



## ***Oregon Early Learning Hub Leadership Institute – Leading for Equity***

*An invitation to “shift the odds for at-promise children.”*

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The intent of this program is to provide valuable skill-building in *“the art of pulling people together from different sectors or organizations to accomplish a task that none of them could accomplish -- at all or as well -- individually.”* (Leader to Leader Journal, 2003). As a result of the Oregon Early Learning Division Leadership Institute, you will be equipped to bring local community members together to achieve the following goals:

- Improve program quality and outcomes for children.
- Increase the number of at-promise children participating in high-quality learning and development programs.
- Help to close the achievement gap between at-promise children and their peers by supporting efforts to increase kindergarten readiness.

As a result of participating in this Leadership Institute, you will:

1. Cultivate a community of practice with other Early Learning Hub leaders and apply this model to cultivate communities of practice among other groups of people.
2. Develop skills in facilitation and appreciative/collaborative leadership.
3. Use disaggregated data that measures subgroups of children in your community based on age, gender and race/ethnicity to identify key data points indicating racial, socioeconomic and cultural disparities.
4. Decrease these community disparities by bringing together key stakeholders to develop and implement program and funding strategies that are driven by equity.
5. Host gatherings with local community stakeholders to explore and determine strategies for diminishing disparities and closing gaps. With community members, develop shared agreements that outline the specific strategies and action steps that will be taken to achieve the Early Learning Division goals so that ALL young children have a foundation for school success.
6. Apply the knowledge and skills gained from this experience to meet program and fiscal responsibilities (i.e. – the needs discovered during community meetings and the written shared agreement will inform the development of your hub’s enhanced strategic plan to sustain the future of the local partnership).

Participants in the Leadership Institute are engaged in focused reflection, strategic thinking and leadership development to address the Early Learning Division goals, which are to:

- (1) create an early childhood system that is aligned, coordinated, and family-centered;
- (2) ensure that children arrive at school ready to succeed; and
- (3) ensure that Oregon’s young children live in families that are healthy, stable, and attached.



**Oregon Early Learning Hub Leadership Institute At-A-Glance:**

<b>Month/Date</b>	<b>Session Topics</b>	<b>Focus</b>
May 6-7, 2015	Establishing a leadership framework and Introduction to the Group Site Online Learning Community	Develop an appreciative leadership approach as you transition from hero to host and get to know the Group Site Online Learning Community as an ongoing instrument for building your community of practice.
June 3-4, 2015	Strategies for Individual Leadership and Community Engagement for Enhanced Strategic Planning; Understanding Local Data and Disparities; and, Theory of Aligned Contributions	Develop an understanding of the Theory of Aligned Contribution as the framework for gatherings you will host in your community and learn how to identify and use key data to motivate community engagement.
July 8-9, 2015	Building Communities of Practice	Understand what makes a Community of Practice for both your cohort and for your local community. Apply your learnings as you convene and engage board, local partners, and community members.
August 5-6, 2015	Leading for Equity – Building Awareness of Structural Racism	In this training, you will be made aware of the presence of structural racism and power as you analyze the impact of a specific disparity and begin to develop strategies for interrupting these inequities and improving outcomes and opportunities for all.
September 2-3, 2015	Facilitation Skills Development and Tune-Up	Gain clarity about how to use your facilitation skills with individuals, community members, organizations and systems to support the development of shared agreements to reach your hub’s identified outcomes.
October 7-8, 2015	Equine Inspired Leadership Experience	Develop new understandings of individual and community leadership strengths through groundwork with horses.
November 3-4, 2015	Applying Strategies for Individual Leadership and Organization/ Community Engagement to Build Capacity for your Hub	Finalize plans for community conversations, shared agreements and enhanced strategic plans.
December 2-3, 2015	Celebrating as Individual Leaders, as a Community of Practice, and as Successful Hubs	Closing gathering to share and celebrate successes as individual, organizational, community, and system leaders.