# **Leadership SIG Meeting**

**Friday, January 13, 2017**

3:00 – 4:00 pm eastern

MEETING NOTES

1. **Welcome and Introductions**

*Participants: Kim Sopko, Shannon Hankins, Sarah Nichols, Nancy Surbrook, Elizabeth Beavers*

*Shannon was welcomed as a new co-leader.*

1. **Updates**
   1. Conference Call for Proposals available at <http://www.decconference.org/call-for-proposals-2017> Submission **deadline is January 31, 2017**
   2. Facebook (568 followers) Twitter (226 followers)
   3. Wiggio is no longer functioning. Folders of information from the Leadership SIG are now stored on google docs
2. **Leadership SIG Current Projects** 
   1. National SIG Survey article (Deb Bruns) *Article is almost in final form to submit for publication. If anyone has good ideas of journals to submit this article to, please email* [*kimberlysopko@gmail.com*](mailto:kimberlysopko@gmail.com)
   2. Conference proposal (Shannon Hankins) *There was previous discussion to create a proposal on Leadership for Early Career Professionals, this group decided to hold a Leadership SIG meeting at the conference instead and try to target Early Career Professionals*
   3. Web-Conversations (Anne Marie Davidson)  *- no report, if you have ideas for topics, please contact Anne Marie, Kim, or Shannon*
   4. Social Media – anyone interested in posting to Facebook and Twitter for Leadership SIG, email [kimberlysopko@gmail.com](mailto:kimberlysopko@gmail.com) to receive account sign in and password so that you can post as the Leadership SIG  *-Nancy Surbrook will help with Twitter and will look on Pinterest for things to share via twitter or facebook focused on leadership \*Kim needs to send Nancy login/password information*
3. **Other Leadership Projects** (Member sharing)

*Sarah – As part of Illinois’ SSIP, Illinois is piloting leadership teams in three system points of entry (there are 25 system points of entry in the state); The Bureau of EI, Illinois EI Training Program (EITP), and other state partners have worked with local leaders to recruit leadership team members who recognize the importance of evidence-based practices and have an interest in being a part of and leading systems building and change efforts in the state. Some of the challenges are the uniqueness to various regions of the state, and the state as vendor system so that adds challenges to teaming and collaboration. One of the objectives with this initiative is that professionals will be able to receive supports and ongoing professional development from local systems points of entry.  Our hope is that local leadership team will be able to support the local implementation of evidence based practices and will ultimately have a direct impact on outcomes for children and families.  Question for SIG members: Does anyone have any experience with anything like this where they can share a curriculum, or how to, or tips for engagement and support? This work is being tied to SSIP with instructions and supports and hope to capture data.  Activities that have been completed (or will be completed to support this initiative) include:  A joint meeting with local team leaders and EITP staff took place with ECTA folks who facilitated a discussion about child outcomes; periodic meetings are being held with leadership team members and still working to recruit providers for some of the local teams, planning to hold a conference with a leadership theme (Michael Barla was chosen to be keynote); These efforts are a joint effort with state level support and came about as a result of some SSIP goals and EITPs interest in tying knowledge about evidence-based practices to PD initiatives as outlined in Dunst’s recent article:*[*http://journals.lww.com/iycjournal/Fulltext/2015/07000/Improving\_the\_Design\_and\_Implementation\_of.2.aspx*](https://urldefense.proofpoint.com/v2/url?u=http-3A__journals.lww.com_iycjournal_Fulltext_2015_07000_Improving-5Fthe-5FDesign-5Fand-5FImplementation-5Fof.2.aspx&d=DwMFaQ&c=8hUWFZcy2Z-Za5rBPlktOQ&r=yKqwp6Bn1jUmi4wISv8RcPKiCbW_Mug2F7Sbg0tL_aI&m=cWYu0bjI4tROdQ_rAEkNyZm52OEVnDIwiee-q53APH8&s=3EZbf-famVSkuons3PhqxDKWMhegooQRsEJkQEy81XY&e=)

*Nancy – they are also talking about the Dunst article in Michigan and moving in a similar direction as Illinois, would like to connect with Sarah outside of the SIG call. (GREAT COLLABORATION SIG MEMBERS!)*

*Discussion about dealing with Micro-Managers – most important is time and trust, building the relationship, asking clarifying questions, communicate well on what you are doing and what you are not doing and being very clear. Micro-managing is usually because of a lack of trust in others, self-perception that it is easier to do themselves. If you are hired into a position that didn’t exist before, it might be that person is used to doing all the work before and has a hard time letting go. Consider recognizing the “love language” that the person responds to. There is a resource called Employee Engagement that breaks down what is important*

*Resources shared by members:*

*1. Employee Engagement 2.0 by Kevin Kruse – How to motivate your team for high performance*

*2. Pinterest links -* [*https://www.pinterest.com/explore/leadership-quote/*](https://www.pinterest.com/explore/leadership-quote/) *and* [*https://www.pinterest.com/explore/leadership-development/*](https://www.pinterest.com/explore/leadership-development/)

*3. Dunst article-*

*Dunst, C.J. (2015). Improving the Design and Implementation of In-Service Professional Development in Early Childhood Intervention, Infants and Young Children, 28 (3), 210-219.* [*http://journals.lww.com/iycjournal/Fulltext/2015/07000/Improving\_the\_Design\_and\_Implementation\_of.2.aspx*](http://journals.lww.com/iycjournal/Fulltext/2015/07000/Improving_the_Design_and_Implementation_of.2.aspx)

1. **Future Meetings**
   1. Frequency *– decided to hold quarterly meetings as a large group with small group activities adding calls as necessary*
   2. Format (conference call vs. zoom) – *look into using GoToMeeting as an option to share visuals (like article, links, etc) but also include audio line for those who are not at a computer*
   3. Select Dates / regular occurrence – *this group decided to schedule the second Thursday at 12:00 Eastern time as our regular meeting time.* ***SAVE THE DATES*** *for 2017 meetings: March 9, June 8, September 14, October face to face meeting at DEC Conference TBD, December 14*
   4. Focus of future meetings
      1. *Keep introductions and quick, brief updates*
      2. *Open discussion - we discussed using meeting time for open discussion about topics through a leadership lens and things to help us grow as leaders; decided to survey SIG members to topics and potential guest speakers to join our meetings*
      3. *Member share – share any leadership projects going on that may lead to other networking and collaboration*
      4. *Members decided our March meeting would include a discussion on the Dunst article (refer to resources shared)*