


Introductions


While you are waiting for the webinar to begin you can:

1. Introduce yourself in the Q&A box (your name, current role, location)
2. Download resources from the resource widget



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1



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August 24, 2021

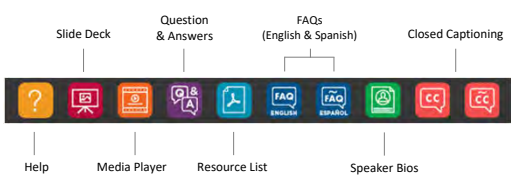
5Rs for Early Learning Leaders: Providing Meaningful Recognition for Staff

Host
Gail Joseph
NCECDL

Host
Vanessa Maanao-French
NCECDL


2

Webinar Features



Slide Deck Question & Answers FAQs (English & Spanish) Closed Captioning

Help Media Player Resource List Speaker Bios




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3


Learning Objectives

- Discuss Recognition: what it is and why it matters
- Explore strategies to support incorporating meaningful recognition into interactions with staff and families



4

I am, because of you.
- Adolf Brown, Ph.D.



5

Overview of NCECDL's 5Rs for Learning Leaders



Purpose: to identify effective practices of learning leaders






Approach: research and interviews of learning leaders from the field

Findings: The 5Rs for effective learning leaders



6






Overview of NCECDTL's 5Rs for Learning Leaders

Responsive Relationships		Reflective Dialogues	
Reason		Recognition	
Resources			

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7

Overview of NCECDTL's 5Rs for Learning Leaders

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8



When you received recognition, how did you feel?

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9

Responses From the Field


When I received meaningful recognition, I felt ...

Important Like part of a team Capable

Valued Essential Energized

Seen, heard and understood

Like part of a bigger mission



10

Leaders Who Practice Recognition:


Acknowledge individual needs, growth, successes, and challenges

Celebrate small wins




11

Stories of Recognition: Pam and Jessica




Pam Keenan
Lead Infant/Toddler Teacher




Jessica Doril
Lead Teacher and Assistant Director

12



What made the received recognition effective?



13




Leaders Who Practice Recognition:

- Respect individual cultures
- Make each person feel seen, heard, and valued
- Lead with heart

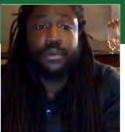


14

Stories of Recognition: **Karina and Mike**



Karina Rojas Rodriguez
Director



Mike Brown
Senior Community Engagement Manager


15



What made the received recognition effective?



16





Why is Recognition Important?

- Increased productivity
- Stronger sense of commitment
- Positive workplace attitude


17

Daily Practices of Meaningful Recognition

- Expect the best and pay attention
- Share recognition with the team/community
- Personalize recognition
- Be creative with recognition



18



Share meaningful stories

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19


Encourage Peer Recognition:
Invite everyone to fill the appreciation cup



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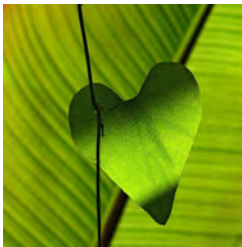
20

Say "Thank You" and give reason:
Send a personal thank you note




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21




Practicing Gratitude
Make the time for gratitude
Identify what you are grateful for
Keep a gratitude **journal**



22



Practicing Gratitude
Give gratitude **out loud**
Encourage gratitude



23


Bringing it all together

The 5R^s


- R** Relationships
- R** Reasons
- R** Resources
- R** Reflective Dialogue
- R** Recognition



24



Share one recognition strategy that you plan to try this week.



25

Question & Answer Time



26

PUSHPLAY
DTL On Demand 

Get access to more webinars and resources



27

Thank
You

- Education Managers Institute available on Demand
- **MyPeers:** Continue the conversation on responsive relationships



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