



Inspiring Professional Growth for Early Childhood Teachers: Empowering Strategies to Lead, Motivate, and Engage!

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Inspirational Reflections

Do all the good you can, By all the means you can,
In all the ways you can, In all the places you can,
At all the times you can, To all the people you can,
As long as ever you can. – John Wesley

Far and away the best prize that life offers is the chance to work hard at work worth doing.
- Theodore Roosevelt

Dust on gold doesn't change the nature of the gold. It's still gold...the key is to realize that
inside everyone is gold that wants to shine. The value is on the inside. Help them find their gold.
- Jon Gordon

...positive emotions allow us to discover and build new skills, new ties, new knowledge, and
new ways of being. – Barbara Fredrickson

“Professional accountability is a good thing. Without it, excellence is merely a pipe dream and
even average performance isn't a realistic expectation. “ - Leon “Lee” Ellis

"Your positive energy and vision must be greater than anyone's and everyone's negativity. Your
certainty must be greater than everyone's doubt." - Jon Gordon

“If everyone is moving forward together, then success takes care of itself.”- Henry Ford

We should remember that there is no creativity in the child if there is no creativity in the adult:
the competent and creative child exists if there is a competent and creative adult.
– Carlina Rinaldi

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GROWTH CULTURE REFLECTION

Program Name: _____

1. Reflect on your current school culture:
 - In what ways is it designed to support professional growth?
 - How does it inspire everyone to grow and develop?
 - How does it help all aspects of the program grow?
2. What do you see as the key benefits of establishing a growth culture in your program?
3. What are the biggest challenges you are facing in establishing a vibrant, engaging and motivating growth culture?
4. What ideas do you have for overcoming the challenges you face?
5. How would having assessment data (from Growth Culture Indicator® or Early Childhood Work Environment Survey) help you as work to establish a growth culture?
6. What is one goal you can set to establish and/or enhance the growth culture of your program?
7. What are 3 -4 action steps that will help you to achieve this goal?



Five Strategies of Appreciate Leadership.

| Strategy | Leadership Practices | Impact |
|---------------------|--|--|
| Inquiry | <p>Ask positive questions that guide people to share their best experiences and thoughts or ideas about their future</p> <p>Truly listen to their responses</p> <p>Strive to create a culture of Inquiry</p> | <p>Individuals know you value them and their contributions</p> <p>Learning and innovation become culture norms</p> <p>Relationships are deepened and willingness to change is increased</p> |
| Illumination | <p>Highlight the best you see in each individual</p> <p>Share stories of best practice with individuals and the school community</p> <p>Focus your observations on the strengths you see and share positive highlights</p> <p>Cultivate each individual's unique strengths</p> <p>Create collaborative opportunities for everyone to share their strengths</p> | <p>Individuals feel valued for their strengths and are inspired to find new ways to use their strengths</p> <p>Builds confidences</p> <p>Fuels an upward spiral of achievement and growth for individuals and programs</p> |
| Inclusion | <p>View each individual with a strengths-based focus</p> <p>Consistently have meaningful growth-focused conversations with individuals from all positions, backgrounds, and experiences.</p> <p>Host opportunities that allow the voices of all of your employees, families and community members to be heard</p> | <p>Provides a sense of belonging</p> <p>Creates an environment of collaboration</p> <p>Creativity and innovation are sparked by rich, inclusive dialogues</p> <p>Fosters a sense of commitment to growth and change by everyone in the program</p> |
| Inspiration | <p>Inquire about hopes, dreams, and possibilities</p> <p>Collaboratively create a compelling vision of the program operating at its very best</p> <p>Establish a vibrant engaged community for everyone to learn and grow</p> | <p>Provides a sense of direction by focusing on a brighter future</p> <p>Gives people hope</p> <p>Unleashes energy and inspires actions</p> <p>Leads to innovation and positive changes in performance</p> |
| Integrity | <p>Lead by example</p> <p>Consciously make decisions that are aligned with your core values</p> <p>Communicate in a timely manner, with integrity and transparency</p> <p>Create opportunities for genuine conversations even in challenging situations</p> <p>Keep your word, your agreements and your commitments to everyone in the program</p> <p>Avoid judgement and gossip</p> | <p>This environment lets individuals know that they are expected to give their best and that everyone in the program is held to the same standards</p> |



TRANSFORMATIONAL PRESENCE

To be present is an act of creation

Your presence –

How you show up to life –

No matter how powerful or subtle,

Impacts what happens in your world,

Just because you are there.

How do you choose to show up?

How do you choose to engage with the world?

How do you choose to make a difference?

How will you help to create a world that works?

Reflective Questions:

- What opportunity for growth and change is available for me and/or my organization?
- Who is that opportunity asking you to be?
Listen to the opportunity – How is it asking you to show up? What role is it asking you to play?
- What is this opportunity asking you to do as a next step?

Adapted from: Seale, Alan. *Transformational Presence: The Tools, Skills, and Frameworks*.

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RESOURCES

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