



Leadership Consultation

Leadership Consultation is designed to facilitate conversations between the site supervisor and the Quality and Contract Compliance Advisor. This is an opportunity to reflect on how your leadership role and responsibilities support the educators, children, families, and community, and how The Regional Municipality of Durham, Children's Services Division (CSD) can support you in your role. The CSD embraces continuous professional learning and reflective practice to support inclusive quality early learning and child care programs.

"How Does Learning Happen? is organized around four foundational conditions that are important for children to grow and flourish: Belonging, Well-Being, Engagement, and Expression. These foundations, or ways of being, are a vision for all children's future potential and a view of what they should experience each and every day," (How Does Learning Happen?, page 7).

The Leadership Consultation will embed these four foundations through reflective conversations, that may include the following areas of focus:

- Program successes and milestones.
- Program quality and processes.
- Partnerships and responsive relationships.
- Professional learning and reflection.
- Coaching and mentoring.
- Wellness.

Program successes and milestones

This is an opportunity to highlight the unique strengths, skills, and experiences that the team possesses and to share the program's milestones. This strength-based approach supports the team in recognizing and celebrating their successes.

Program quality and processes

This is an opportunity to collaborate with the Quality Advisor and engage in reflective practice to share the organization's perspectives on program quality. Identifying these perspectives inspires pedagogy and guides programming and processes.

Partnerships and responsive relationships

This is an opportunity to discuss how relationships are nurtured to support inclusion and foster the well-being of children, families, and educators. This reflective practice supports connections and networking within the organization and the community.

Professional learning and reflection

Engaging in professional learning and reflecting on our own experiences encourages new ways of thinking, doing and being as professionals. Building on existing skills and expanding on both the supervisor's and educator's capacity for learning contributes to individual and program successes.

Coaching and mentoring

Exploring the leadership role through discussion, leaders may recognize coaching and mentoring opportunities to support professional growth and development. Identifying areas for growth and building on one's strengths through participating in reflection can provide opportunities for quality improvements.

Wellness

Reflecting on self-care and how wellness is supported, promoted, and prioritized. By investigating and connecting health and wellness practices, leaders contribute to the well-being of children, families and community.