

Supporting Pedagogical Leadership Practice in ECEs

New Brunswick Francophone Team Prototype
Atlantic Canada ECE Lab Round 1



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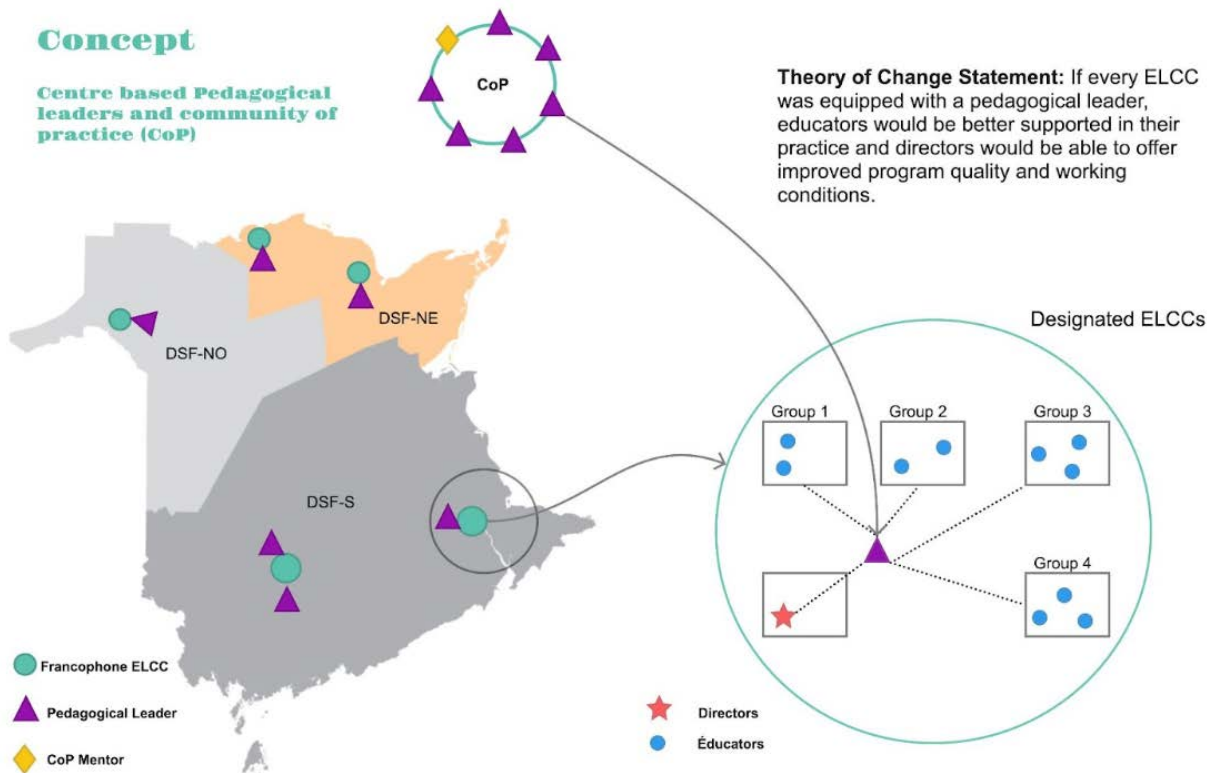


Introduction

As part of the Round 2 ECE lab, the NB francophone team developed and tested a Community of Practice (CoP) for ECEs to build pedagogical leadership skills within teams. The CoP was led by a subject matter expert who led in a mentorship capacity and participating educators were peer-nominated following a centre-wide ½ day professional development session on Pedagogical Leadership. The prototype was offered to include ECEs from small and larger centres across the main francophone school district zones. Below is a visual of the initial concept.

Concept

Centre based Pedagogical leaders and community of practice (CoP)





When to use this prototype

Use this prototype to:

- Support ECEs in developing pedagogical leadership skills
- Grow a Community of Practice for emerging and established pedagogical leaders working in ELCC settings
- Exchange ideas and best practices on early learning pedagogy in a mentor-led and peer-based setting

How to Prototype a Pedagogical Leadership CoP in Your Centre

Step 0 Read the Short Report about this prototype in the ECE Lab

[Read the Short Report ↗](#)

Step 1 Identify participants and organizing team / partners

- Define your criteria for participating centres and/or Educators within your centre
- Develop and send an RFP to hire a CoP mentor with training in early learning and child care pedagogical leadership

Step 2 Recruit participants and hosts

- Develop promotion and marketing for the CoP clearly stating its purpose, goals and timeline
- Select mentor/ consultant with subject matter expertise in pedagogical leadership and awareness of your provincial curriculum
- Invite interested centres to participate
- Create simple application process for interested centres
- Select participating centres
- Create a peer nomination process that centres can share with their teams. This is an alternative to having directors or senior staff have the sole decision making power in determining who should be a pedagogical leader.



Step 3 Design your offering

- Pre-interviews with participants is a good opportunity to gauge current understanding of pedagogical leadership and what they hope to get out of the CoP experience.
- Work with hired consultants to incorporate learning goals and feedback collected through pre-interviews.
- Consider hosting a centre-wide PD opportunity so educators can learn about what pedagogical leadership is before engaging in a peer nomination process for selecting participating ECEs into the CoP

Step 4 Design post evaluation questions

To better understand the effectiveness or impact of your prototype and how to improve it for future iterations.

Pre and Post Interview Question Samples

Pre-interviews with selected participants:

1. To start, could you share what your experience has been with pedagogical leadership in early childhood contexts?
2. Have you ever been mentored or received specialized support in early childhood pedagogy?
3. What impact do you hope that the pedagogical leadership training will have on your colleagues and the work you do with children?
4. Who do you turn to to get support or advice when you have questions or a challenge to overcome? Do your co-workers ever turn to you for support?
5. What type of support would you need to develop your pedagogical practice/ leadership in early childhood care and learning?
6. How do you think integrating support from a pedagogical leader in your centre would support you at this time in your career?
7. How often do you have a chance to self-reflect on your pedagogical approach?
8. Can you share some of your learning goals as an educator/ educator support person? In which areas would you like to develop your practice as a pedagogical leader?



Post interviews with CoP participants and Directors/ Centre Leaders:

1. What were your overall impressions of the CoP experience? What has stuck with you since this experience?
2. What has been the impact on you or your practice?
3. What has been the impact on your work environment?
4. Over the last 2 months, have you noticed a change in your own attitude towards your work or your professional aspirations in ECE?
– (If you noticed a change) How has this affected your interest in pursuing professional development opportunities in early childhood care and learning?
5. What were you hoping to get out of the CoP experience that you didn't get in the end?
6. Would you recommend this to other centres or educators?
7. Would you recommend that the participants are selected through a peer-nomination process to participate in the mentor-led CoP?
8. In your opinion, what would be the impact of having a dedicated pedagogical leader in your centre that works 50% on the floor and 50% supporting other ECEs in their practice? Is that something that would interest you?