



NonViolence in the Lives of Children Project

Creating a Quality Team Community

*“ If you want one year of prosperity, grow grain.
If you want ten years of prosperity, grow trees.
If you want one hundred years of prosperity, grow people*

-Chinese Proverb

By Wilma Gold
NonViolence in the Lives of Children Project Inc.

K W L Chart:

Know

Want to know

Learned

Know	Want to know	Learned



My Role as a Leader

- Director/Site Supervisor
- Head/Lead Teacher
- Teacher
- Aide/Assistant Teacher



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Seven Habits of Ineffective People

- *Be reactive: doubt yourself and blame others*
- *Work without any clear end in mind.*
- *Do the urgent thing first.*
- *Think win/lose.*
- *Seek first to be understood.*
- *If you can't win, compromise.*
- *Fear change and put off improvement.*

Steven Covey

Principle-Centered Leadership



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Respectful Leadership

- Observe staff looking for strengths
- Ask questions
- Public acknowledgement of accomplishments
- Give opportunities for individuals to take a leadership role
- Set individual goals collaboratively with each staff member
- Engage all staff in a collaborative process for center goal setting and problem solving
- Ask for feedback



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Goals for Your Program

- Quality staff
- Teacher retention
- Energized, Creative Teachers
- Collaboration
 - Among Staff
 - With Families
- Respectful Problem Solving
- Ongoing Professional Development

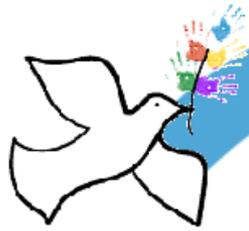


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Shared Vision

The Starting Place

- Center Vision & Individual Vision
- Engage the staff in the process
- Share the negotiable
- Clearly state the non-negotiables
- Collaborative writing



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Motivation

- Staff Meetings
 - Fun Activities
 - Honoring all individuals
 - Opportunity to work in teams to create something
 - Go ‘rounds (question that everyone answers)
 - “Getting to know each other” activities
- Team planning time
- Opportunities for socializing
- Asking for in-put
- Sharing responsibilities (watch this one)



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Creating a Supportive Environment

- Physical environment
- Time to talk and plan together in teams
- Listening attentively
- Asking questions
- Create a system of peer mentoring
- Supporting staff when talking with families
- Engage families in honoring staff



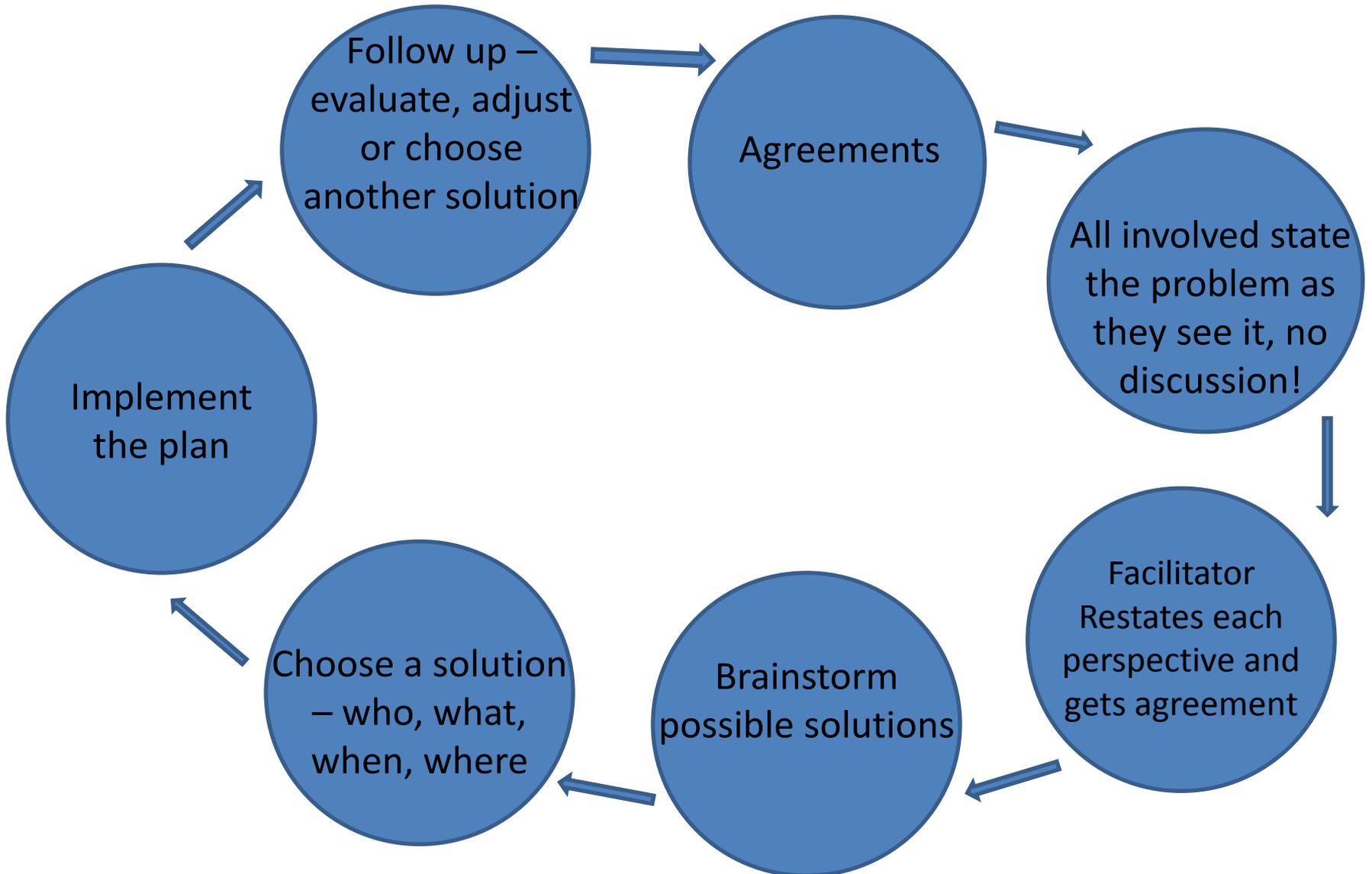
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Handling Challenges

“Not everything that is faced can be changed but nothing can be changed until it is faced.”
- James Baldwin

- Trust
- Honesty
- Shared Vision
- Willingness to engage in a problem solving process
- Choosing a plan
- Evaluation of the solution
- Celebration

Problem Solving Model





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Conclusion

- “KWL”
- Questions
- Share one thing that you will begin on Monday morning