



## A NEWSLETTER FROM YOUR TECHNICAL ASSISTANCE CENTER at Prevent Child Abuse-New Jersey

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Supporting Hudson, Essex, Mercer, Middlesex, Monmouth, Ocean & Somerset Counties

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## HARNESSING THE POWER OF LEADERSHIP IN EARLY CHILDHOOD EDUCATION

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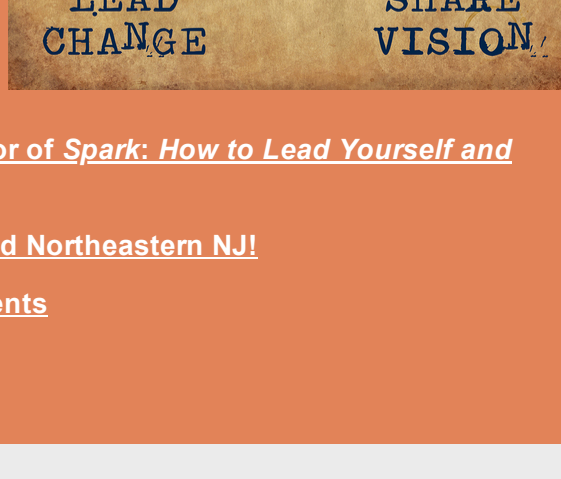
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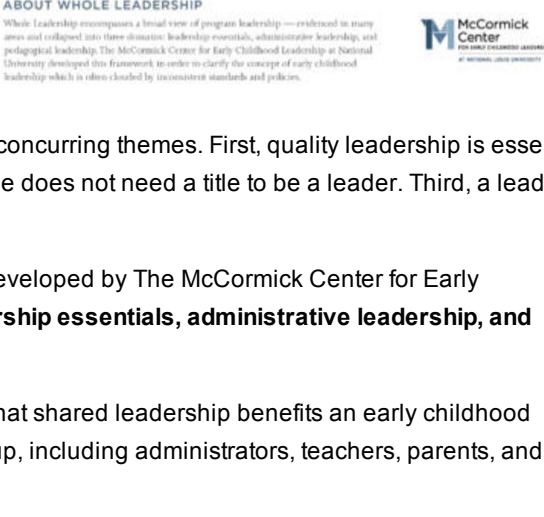
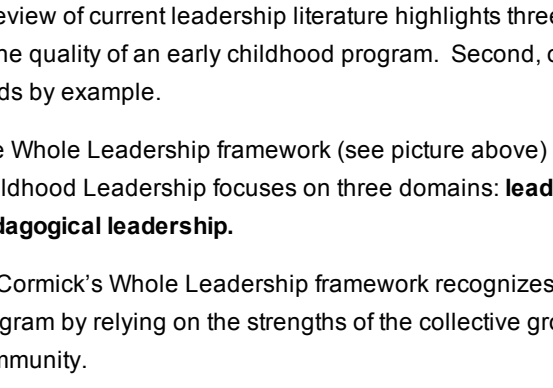
### The Importance of Effective Leadership in the Grow NJ Kids Process

Strong leadership is integral to the Grow NJ Kids process, and to the Quality Rating and Improvement System (QRIS) as a whole. It is essential for leaders heading the process of quality improvement to have a clear vision of what they are trying to achieve, be well informed about the requirements and engage in transparent, reflective interactions and decision making with the people with whom they work. Where do you see leadership in your program?

The content of this newsletter will introduce you to different resources that can help with assessing your leadership style and also fostering leadership within yourself and others.

## A Framework for Leadership

### Whole Leadership Framework FOR EARLY CHILDHOOD PROGRAMS (BIRTH TO THIRD GRADE)



A review of current leadership literature highlights three concurring themes. First, quality leadership is essential to the quality of an early childhood program. Second, one does not need a title to be a leader. Third, a leader leads by example.

The Whole Leadership framework (see picture above) developed by The McCormick Center for Early Childhood Leadership focuses on three domains: **leadership essentials, administrative leadership, and pedagogical leadership.**

McCormick's Whole Leadership framework recognizes that shared leadership benefits an early childhood program by relying on the strengths of the collective group, including administrators, teachers, parents, and the community.

To read more about this framework please visit <https://mccormickcenter.ni.edu/library/whole-leadership-a-framework-for-early-childhood-programs/>

## What Does a Leader Look Like?

What does a leader look like? Do you picture a buttoned up professional in a suit? Do you picture CEOs and Presidents? Or, do you think of yourself, and the people with whom you work? A review of literature emphasizes that not only can anyone in an early childhood program become a leader, but that, it is essential to team development and overall program efficacy. According to Peter Handal, Chief Executive of New York City-based Dale Carnegie Training, a leadership-training company, "our research indicates that what really matters is that leaders are able to create enthusiasm, empower their people, instill confidence and be inspiring to the people around them".

Courtney Lynch and Angie Morgan, founders of Lead Star, a leadership development firm and co-authors of the book *Spark: How to Lead Yourself and Others to Greater Success*, discuss three leadership myths:

### Myth 1: Leaders are born

Leadership is a set of skills that one can develop, no one is born a leader.

### Myth 2: Leaders trust their instincts

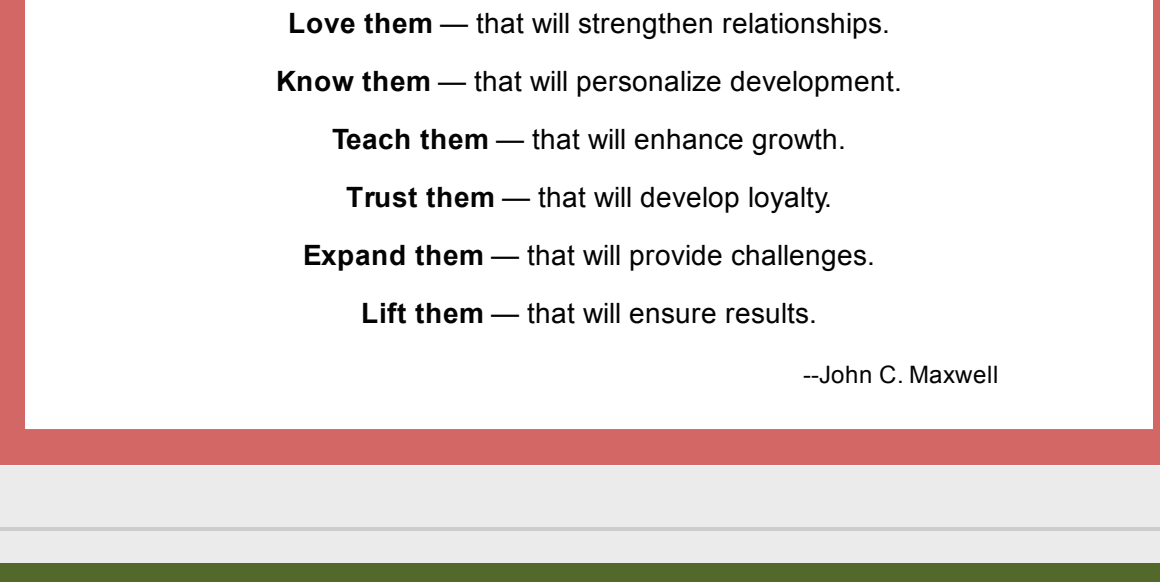
Leaders do not react without thinking things through.

### Myth 3: A title makes you a leader

A title has never made anyone a leader. There is a difference between a boss and a leader, and anyone can choose to lead.

For more information on *Lead Star* or *Spark*, please visit <https://leadstar.us/>. Scroll down for an interview with Angie Morgan, co-founder of Lead Star for insights on leadership.

## What Leadership Skills Do You Have?



Effective leaders periodically take stock of personal strengths and evaluate areas of growth as they work towards building leadership in themselves and the people with whom they work. Links to a few online tools that can help you evaluate your leadership skills and areas of strength are listed below:

<http://www.bankableleadership.com/AssessmentEntry.aspx>

[https://www.mindtools.com/pages/article/newLDR\\_50.htm](https://www.mindtools.com/pages/article/newLDR_50.htm)

John Maxwell's book *Developing the Leader Within You* highlights staff development as the most important lesson of leadership. He recognizes that organizations cannot grow without the help of the team, and he provides a recipe for leaders to develop their staff.

## Recipe for Staff Development

**Believe in them** — that will encourage risk.

**Show them** — that will build respect.

**Love them** — that will strengthen relationships.

**Know them** — that will personalize development.

**Teach them** — that will enhance growth.

**Trust them** — that will develop loyalty.

**Expand them** — that will provide challenges.

**Lift them** — that will ensure results.

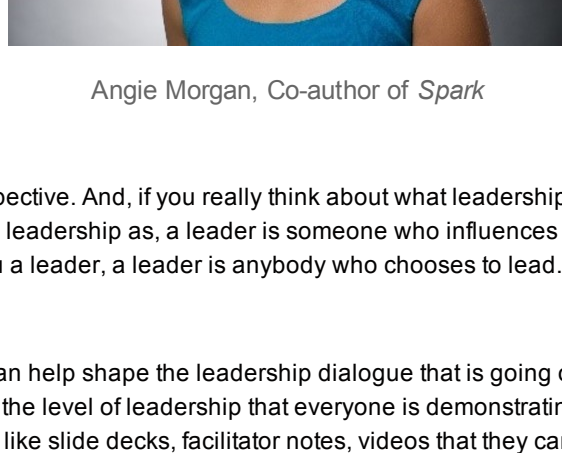
--John C. Maxwell

## Excerpts from an interview with Angie Morgan, co-author of the book *Spark: How to Lead Yourself and Others to Greater Success*

Interview conducted by Sweta Patel, TA Specialist at Prevent Child Abuse-NJ

### About the "Spark" concept

"My business partner Courtney and I used to live together in the Marine Corps. The Spark concept really comes from this idea that Courtney and I have, which is, professionals spend so much time developing their education, developing their experiences, building up their network, often, missing in that professional development equation is the fundamental leadership skills development that we both had the fortune of learning in the Marine Corps".



Angie Morgan, Co-author of *Spark*

### Difference between Spark and other leadership tools

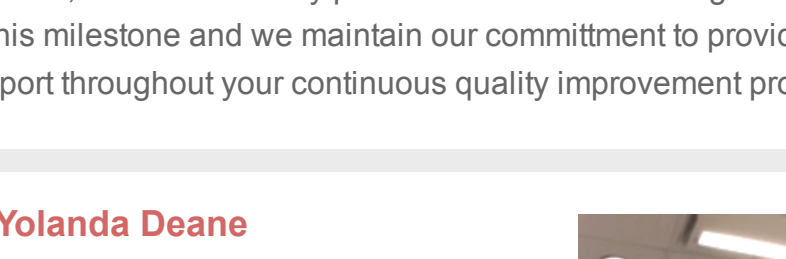
"Spark is different; we approach it from a behavioral perspective. And, if you really think about what leadership is, it is a behavior, it's how you engage others. We define leadership as, a leader is someone who influences outcomes and inspires others. So a title doesn't make you a leader, a leader is anybody who chooses to lead."

### Applying Spark to the GNJK process --

"By using Spark directors can get a lot of resources that can help shape the leadership dialogue that is going on in their center. They probably play the most critical role in the level of leadership that everyone is demonstrating. We made it very easy for people to take all the resources, like slide decks, facilitator notes, videos that they can just put in front of their groups and discuss during lunch and learn sessions".

To read the entire interview [click here](#) and to learn more about the Spark experience and the free online resources available, please visit <https://sparklead.us/>

## Time to Celebrate!!! Recently Rated Programs in Central and Northeastern NJ!



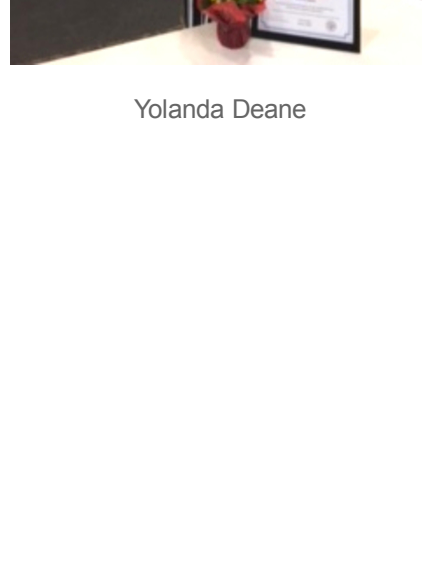
Congratulations to all of our partner centers and family childcare providers that recently achieved their star rating! Your success, growth, and commitment to quality exemplifies true leadership and teamwork and you are an inspiration to all of those who are working to reach the stars.

At the TA Center, we are incredibly proud to have worked alongside you as you've reached this milestone and we maintain our commitment to providing ongoing support throughout your continuous quality improvement process.

### 5 Stars for Yolanda Deane

#### Family Child Care Provider in Hudson County

Ms. Deane is the first 5-star program in Hudson County and the second Family Childcare Provider within NJ to achieve 5-stars. Congratulations on this outstanding accomplishment!



Yolanda Deane

### 4-Star Programs

**Beachwood Nursery School**, Ocean County  
**Better Beginnings Child Development Center**, Mercer County  
**Happy Hours Learning Center**, Monmouth County  
**Reino Magico Day Care Center**, Hudson County  
**Sandy Lane Nursery School**, Essex County

### 3-Star Programs

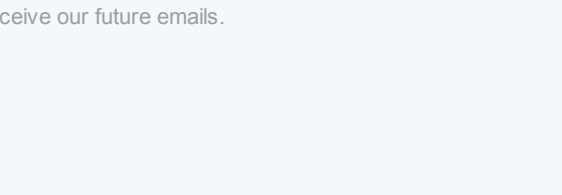
**Apples & Books Learning Center**, Somerset County  
**Chiki Day Care Center**, Hudson County  
**Cranbury Presbyterian Nursery School**, Middlesex County  
**Monmouth Day Care Center**, Monmouth County  
**St. Paul's Centenary United Methodist Day Care Center**, Essex County

Click here to learn about upcoming GNJK TA Center Events

**Prevent Child Abuse-NJ (PCA-NJ)** operates a broad range of preventative services designed to support the improvement and quality of professional workforces and programming, resulting in significant positive impacts on family functioning and health in all 21 counties. PCA-NJ programs include:

- Grow NJ Kids TA Center
- Healthy Families
- Parents as Teachers
- Parent Linking Program
- Enough Abuse
- The Period of Purple Crying
- Human Trafficking Prevention
- Middlesex County Council for Young Children
- Essex Pregnancy and Parenting Connection
- Parent Education and Technical Assistance

For more information visit [www.preventchildabusenj.org](http://www.preventchildabusenj.org)

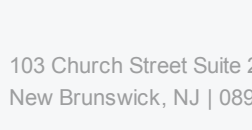


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