



Funding Opportunity for Early Childhood Leadership Development

The Governor's Office of Early Childhood (GOEC) invited OVEC to develop the Early Childhood Leadership Academy component of the Race to the Top – Early Learning Challenge grant.

As we work to launch the KY Super Stars Leadership Academy, I would like to ask my fellow CoOp Directors to partner with OVEC in taking a leadership role in equipping talented individuals in early childhood education with the skills and knowledge needed to shape the future of high-quality, early learning in the Commonwealth.

We intend to train 250 leaders working in private, public, faith-based, and licensed, family child care programs over the next two years. We plan to divide the group of 250 into two cohorts. Cohort I will run from January – July 2017 and Cohort II from July 2017 – January 2018. A description of the program and tentative training framework are attached.

To make the program as accessible for participants as possible, we will deliver training in five regions of the Commonwealth. We aligned the Educational Cooperative regions with KDE's Early Childhood Regional Training Centers (RTCs) service areas to arrive at this configuration:

RTC	Co-Op
Anderson	CKEC/NKEC/OVEC
Ashland	KEDC
Berea	KVEC/SE-SC
Simpson	GRREC
Calloway	WKEC

Grants of \$100,000 are available to five CoOps to implement the program. Funding may be used for the following:

Project Component	Cohort I	Cohort II	Total Funding Per Region
Travel Reimbursement (mileage, hotel, meals for 25 participants per cohort)	\$22,000	\$22,000	\$44,000
Meeting Space for Training Programs	\$10,000	\$10,000	\$20,000
Substitute Reimbursement Fund for Employers (125 participants per cohort/\$100 day/5 days each cohort)	\$12,500	\$12,500	\$25,000

Administrative Expenses for CoOps (8%)	\$3,560	\$3,560	\$7,120
TOTAL GRANT	\$46,000	\$46,000	\$96,120

OVEC's Director of Innovation Alicia Sells is managing the project. Dr. Molly Sullivan, who has extensive educating prospective education leaders as a professor at the University of Louisville and served as the Director of Curriculum and Instruction in Shelby County, will lead training and development. We will hire five Regional Leadership Mentors will coach and train cohort participants.

OVEC will distribute funds to CoOps twice during the program - \$50,000 in December 2016 and \$50,000 in June 2017.

I would like to ask the CoOps to:

1. Recommend applicants for Regional Leadership Mentors.
2. Assist in recruiting applicants for the All Stars Leadership Academy within your region, including promotion of the program with your superintendents. Application for Cohort I will open in late October.
3. Assign a contact on your staff for meeting coordination. This person will be expected to work with an All Stars Academy Regional Leadership Mentor to:
 - Secure site(s) for training, including meeting rooms and hotel sites for those who may have to travel the day before a training session.
 - Handle set-up at the site for each session.
 - Obtain technology needed for presentations (screens, projectors, etc.).
4. Distribute substitute funds for participants in your region. This is likely to be a significant key to success of the program. Funds are available to reimburse employers at a rate of \$100 a day for the five days participants will be away from their work site to participate in the program.
5. Process travel reimbursements for participants in your region. OVEC will provide you with a list of participants eligible for reimbursement after each session. Participants should be reimbursed in accordance with your mileage rates.

Alicia, Molly, or I will be happy to answer any questions you may have about the program. You can reach Alicia at asells@ovec.org and Molly at msullivan@ovec.org.

OHIO VALLEY EDUCATIONAL COOPERATIVE
JOB DESCRIPTION

REGIONAL LEADERSHIP MENTOR

OVEC is hiring five Regional Leadership Mentors to work with early childhood leaders from public, community-based/private, and Head Start program who will apply to be a part of the new Super Stars Leadership Academy. Regional service areas for the Super Stars Academy are aligned with the structure of the Kentucky Department of Education's Early Childhood Regional Training Centers. A map depicting the regions is available [here](#). Applications will be accepted from those interested in serving one or two regions. Eighty-five contract days available for work with one region; 170 contract days available for work with two regions.

PROJECT: Race to the Top Early Learning Challenge Leadership Academy Project

RESPONSIBLE TO: OVEC Leadership Development Mentor

MINIMUM QUALIFICATIONS: Master's Degree in Early Childhood Education or Elementary Education preferred but experience in preschool or community-based childcare may substitute. Must have excellent communication and organizational skills. Experience in supervision, coaching, and mentoring desired. Must have knowledge of and experience in leadership training and development, and understanding of Kentucky's STARS/TQRIS program, NAEYC standards, and Kentucky Early Childhood Standards. ECE-TRIS Trainer Certification desired.

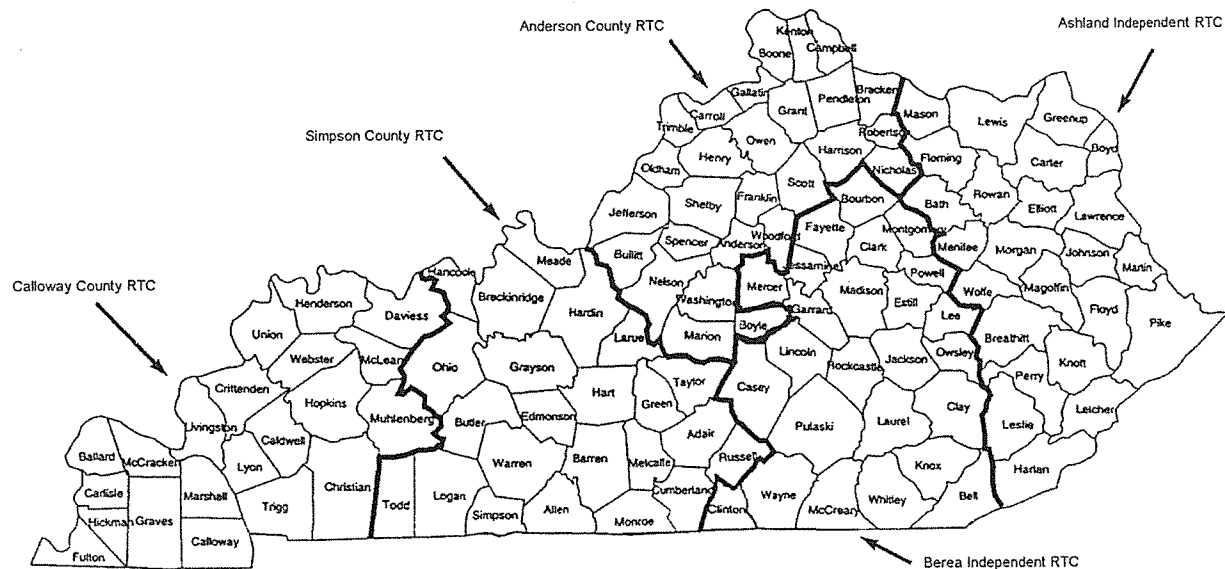
The Regional Leadership Mentors must be able to stand, sit, bend, and walk for periods of time to meet job requirements. Must possess a valid driver's license, automobile liability insurance and have reliable transportation as travel between multiple sites may be required.

GENERAL RESPONSIBILITIES: Support 25 regional participants of KY Super Stars Leadership Academy (mentees) as they learn and apply new strategies in their classroom, center, and community.

SPECIFIC RESPONSIBILITIES:

- Support mentees as they set goals to increase leadership in the classroom, center, community and individually define what success looks like at the end of the Leadership Academy.
- Work with mentees to develop an action plan that will help them meet their goals, including tasks, timelines, resources, and monitoring.
- Communicate regularly with mentees, in groups and individually through visits, emails, and phone calls. Mentors should be adaptable and flexible to meet the needs of mentees.

Kentucky Early Childhood Regional Training Centers



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Kentucky Super Stars Leadership Academy (8-18-16)

Event/Timeframe	Expected Outcomes	Leadership Themes/ Sample Activities	Content Themes/ Sample Activities	Measurement & Deliverables
Statewide Convening 1	<p>Participants are inspired to become a leader in early childhood.</p> <p>Participants understand the intent and structure of the Kentucky All STARS Leadership Academy and begin to form a community of practice.</p> <p>Participants & mentors establish rapport.</p> <p>Participants build a shared understanding of personal leadership.</p> <p>Participants begin to build a shared understanding of best practices in EC, based on the Kentucky All STARS domains, NAEYC DAPs, and KY Early Childhood Standards.</p> <p>Participants meet and interact with leaders in KY Early Childhood Education.</p>	<p>Personal Leadership: -Styles/Personalities -Reflecting -Goal-setting</p> <p><u>Sample Activities:</u> Participants hear a keynote address on leadership and best practices in early childhood.</p> <p>Participants engage in a fun activity to assess their leadership styles (such as "True Colors"); model will be used throughout the year.</p> <p>Participants attend short sessions on reflecting and goal setting; are asked to practice.</p>	<p>Kentucky All STARS Domains (with NAEYC DAP and KY ECS integrated) -Child Development -Teaching & Learning -Working with Families -Creating the Environment</p> <p><u>Sample Activities:</u> <i>Participants hear a keynote address on leadership and best practices in early childhood.</i></p> <p>Participants engage in rapid-cycle round table discussions with leaders in four Kentucky All STARS domains.</p> <p>Participants participate in breakout sessions on two STAR domain "majors" and participate in breakout sessions provided by KY leaders (two areas chosen in consultation with their mentor). Session will be designed to maximize active engagement.</p> <p>Participants are provided with "anchor texts" for each domain.</p>	<p>Participants are asked to evaluate the Convening (Guskey level 1 evaluation)</p> <p>Participants are asked to complete a reflection about their learning (Guskey level 2 evaluation)</p> <p>In consultation with the mentors, participants begin to develop individual action plans that integrate their learning in leadership and content.</p>

Event/Timeframe	Expected Outcomes	Leadership Themes/ Sample Activities	Content Themes/ Sample Activities	Measurement & Deliverables
Participants implement their action plans with support from mentors and plan for Regional Training 2 (individual, small group, or regionally; includes in person and virtual)				
Regional Training 2				
Participants strengthen their community of practice by learning together and sharing successes and challenges.	Community Leadership: -Networking Skills -Advocacy Skills	Kentucky All STARS Domains – implementation focus.	Participants are asked to evaluate the Training (Guskey level 1 evaluation)	
Participants build a shared understanding of community leadership.	<u>Sample Activities:</u> Participants engage in round-table discussions with community leaders from their region, using a guide with questions and “look fors.”	<u>Sample Activities:</u> Participants learn a protocol for providing feedback to others.	Participants are asked to complete a reflection about their learning (Guskey level 2 evaluation)	
Participants deepen their understanding of best practices in EC, based on the Kentucky All STARS domains, NAEYC DAPs, and KY Early Childhood Standards.	Participants interact with a community leader to identify one or two goals to advocate for EC quality in their region.	Participants present a content-related portion of their action plan to others and receive feedback.	Participants refine/extend their individual action plans to incorporate new learning and feedback from peers.	
Participants strengthen their action plans	To vary by region – participants may ask for additional new learning or deeper learning on 1-4 of the STAR domains.	Participants begin planning for Cohort 2	Participants work as a regional group to develop an action plan for their region, and get feedback from community leaders.	
Participants begin evaluating their experiences as a way to plan for cohort 2.				

	<p>Cohort 2: Same as October 2016 unless altered by Cohort 1.</p>	<p><u>Sample Activities:</u> Lead or co-lead sessions on reflecting and goal setting; support Cohort 2 participants' practice.</p>	<p><u>Sample Activities:</u> Lead or co-lead rapid-cycle round table discussions in four Kentucky All STARS domains.</p>	<p>Cohort 2: Same as October 2016 unless altered by Cohort 1.</p>
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