



WELCOME TO S2L! A note from Shelly

I want to begin this first issue of our Steps to Leadership (S2L, as we are now calling it) newsletter by letting each of you know how much Joann and I enjoyed meeting with each of you during your Leadership Program meetings. ECE is a field full of interesting, intelligent, compassionate and passionate individuals, and I loved hearing your stories and gaining a better understanding of your dreams and your challenges.

My goal is to keep the concept of leadership in front of you all year long. There's an old proverb that says "What you feed grows." The idea is that whatever is receiving your attention, your thoughts, and your time is going to expand. This newsletter, the workshops and trainings, and other communication you receive from us will all

be done with the same goal—watering the leadership skills and talents that each of you possess.

This first issue, I simply want to say welcome. Please don't hesitate to contact us for any reason. We want to be a support and encouragement to you!

Future newsletter articles will focus on leadership development and will give you ideas to contemplate, techniques to try and suggestions of books to read.

I am looking forward to getting to know you and growing alongside of you throughout this year!

Shelly Mascari

LEADERSHIP THOUGHTS

Leaders are more powerful role models when they learn than when they teach.

Rosabeth Moss Kantor

A leader leads by example, whether he intends to or not.

John Quincy Adams

To learn and never be filled, is wisdom; to teach and never be weary, is love.

Unknown

UPCOMING S2L EVENTS & DEADLINES

December 3

Addressing Issues of Suspected Abuse and Neglect in Child Care Programs

6:00-9:00 Cost: \$5

January 9

Effective Communication for Today's Leaders

9:00 am-3:00 pm Cost: \$25

January 13

A Living Lake County Resource Guide

6:00-9:00 Cost: \$5

January 30

REAAYC Winter Workshop

February 1

Deadline to change step level.

February 4

Navigating the Labyrinth of Child Development Funding

6:00-9:00 Cost: \$5



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707-994-4795
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North Coast Opportunities
850 Lakeport Blvd.
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An Accurate View of You

Ten Characteristics of a True Leader

The first step to improving any skill is to perform an honest assessment of where you are. Marshall Loeb and Stephen Kindel, former managing editors of Forbes, Fortune and Money magazines, offer this list of characteristics they believe all leaders must possess. Future issues of our newsletter will delve more deeply into the characteristics, but for now, here they are for you to contemplate:

Leaders are eager. People who have the potential to be leaders do not shirk from accepting responsibility. They step forward to grab it, even when the responsibility is for an unpleasant task. Leaders look at any situation as an opportunity to showcase their abilities.

Leaders are cheerful. Okay, you don't have to walk around like an oblivious, grinning idiot, but maintaining a cheerful equilibrium in times of trouble helps everyone around you.

Leaders are honest. If you want to lead people, you have to communicate information to them directly and honestly.

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WORKSHOP SUBSTITUTION REQUESTS

Found an interesting workshop or seminar?
Can it count toward your S2L Plan?

We've received a few questions from participants about using other workshops as credit toward their Steps to Leadership program requirements. Because our primary goal with the S2L program is to make sure it really helps you achieve your goals and gain new knowledge you need, we have created a procedure whereby you can request a workshop substitution.

Here are the steps for submitting your requests:

1. Request a Workshop Substitution Request Form or download one from our website, under provider resources.
2. Complete the required information which will include the name of the organization sponsoring the workshop, date, time and a paragraph describing how it will help you achieve your professional goals.
3. Submit the application no less than 30 days prior to the date of the requested workshop.
4. The S2L Advisory Committee will review your application and approval will be granted by a majority vote.
5. After completion of the workshop, you will need to provide evidence of attending, a short summary on whether or not it met your goals, and a certification from your employer that you were not compensated for attending the workshop.

If you fail to comply with any of the requirements for substitution, your application will be invalid, and you will be required to meet the goals of your S2L plan through our regularly scheduled workshops in order to earn your stipend.

If you have any questions about this process, please feel free to contact our office.

S2L Reminders

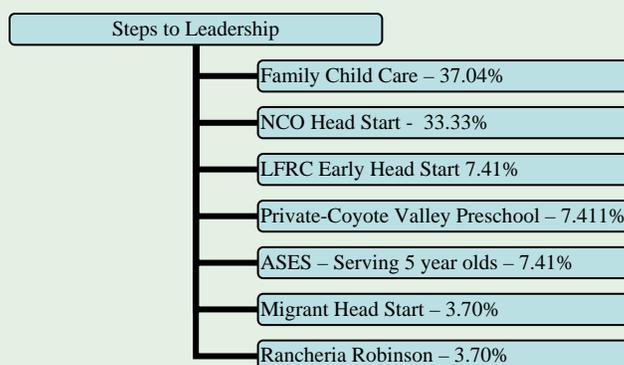
- Please make every effort to arrive at your workshops on time, and we will do our best to end on time (or maybe even early!).
- Remember to bring your binders to your workshops!
- Most of you have been doing a great job about calling us if you have an emergency or reason you can't attend a workshop. Please keep up the good work! We WANT you to earn your stipends!
- It's time for the second program leadership meetings for those in Steps 4-7. Please call or email our office to schedule your meeting to review your plan and make any necessary adjustments.

A NOTE FROM JOANN.

With the loss of FIRST 5 California funding, we were uncertain how to continue a project that provides training, professional learning standards, and improves the qualifications and stability of the early learning workforce.

Thanks to the generous support of FIRST 5 Lake county, and a new partnership with the Lake County Child Care Planning Council, we can continue to assist and inspire you in reaching your professional goals.

With reduced funding, NCO is still able to provide stipends to 27 participants enrolled in the year-long intensive leadership development program. The chart below represents the percentages of individuals in a variety of early child care settings.



It is an honor and a privilege to be working with such dedicated professionals committed to improving the quality of care for our Lake County children. My hope is that through your success you will inspire others and continue to be leaders raising the standards of professionalism in the early child care field.

Joann Matz

PERMIT RENEWALS: NOW IS THE TIME!

If your permit is up for renewal, or if you are signed up for the additional \$50 stipend for upgrading your permit, you must act quickly to take advantage of the special funding to cover the cost of your permit renewal.

The Child Development Training Consortium provides funding that pays for issuance and renewals of permits, but that funding will be going away very soon. Initially, the reports indicated it will cease the end of November 2009; however, recent reports indicate that the funding may be extended through December 2009.

Future funding will likely only cover Assistant, Associate and Teacher permits, not Site Supervisor, Master Teacher or Program Directors.

Who can renew? If your permit is due to be renewed within the next year, you can renew now. If the renewal date is more than 1 year away, you cannot renew until you are within the last year of the current permit.

Site Supervisors, Teachers and Master Teachers: To apply, go online to <https://teachercred.ctc.ca.gov/teachers/RenewableSearchProxy>, you can apply for renewal and pay for your permit. Then you will submit a form to the CDTC for reimbursement.

Assistant and Associate Teachers: Contact Jan Bailey at 707-262-4102 to get permit application materials — you must complete a paper application.

Please read Applications, Eligibility and Application Procedures to ensure understanding of each funding source and the different eligibility criteria and level of permit it funds before downloading application.

Ten Characteristics of a True Leader

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Leaders are resourceful. A good leader makes use of the resources available, even if they are inadequate to the task. Your role as a leader is to get the resources that your team needs to attain its goals, but sometimes the money, the people, and the physical resources just aren't there. Do you give up? Of course you don't. You find a way to make it work. You truly believe that in adversity lies great opportunity.

Leaders are persuasive. You're not going to get good people to follow you if you can't persuade them that doing so is in their best interest. How do you become a persuasive figure? You start out by standing for something that everyone wants, but that no one thinks is attainable.

Leaders are cooperative. Good leaders know that cooperation is actually easier than coercion. Being cooperative rather than confrontational allows you to operate from a position of strength without having to exert strength.

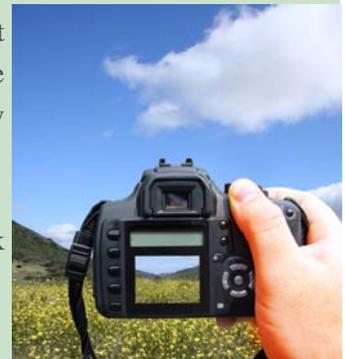
Leaders are altruistic. Altruism is a way of saying that leaders place the needs of others above their own. But altruism is more than that. It's the willingness to sacrifice for a higher cause and to put aside your own needs for the needs of the group. Altruism invests vision with a higher purpose, and that's what will breathe life into a strategic plan. Altruism is what lifts mundane execution of a mission to a higher plane.

Leaders are courageous. You have to be brave to be a leader. Leaders use planning, experience, and resourcefulness to overcome their fears so that they can anticipate most of the likely hazards and roadblocks ahead. If a leader isn't strong enough or brave enough to make a decision stick, that translates into a lack of confidence in their team.

Leaders are supportive. As a leader you are expected to be a tower of strength and to lend support to people who are weaker than you. People must know that you can be counted on.

Leaders are assertive. It's easy for leaders to weaken their position by worrying about what people think, or worrying about holding on to their leadership. This makes a leader neither brave nor assertive. Good leaders must work on their assertiveness skills, so they are willing and ready to stand up for what they believe when the time comes.

So, how did you do? I know I have a few areas to work on. Keep this list in mind, and we'll talk on it more in the months to come.



WORKSHOPS IN REVIEW: Child Find Workshop, Fundraising Opportunities, Preschool English Learners, Ready to Write

The feedback from our first four workshops has been very positive.

The Kesey Room was filled to capacity with providers eager to find out how to access the Child Find program and other resources for their children and families; and Bonnie Bonnett and Mary Prather from Easter Seals did not disappoint.

Thank you to Michael Kisslinger and Lori Gorzoli for providing a tremendous amount of information and inspiration on how to raise money for our programs and our passions at the Fundraising Opportunities workshop.

We have received overwhelmingly positive feedback on the quality of the CPIN workshops presented by Nina Marino and her CPIN associates. If you aren't familiar with the CPIN resources, watch for information on their local trainings. We partnered with them on these two trainings, but Nina has other resources and trainings available as well.