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