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.
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<tr>
<th>Know</th>
<th>Want to know</th>
<th>Learned</th>
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K W L Chart:
My Role as a Leader

- Director/Site Supervisor
- Head/Lead Teacher
- Teacher
- Aide/Assistant Teacher
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
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
Goals for Your Program

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

Agreements

All involved state the problem as they see it, no discussion!

Facilitator Restates each perspective and gets agreement

Brainstorm possible solutions

Implement the plan

Choose a solution – who, what, when, where

Follow up – evaluate, adjust or choose another solution
Conclusion

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