

The Pedagogical Leadership Project is supporting Pedagogical Leaders in licensed child care agencies in Greater Sudbury. These leaders are providing responsive mentoring and support for supervisors and educators, to strengthen pedagogical practices and improve employee well-being. The project aims to strengthen the Early Learning workforce by helping leaders, supervisors and educators connect with the meaning and value in their work.

### Project Measures to Date



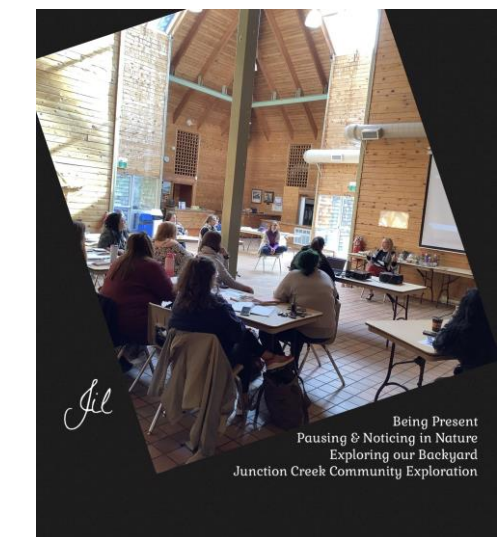
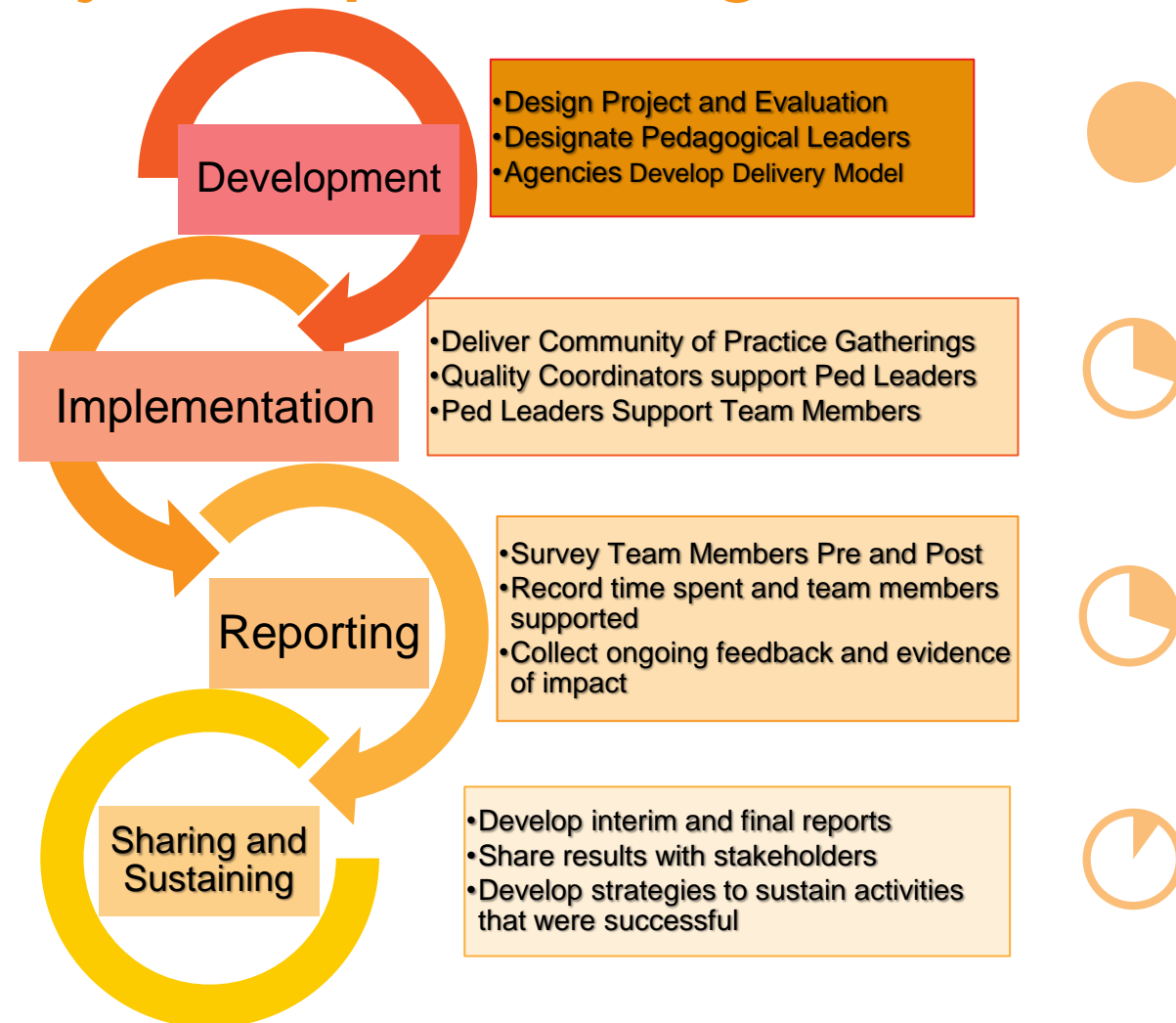
MEASURE	April-June 2022	July-Sept 2022	Oct.-Dec. 2022	Jan-March 2023
# of hours of learning & documentation by Pedagogical Leads	1453	1726		
# of hours in consultation and planning with Leadership Team	540	664		
# of hours of direct support to team members by Ped Leads	1770	2216		
# of hours of consultations with Quality Coordinators	87	82		

### Team Member Survey Results (Weighted Average out of 5)



## Documentation

### Project Steps and Progress



### Reflections and Learnings during this Quarter:

*Natalie, Jenn & Melissa (Quality Staff)*  
Our main focus this quarter has been around sharing and showcasing our work. As we continue to build relationships and learn alongside (and from) each other, pedagogical leaders were offered several opportunities to reflect and have conversations around the work they are engaged in. Pedagogical leaders were encouraged to network with each other in hopes to spark inspiration within the group and try new things. Some have brought their work forward through documentation, facilitated activities and bringing new ideas forward. We continue to be co-learners and critical friends as we explore possibilities."

*Roxanne (Ped Leader)*  
Taking on the role of Ped lead part-time while continuing my role as supervisor, my biggest lesson has been working on time management and expectations. To slow down and work on smaller goals/projects at a time. Also, being ok with modifying our timelines. Understanding that the process is about the growth as an educator that will eventually impact the programs they are leading

*Erin (Ped Leader)*  
"[My ED] has allowed me to take the time I need to reflect, gather resources, create documentation, and find that balance between onsite support and investing in my own journey. She has also encouraged me to take more time to reflect and coach our Team Leaders when it comes to pedagogical practice, leadership, and "trusting the process"... The Team Leader is the true expert of the centre and I needed to include them in the pedagogical journey to ensure collaboration and support was able to continue once I left the site - that we were all working together toward a shared vision and goal. I focused so much on getting the "buy-in" and building relationships with the Educators that I was bypassing their Team Leader - this was an integral step I skipped for months but has changed the whole dynamic of our leadership system in the most enriching and supportive way."

*Survey Respondent*  
Pedagogical leaders have the time to step back and think of different ideas to lead and help children learn as well as educators/ccws. Childcare workers and RECEs are so busy and trying to engage with all their children while sticking to routine that sometimes we forget to just take a step back and think about different approaches to learning that we could do

*Survey Respondents*  
"It's really helpful to be able to have someone to bounce ideas off of and help me get out of my own head"  
"They give us ideas, they allow us to share our creative ideas, they support us and they give us better insight when we need it!"  
"The pedagogical leader can help me by observing the children I work with and having conversations about how we can inspire them to support their learning"  
"Being pulled aside rather than talked to while in program is something I appreciate, and has been taken into consideration"