

Early Childhood Director Training

Martin Luther College

Fall 2020



Objectives

We will:

- Review the current statistics
- Consider the opportunities
- Consider a new program
- Consider your potential role in responding to an opportunity

Why Do
WELS Early
Childhood
Ministries
Exist?

*We will tell the next generation
the praiseworthy deeds of the
LORD,*

*His power and the wonders he
has done.*

Psalm 78:4

Why Do WELS Early Childhood Ministries Exist?

A Lutheran ECM is a significant and integral thrust of a congregation's ministry of outreach and nurture.

The Building Blocks: A Handbook for Beginning and Operating

a Christian Early Childhood Ministry, CLS 2015

Currently: 372 EC ministries (ECM)

252 part of an LES

120 free standing

11,447 children enrolled

2000: 5775 children, 2010: 10,019

372 early childhood ministries

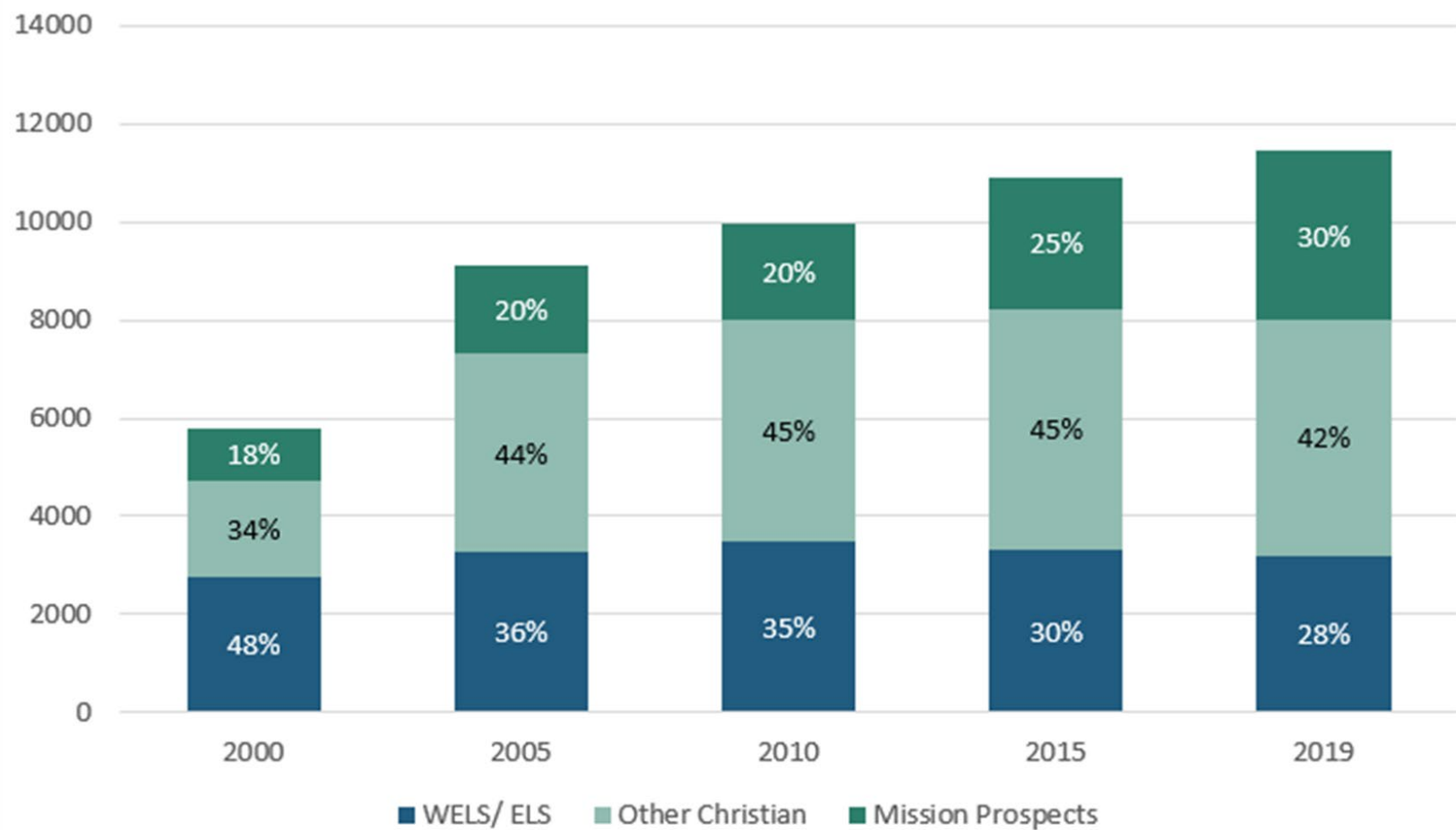
- 104 offer year-round care
- 268 only during the school year.

Average enrollment: 31

- largest-250

195 ECMs (52%) have 25 or less enrolled

ECM Enrollment



Staffing

Directors: 276

256 WELS

20 Non-WELS

Teachers: 1184

780 WELS

404 Non-WELS

PATHWAY
TO THE
WELS ECM
DIRECTOR

Director
Apprentice

Director
Training
Program

EC Emerging
Leader
Cohort



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Director Apprentice Mentoring

- Assigned as director apprentice right out of MLC
- Mentor for first two years
 - Two to three site visits per year by mentor
 - Video conferences twice a month
 - Professional development at CMM after first year.
- Embedded 3-credit MLC graduate course
- Year three – Recognized as director of the ECM



PATHWAY
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WELS EC
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**EC Emerging
Leader
Cohort**



WELS Emerging Leader Cohort

- One year cohort with a mentor
- Year-long leadership project
- Attend NAEYC Conference
- Monthly Leadership Training Video Conferences
- Beginning and ending training in June
- Collaboration with peers
- Encouragement for ongoing professional development

PATHWAY
TO THE
WELS EC
DIRECTOR

Director
Apprentice

**Director
Training
Program**

EC Emerging
Leader
Cohort



Early Childhood Director Training

Tapping the knowledge of our experienced directors to accelerate the preparation of new directors by giving them the opportunity to work day by day alongside seasoned educators.

Tell me and I forget.

Teach me and I remember.

Involve me and I learn.

-Benjamin Franklin

Tell me and I'll listen.

Show me and I'll watch.

Let me experience and I'll learn.

- Lao Tzu

Year One

Focus on teaching

The foundation of being an instructional leader is growing to be a great teacher.

Year Two

The foundation of instructional leadership is still an emphasis, plus a focus on administrative tasks and leadership traits.

- Attend a National Conference (Year 2 or 3)
- Participate in Clifton Strengths to discover your strengths and ways to partner with others with complimentary strengths

Director Training Program

Year Three

- The foundation of being a director through administrative time focusing on:
 - Administrative tasks
 - Faculty leadership
 - Classroom observations
 - Conferencing with fellow teachers, and
 - Growth in the study of leadership traits and skills.
- Eligible to deliberate a Divine Call

Director
Training
Program

In Addition

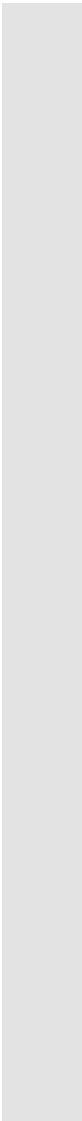
Graduate work at MLC:
Master of Science in
Educational Administration

First 5 courses are at no cost



DIRECTOR TRAINING PROGRAM

ECMs apply and are considered if recommended by their district president and the Commission on Lutheran Schools.

- Criteria:
 - A positive ministry setting and exceptional directors
 - A peer partnership with the director
- 



DIRECTOR
TRAINING
PROGRAM

MLC graduate

MLC recommendation

Assignment
Committee



DIRECTOR TRAINING PROGRAM

Objectives:

- Growth as a teacher to effectively serve as an instructional leader
- Development and growth in administrative skills through personal experience.
- Support in that growth by providing insight and experience in a variety of leadership areas from an experienced mentor

Director Training Program

Now what?

- Pray
- Ask Questions
- Survey: Share your preferences and questions
 - MLC faculty
 - Cindi Holman

May the
Lord
continue to
bless you as
you prepare
for ministry.

*May your deeds be shown to your servants, your
splendor to their children.*

*May the favor of the Lord our God rest upon us:
establish the work of our hands for us—yes,
establish the work of our hands.*

Psalm 90:16-17