SHOW + TELL SLIDE DECK

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Pedagogical Leadership + Business Leadership = High Quality ECE
Job-Embedded Pedagogical Leadership

Plan

Teach

Assess

Analyze (data + observations)

Reflect

Adapt teaching & re-assess
• In One **Hour 50%** of information is forgotten.
• In One **Day 70%** of information is forgotten.
• In One **Week 90%** of information is forgotten.
A Real World Example: St James Child Care Center

St. James Personnel Expense Allocation
January 2018

- Support: 35%
- Direct: 48%
- Admin: 17%

St. James Personnel Expense Allocation
December 2018

- Support: 24%
- Direct: 62%
- Admin: 14%
Real World Results

Improved teacher compensation
  ✓ health insurance
  ✓ 401K Plan
  ✓ Wage increase for classroom teachers

Time for director to focus on instructional leadership
  ✓ 17 more hrs/wk to work with teachers in classrooms

Capacity to grow
  ✓ Will add another toddler classroom
How was Change Possible?

• The center now uses an automated Child Care Management System (CCMS)
• They joined a Shared Services Alliance – to leverage management expertise
• They Made boosting teacher wages a priority
• They Invested in job-embedded coaching + staff development
Pedagogical Leadership
- Child development expertise
- Classroom coaching
- Teacher supervision
- Instructional leadership
- Child assessments

Business Leadership
- Full enrollment
- Fee collection
- Cost-per-child, by age
- Fundraising
- Reporting
- Regulatory compliance

High Quality ECE
Network Hub supports all sites with enrollment, billing + collections, licensing/quality liaison, family support + much more.
An Agenda for Systemic Change:

- Encourage the use of CCMS
- Support new business models
- Fund job-embedded Professional Development
- Support Shared Service Alliances