Join an intensive, high-quality leadership program for early childhood directors and educators!

This free program will benefit you, your teachers and your families.

In addition to growing your skills, you will also receive stipends and other incentives.

Flamingo Early Learning Approach

Program Leaders receive

- Instructional Leadership Framework
- Communities of Practice (CoP) Cookie Framework
- Adapted Flamingo Early Learning Coaching Model
- Partnership with a Flamingo Early Learning Certified Coach
- Instructional Leadership Online Coursework

Educators receive

- Program leader-led CoPs
- Coaching partnership
- Flamingo Early Learning Online Coursework

For more information, contact Ron Viafore at: rviafore@coe.ufl.edu
### Program Leaders

#### Discovery
- Expand understanding of **key instructional leadership dispositions** and habits
- Experience critical **CoP framework** and facilitation skills
- Understand coaching and its role in instructional leadership

#### Practices
- **Apply** instructional leadership dispositions and habits
- **Manage** the CoP framework to support educators’ implementation of teaching tools
- **Utilize** reflective and focused coaching conversations to improve educators’ efficacy
- **Strengthen** understanding of operations, organizational and instructional leadership through online coursework

#### Engagement
- Commit to **20 hours** of online professional learning courses for you and your team
- Receive **30 hours** of technical assistance

### Educators

#### Discovery
- Grow professionally through **data-informed coaching conversations**
- Participate in **CoP Cookie Framework** to improve educating and caring for young children

#### Practices
- **Improve** teacher-child interactions
- **Boost** application of curriculum
- **Recognize** how assessments inform planning and practice

#### Engagement
- Establish a **coaching partnership** with a program leader
- Participate in a program **leader-led CoP**
- Complete Flamingo Early Learning online coursework

### Early Childhood Support Organizations - Accelerating Excellence in Center-Based Early Childhood Programs
This effort is a key strategy of the Massachusetts Department of Early Education and Care’s continuum of supports for program leaders to ensure high quality services delivered to young children across the Commonwealth. The ECSO Initiative is supported through a public-private partnership with New Profit, a national venture philanthropy organization that backs social entrepreneurs who are advancing equity and opportunity in America.