ROWAN UNIVERSITY'S COLLEGE OF EDUCATION:
Early Childhood Leadership Institute

LEADING WITH PURPOSE: BUILDING TRUST, STRENGTHENING TEAMS AND ELEVATING PROGRAM QUALITY

Jen Cortes, M.S.

"Some content in this training was created in collaboration with Copilot, using a series of iterations with ECLI staff"

ECLI's Mission: *To develop and support early childhood , human services, and education professionals and leaders to build national and in-state capacity through continuous quality improvement*

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Leading with Purpose:

Building Trust, Strengthening Teams, and Elevating Program Quality



Session Objectives:

1. Explore leadership styles and effective practices
2. Strengthen communication and decision-making skills
3. Support reflective leadership

Finish the Sentence:

Leadership is not about _____.

Leadership is about _____.





(Adapted from Covey, 2022)

TRUST

...is a two-way street



It is possible to have two trustworthy people working together and to have no trust between them.

How 

...if neither person is willing to extend trust to the other.

(Covey, 2022)

TRUST

“I prefer to give my trust a hundred times and risk being disappointed two or three times than to live perpetually in an atmosphere of distrust.”

- Carl Freudenberg, Founder of The Freudenberg Group



Trust your Team



(Sinek, 2023)

Team Trust Index

- Use the QR code to access the survey.
- Take 5 minutes to answer the questions.
- Check your email for look over the results (if able).
- Then, share amongst your colleagues at your tables:
  - Anything suprise you? Any insights?
  - What could you do to communicate greater trust while still maintaining accountability?
  - How might you be more trusting with each staff member?

Trust how you lead:



- Clarify expectations
- Communicate your trust to others
- Hold yourself accountable
- Know the impact of trust…
  - People rise to the occasion and perform better
  - People develop new capabilities
  - People reciprocate and return the trust

(Covey, 2022)

Clarify Expectations

Example: A center director wants to improve family communication. Rather than creating a policy alone, she brings lead teachers together to discuss what timely communication looks like, how quickly families should receive responses, and the best methods for sharing updates. Together, they agree on expectations and a communication plan.



(Covey, 2022)

Communicate Your Trust to Others

Example: A teacher has shown strong relationships with families and excellent organizational skills. The director asks that teacher to lead planning for the center's family engagement night and says:

"I trust you to lead this event because you've consistently built strong relationships with families and have great ideas. I know you'll do an excellent job."



(Covey, 2022)

Hold Yourself Accountable

Example: The director introduces a new classroom observation schedule but misses several observations due to competing priorities. At the next staff meeting, she says:

"I asked all of us to follow this schedule, and I haven't been consistent myself. That's on me. Here's how I'll adjust my calendar to make sure I follow through."



(Covey, 2022)

Know the Impact of Trust

People Rise to the Occasion and Perform Better

Example: *A director gives a newer teacher responsibility for leading a curriculum planning meeting. With support and encouragement, the teacher prepares thoroughly and facilitates a successful meeting.*

People Develop New Capabilities

Example: *A director encourages an assistant teacher to mentor a new staff member. The experience helps the assistant teacher develop coaching, communication, and leadership skills.*

People Reciprocate and Return the Trust

Example: *Because staff feel trusted to make classroom decisions, they are more willing to step up during staffing shortages, volunteer for committees, and support center-wide initiatives.*

(Covey, 2022)

Strategies for trusting your team and how you lead:

- ✓ Assume positive intent
- ✓ Ensure your style is aligned with your intent

“A good intention with a bad approach, often leads to a poor result.” Thomas Edison

(Covey, 2022)

At your Tables...



Use the notes you jotted down and share with your tablemates for how your:

- Clarify expectations
- Communicate your trust to others
- Hold yourself accountable
- Know the impact of trust...
  - People rise to the occasion and perform better
  - People develop new capabilities
  - People reciprocate and return the trust
- Capture additional ideas you want to take with you to your *Guided Notes Sheet*

Resources

Covey, S. (2022). Trust and inspire: How truly great leaders unleash greatness in others. New York, NY: Simon & Schuster.

Sinek, S. (August 4, 2023). How do we actually build trust in our teams? Retrieved from https://www.youtube.com/watch?v=08RU6oiFTdg