid time off-the-floor to engage in reflective practice. Commit to building this capacity, over time, as finances are strengthened and additional resources identified.
- Work with the MCI shared Pedagogical Leadership coordinator to create a plan to align the various professional development trainers, courses, technical assistance, career advisement, and supports offered in centers – to ensure that everyone is “on the same page” and working together.
- Support teachers in conducting child assessments and using assessment data to guide teaching practices. Share these data with Pedagogical Leadership coordinator.
- Participate in Tours of Excellence – to exemplary centers in South Florida.
- Pilot-test tools and resources to guide staff supervision in a reflective practice model that could be standardized for centers participating in the Alliance going forward.

#### *Year Two (2017)*

- Begin to implement procedures and tools to guide staff supervision in a reflective practice model.
- Continue to support a cross-center Community of Practice for Pedagogical Leaders from each Alliance center.
- Help to identify and test a set of quality benchmarks, based on but not limited to quality measures required by funders (e.g. ERS, CLASS, EHS Performance Standards), that can be used to track progress Alliance-wide.
- Continue to focus on securing the resources needed to attain best practice staff:child ratios and give supervisors and teachers paid time off-the-floor to engage in reflective supervision and planning.
- Share lessons learned with other ECE leaders in Liberty City to inspire change. Help MCI recruit additional centers and homes to participate in the Alliance, where appropriate

#### *Year Three (2018)*

- Fully implement standardized procedures and tools to guide staff supervision in a reflective practice model in all classrooms. Include these tools as part of the orientation/on-boarding of any new site directors, supervisors and teachers.
- Continue to support a cross-center Community of Practice for Pedagogical Leaders from each Alliance center.
- Begin to implement learning communities within each Alliance center, where appropriate.
- Remain focused on maintaining best practice staff:child ratios and ensuring that supervisors and teachers have time off-the-floor to engage in reflective supervision and planning.

- Gather and track quality improvement data across all classrooms in Alliance centers, using these data to help site supervisors, pedagogical leaders, teachers and others improve performance in a reflective framework. Share these, as well as any other measures required by funders (e.g. ERS, CLASS, EHS Performance Standards) with MCI Pedagogical Leadership Coordinator
- Share lessons learned with other ECE leaders in Liberty City to inspire change. Help recruit additional centers and homes to participate in the Alliance, where appropriate