





Centre-Based Leadership Team Development: Phases towards Program-Wide Implementation



Mission Statement: *By providing access to the right supports at the right time, ASaP builds upon the skills knowledge and confidence of educators to ensure the meaningful participation and inclusion of all children*

Phase 1 New 	Phase 2 Emerging 	Phase 3 Established (PWI) 	Phase 4 PWI with Demonstration Room 
<p>Professional Learning (PL) Participated in all ASaP modules (Universal, Targeted, Intensive and Leadership)</p> <p>Coaching Support site lead/educator in their relationship with coach and setting learning goals Plan for out of ratio debrief</p> <p>Monitoring Familiar with TPOT observation and goal setting processes</p> <p>Leadership Team Minimum of 3 members identified</p>	<p>Professional Learning New staff attend ASaP modules Participate in Leadership modules</p> <p>Coaching Active participation in reflective practice meetings</p> <p>Monitoring Increased awareness of strengths and areas for growth</p> <p>Leadership Team Team meets regularly Leadership team develops a Program-Wide Implementation (PWI) action plan, e.g.: to transfer learning goals to all rooms, share resources with families, support “navigation” for child-specific needs.</p>	<p>Professional Learning Engage in e-learning refreshers</p> <p>Coaching Implementation checklists support use of pyramid practices through mentoring staff in all rooms. Focus on practices needed to meet criteria for fidelity (high quality demonstration)</p> <p>Monitoring Data informs centres growth, decision making, and action plan</p> <p>Leadership Team Established team demonstrates action towards PWI action plan Pyramid practices are embedded into all staff meeting reflections and centre learning plans. Centre is guided by an inclusive policy</p>	<p>Leadership Team Site lead successfully meets criteria for implementing TPM practices with fidelity:</p> <ul style="list-style-type: none"> ○ Overall TPM practices at or above 75% ○ All TPM practices at or above 50% <p>Established leadership team implements a detailed PWI plan, centre wide, that communicates a clear vision to support:</p> <ul style="list-style-type: none"> ○ family engagement, ○ peer support/coaching to all staff in use of navigation process to access to supports/resources for child-specific needs. ○ Hiring, orientation and ongoing professional learning practices reflect a commitment to uphold inclusive policy and sustain quality inclusion for all children and families.