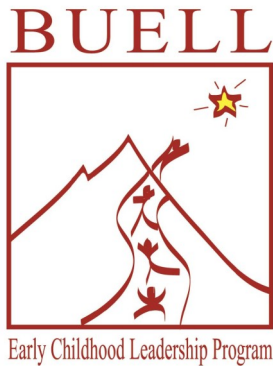


Buell Early Childhood Leadership Program

March, 2009 — Annual Update



2nd Cohort of Buell Fellows: Learning Highlights

Buell Fellows Day on the Hill:

The second cohort of Buell Fellows tested their newly developed leadership skills at the Colorado State Capitol in January. The group of 20 early childhood leaders was escorted on to the House of Representatives and Senate floor to observe and catch legislators ears on the various issues related to young children in the state. The group privately met with the Lt. Governor Barbara O'Brien to engage in conversation about the current education priorities for the State Early Childhood team. The Lt. Governor talked about the importance of highlighting the economic benefits of quality early education programs and how these programs fit into the current 21st century learning and teaching conversations. Additionally, the fellows

witnessed a rare meeting between our congressional delegates and our state legislators regarding the federal stimulus package. The fellows ended the day by getting a tour of our State Treasury office by none other than Cary Kennedy, Colorado's State Treasurer and an advocate for children and families in our state. Since the visit, the fellows completed the course by tracking and summarizing a

bill of particular interest to them, which was a perfect lead in to their next course – Budget and Funding in ECE.



Senator Dan Gibbs talks to a group of fellows on the Senate floor

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Coursework to Date:

In March the fellows will have completed over half of their coursework for the Graduate Certificate in Early Childhood Leadership. The beginning of the program was marked by the 2008 Retreat and Symposium, which is a part of the Pedagogical Leadership in ECE course. In the fall, the fellows

moved into the world of Reflective Leadership in ECE, Leadership and Ethics in ECE, and began finding a mentor that would fit their learning needs throughout the remainder of the year. Directly after Winter Break, the fellows quickly moved through two

courses (Policy and Advocacy and Budget and Funding in ECE). Currently, the fellows are working toward completing the Professional Development course and moving ahead with their Capstone Projects in collaboration with their mentors.



Morgridge College
of Education



2nd Cohort of Buell Fellows Learning Highlights Continued

“One of the first lessons I learned was the value of ‘Giving Myself an A.’”

Getting an “A” Letters

You may still be thinking, but what have the 2nd cohort of Buell Fellows really learned so far? It is still too early to confidently answer this large and important question, but we can share with you where the fellows believe they are heading.

In the Fall of 2008 the Fellows were asked to write a “getting an A” letter in which they imagined that it was May 20th, 2009 and they had just completed an outstanding Capstone Project. The following quotes are what a few fellows had to say about their experiences that earned them an A (Adapted from the *Art of Possibility* by Zander & Zander, 2002):

~“I feel like I can actually make changes in this field. I have answered the call. I feel worthy, honored, and successful!”

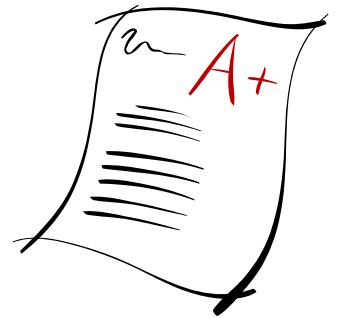
~ “First hand I found myself listening, reflecting, and empowering others more than trying to facilitate change.”

~“I will push past my own barriers and grow so much that I am no longer this person who is afraid to lead.”

~“I have received an “A” for this chapter, and it is my goal to continue to earn the grade in my new leadership role promoting the advancement of

professionalism in our field.”

Since originally writing about earning their “A’s”, each of these 20 early childhood professionals have been making their statements come to life by learning about and applying a variety of tools and knowledge to their individual programs and organizations across the state.



Mapping an ECE Leaders Journey

The inaugural cohort of fellows provided many examples and informal reports of the positive effects their participation in the program was having on them both personally and professionally. The formative information collected last year made it clear that the BECLP Design Team needed to find a program evaluation technique that would allow for ongoing documentation of the transformative process of leadership development in ECE. Therefore, BECLP decided to implement the use of an innovative evaluation method called Journey Mapping for the 2nd cohort of Buell Fellows (for more information about the tool visit: <http://www.seed-ny.org/journeymapping.htm>).

The ‘Heroic Journey’ piece of the tool asks fellows to reflect on four key questions:

1. How is your leadership journey progressing? What’s working and what’s not?
2. How has your self-image of yourself as a leader evolved? What is new about this self-image?
3. How have your relationships with others at work (colleagues, supervisors, families, funders, policy makers) changed as a direct result of your leadership journey? Share a brief story to illustrate this.
4. Describe a recent change that your evolving leadership helped to create (either directly through your actions or indirectly through your influence on others)?

The ‘Journey maps’ are already giving us rich information about the nature of early childhood leadership development in Colorado. We are hoping to share a more in-depth analysis of we learn after the first year of Journey Mapping is complete. Stay tuned!



Current Fellows listening to Dr. Kent Seidel, a current mentor and chair of the Educational Administration and Policy Studies, at the Summer Symposium

Welcome New BECLP Mentors!

BECLP would like to welcome and thank all of our mentors for their involvement with a Buell Fellow over the course of the 2008-2009 academic year. The following individuals are serving as mentors for the first time this year:

- ★ Marsha Arzy, PhD, Executive Director, Mesa State Community College
- ★ Isaura Barrera, PhD, Associate Professor, University of New Mexico
- ★ Dean Clifford, PhD, Forsyth Early Childhood Partnership, a North Carolina Smart Start agency
- ★ Pamela Harris, PhD, Chief Operating Officer of the Denver Preschool Program
- ★ Paul Kosempel, PhD, Assistant Director of the Pioneer Leadership Program
- ★ Janis Pottorf, Family CONNECTS, Weld County
- ★ Maria Salazar, PhD, Clinical Professor for the Curriculum and Instruction at the Morgridge College of Education
- ★ Kathleen Stiles, MA, Executive Director, Colorado Office of Professional Development
- ★ Wendy Watson, MA, CDE Prevention Initiatives

Continuing the Journey: 1st Cohort Update

Nine months after completion of the Buell Early Childhood Leadership Graduate Certificate Program, the fellows participated in a survey to provide input about how the program has influenced them in their leadership ability thus far. In addition, they were asked about their interest in an opportunity to use funds, generously gifted from the Temple Hoyne Buell Foundation, to work on a current critical issue in each of their communities. (It is important to note that 8 of the 19 inaugural fellows are now enrolled in the MA in Educational Administration with a concentration in Early Childhood and some individuals will finish as early as June, 2009).

Many of the fellows discussed how their individual roles have changed within their current programs; often expanding to include some of their work from the Buell Early Childhood Leadership Program. For example, some have taken on an increased leadership role while others have moved in a completely different direction within their previous programs or with new programs. One fellow discussed her recent retirement but indicated that Early Childhood is still her passion and that she intends on continuing to work in this area.



Regarding the Overall Program Impact:

~“The Buell program has completely influenced my change in position within education. I have a strong desire to work more with early childhood education and to find links that will give support to efforts and the public school system.”

~“I have used Buell materials working with new teachers as their mentor. I also use materials and information as team leader for our ECE department.”

~“I rewrote my grant to bring the Program Administrative Scale to Denver, Colorado which was my capstone project for the DU Buell Leadership program.”

~“I totally appreciate the opportunities I have

gained from my participation in the program. I always believed I would continue my education and this was the first thing that actually seemed doable.”

Local Current Issues:

~“Some of our critical issues in my work community are developing a workforce that is balanced and is able to address the needs of each of our programs. Other issues are with staffing and development - moving our employees in directions that would best serve the community that we represent.”

~“Availability of qualified teachers, recruitment and retention of teachers, supports for programs around special needs and challenging behaviors of children, economic issues of programs and communities.”

~“Great need for 0-3 childcare and education; transporting preschoolers to preschools.”

~“Budget reductions and the implications for programming for students/staff.”

~“My community is working to get our Early Childhood council up and running, we are developing our various plans to go along with the strategic plan.”

~“There is still a large division with ECE and my public school... There has been a movement towards a full day kindergarten program that our voters did support. Unfortunately, the roll out will take more time than some would prefer... There must be transparency with the public about how the program will be expanded.”

Future Possibilities for the Inaugural Cohort of Buell Fellows:

~“I think we should have regular think tanks with voted upon subject matter.”

~“...find and write grants to support ECE professionals to obtain remedial education in reading and writing in order to complete ECE coursework.”

~“Facilitate quality leadership; facilitate a mentorship program for more isolated communities.”

~“Be available to testify when needed.”

~“Create a committee to look at possibilities [around] the current wages situation.”

Upcoming Events

Capstone Celebration!

The program culminates with the presentation of a yearlong applied action research project called the Capstone Project. A wide array of topics are being addressed this year including issues related to staff retention and development, supporting English Language Learners, understanding ECE policy structures in Colorado, and even creating a Leadership Curriculum for young children.

All are welcome to join us on May 30th at the University Denver to witness their presentations and celebrate their accomplishments!

Next Cohort of Buell Fellows:

The 3rd Cohort of Buell Fellows will be announced in May, 2009!

The BECLP Symposium and Retreat will be held July 16-20th, 2009 at the OMNI Interlocken in Broomfield, Colorado.

Thank You!

The Buell Early Childhood Leadership Program would like to thank all of our advisory board members, mentors, community leaders and partners, and our fellows for all of their support and encouragement. Our ability to positively impact the ECE system in Colorado would be limited without your involvement!

Picture: Two Inaugural Cohort members speaking with Dr. Jerlean Daniel

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The Buell Early Childhood Leadership Program is targeted to meet the needs of experienced and emerging leaders in early care and education settings. Our vision is to promote quality in the early care and education system in Colorado by identifying, nurturing, and building leadership capacity in existing and future early childhood leaders.

Morgridge College of Education Update

The University of Denver's Morgridge College of Education (MCE) is committed to providing leadership for the transformation of our nation's educational system. Fundamental change is increasingly necessary to meet the demands of our global future. We believe that preparing professionals who can think creatively and lead effectively will provide the foundation for positive change at all levels of education. MCE is realizing our capacity to address fundamental change as we currently witness the building of our new facility, the Katherine A. Ruffatto Hall, designed to enhance the development and connectivity of educational professionals. We hope to be offering tours of the building to everyone involved with BECLP by the beginning of our 4th Buell Fellow Cohort in the summer of 2010!

Additionally, as many of you know, MCE is currently searching for a new Dean. The former Dean Virginia Maloney stepped down at the end of the 2007-2008 academic year. Dr. Maloney currently serves as the director of the new Marsico Institute for Early Learning and Literacy, as well as a faculty member in the Buell Early Childhood Leadership Program. Former DPS superintendent and strong MCE partner, Jerry Wartgow, is serving as Interim Dean until the position is filled.

Annual Update Written By: Wendy Bickford, MA, Program Coordinator

Clayton Early Learning Institute Update

The Clayton Early Learning Institute is dedicated to achieving excellence in early childhood programs by creating a highly trained, effective and professional workforce. The Institute provides comprehensive support to early childhood programs across Colorado. Child outcomes, changes in early childhood professional skills, and program quality are measured to document effectiveness.

Current program highlights include:

- Launching a statewide Family, Friend and Neighbor education initiative; includes a partnership with Rocky Mountain PBS. (funded through Temple Hoyne Buell Foundation)
- Partnering with Colorado Community College Early Childhood Departments to increase the availability of high quality EC teachers by implementing the standards based NAEYC accreditation System for Community Colleges. (funded through The Boettcher Foundation)
- Launching a statewide Family, Friend, and Neighbor caregiver education program, including a partnership with Rocky Mountain PBS
- Supporting growth in children's language and literacy skills and effective teaching practice in four community early childhood education programs through a federal Early Reading First grant
- Partnering with CDE to support parent involvement in its Response to Intervention initiative through the Colorado Parent Information and Resource Center based at the Institute
- Convening a Research Symposium focused on Professional Development, Program Quality and Child Outcomes