

## Victoria Binder

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Each community needs to identify 2 or 3 Licensed Early Childhood Educators who will participate in your community project and attend the Leadership Scheduled Events.

**Participant #1**Name Danielle Davis

Phone number \_\_\_\_\_

Address \_\_\_\_\_

City Victoria Postal Code \_\_\_\_\_

E-mail address \_\_\_\_\_

ECE License Number \_\_\_\_\_

**Participant #2**Name Kim Atkinson

Phone number \_\_\_\_\_

Address \_\_\_\_\_

City North Saanich Postal Code \_\_\_\_\_

E-mail address \_\_\_\_\_

ECE License Number \_\_\_\_\_

**Participant #3**

Name \_\_\_\_\_

Phone number \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ Postal Code \_\_\_\_\_

E-mail address \_\_\_\_\_

ECE License Number \_\_\_\_\_

*It's up to you to define the community in which you will undertake your project. It can be a large or small geographic community, a community of practice, an Aboriginal community, a cultural community or a self-defined community.*

Please name and describe the community you have defined for this project.

*See our emailed proposal*

*The Leadership Initiative is about supporting an ECE culture of leadership - so that ECEs have the confidence to take our ways of knowing and doing out the door of our practice to the larger community.*

Please share your motivations for being involved in this leadership program.

*see our emailed proposal*

*Each Community of Innovation Team will work on a project or initiative that affirms and strengthens ECE leadership in your community. Your idea doesn't have to be all figured out. The Leadership Initiative will help you develop your plan.*

Please briefly describe your project. How will it build ECE leadership capacity? How will it help increase public understanding of ECEs work? What community groups will you work with or reach out to? What outcome do you hope for?

*see our emailed proposal*

The leadership initiative will provide financial support for 2 or 3 licensed ECEs to attend the Leadership Scheduled Events in 2009. We will cover all financial costs – including replacing you on the floor.

#### Leadership Scheduled Events for 2009

Event	Leadership Institute	University of Victoria Summer Institute	Fall 2009 meeting
Dates	January 28 to February 1, 2009	May 24 to 26, 2009	To be announced

☒ Yes, the same 2 or 3 participants from our Community Team will attend these events on our behalf.

The Leadership Initiative will also provide funds to support your project in your community. The exact amounts will depend on the needs of each community and our financial ability, but we anticipate financial support in the range of \$5,000.00 - \$10,000.00 per community. You will need to identify a registered, charitable society that is prepared to receive and administer these funds.

Please provide the following information about your sponsoring society

Organization Name Rogers Out of school care Society  
 Charitable tax number \_\_\_\_\_  
 Mailing Address \_\_\_\_\_  
 City Victoria Province BC Postal Code \_\_\_\_\_  
 Contact Name \_\_\_\_\_ Position Centre Coordinator  
 Contact Phone Number \_\_\_\_\_ Email \_\_\_\_\_  
 Contact Person Signature \_\_\_\_\_ Date Nov. 17/08

Please indicate whether a contribution of up to \$10,000 is enough for you to get started and make progress on your project. its a start!

Please think about the abilities that will help your team find and nurture your leadership gifts. Here are a few ideas to get you started but please add your own.

- ☐ Personal confidence & assertiveness building,
- ☒ Framing the message
- ☒ Defining professional identity
- ☐ Gendered perceptions of the field
- ☒ The value of childhood (international perspectives)
- ☒ The economic impact of child care

- ☒ Public speaking
- ☒ Marketing/Communications
- ☒ Addressing invisibility of the work
- ☒ Policy, legislation context
- ☒ Community-based research
- ☒ Advocacy plans, strategies & tools

Other things you would like to learn about...

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If you have questions or want to talk about your proposal, call Rita Chudnovsky,  
our Leadership Initiative Coordinator at (604) 709-6063 ext.5 or  
Toll Free 1-800-797-5602

Proposal sent last night  
via email from davis



**Rogers Child Care Centre** 765 Rogers Avenue, Victoria, B.C., V8X 5K6

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To	FCEBC
Org:	
CC:	
Phone number:	604-709-6063
Fax number:	604-709-6077
<input type="checkbox"/> Urgent	
<input type="checkbox"/> For Review	
<input type="checkbox"/> Please Reply	

From	Danielle Davis
Rogers Child Care Centre	
Phone:	
Fax:	
Date sent:	Nov 17 <sup>th</sup> , 2008
Time sent:	
Number of pages including cover page:	

## Message:

Rita,

Here are the necessary forms  
to be submitted with our proposal  
which was emailed last night.  
please feel free to contact me  
if you have any questions  
via phone or email.

phone #  
email:

Thanks so much!

Danielle Davis

DANIELLE

Kim

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*Please name and describe the community you have defined for this project.*

Our community is a community of practice that includes Early Childhood Educators participating in Investigating Quality and Early Learning Framework Implementation projects<sup>1</sup>. We are a critically knowing early childhood community of approximately 90 educators seeking to engage the broader community in a dynamic process of learning using pedagogical narration as a tool for activism. We are geographically diverse and will come together virtually through an online environment.

*Please share your motivations for being involved in this leadership program.*

We have shared many "aha" moments while participating in the Investigating Quality and the Early Learning Framework Implementation projects. We found an innovative framework and language for the values and practices we have believed in for many years and we were challenged and energized to build on that knowledge. As a community of learners, we are on a journey with rich, interesting, and complex possibilities and want to engage the larger British Columbia community in understanding our work.

*Please briefly describe your project. How will it build ECE leadership capacity? How will it help increase public understanding of ECEs work? What community groups will you work with or reach out to? What outcome do you hope for?*

Our vision is to use pedagogical narration as a tool for advocacy and activism in the larger (outside ECE) community by creating an exhibition that incorporates a strong visual and philosophical message that reflects the work of early childhood educators in British Columbia, as well as an image of the child as competent, complex and full of potential.

The exhibition will help increase public awareness. It will travel around the province; it will be exhibited in public places such as city halls, local art galleries, parks, etc.

<sup>1</sup> See <http://www.cyc.uvic.ca/uecr/>

Our proposal builds on the work on community awareness done in the Italian city of Reggio Emilia with The 100 Languages of Children Exhibit<sup>2</sup> which has traveled the world making visible the work of early childhood educators in Reggio and the competencies of children.

Our goals are: (1) To create an exhibit that serves as a focal point for stimulating dialogue and reflection on the work of early childhood educators between and among communities in British Columbia that go beyond ECE practitioners. (2) To build leadership capacity by bringing our specialized knowledge as researchers, collaborators, and observers of young children to the broader community (e.g., policymakers, politicians, school boards, parents, licensing officers, interested BC citizens). (3) To affect change by building skills, building professional learning, making visible the work of ECEs, contributing to informed policy development and engaging a broad range of professionals and citizens in an ongoing dialogue about young children's centers.

Submitted by:

Kim Atkison, ECE

Danielle Davis, ECE

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<sup>2</sup> See <http://zerosei.comune.re.it/inter/100exhibit.htm>



# ECEBC Leadership Initiative

## Community Project Work Plan – February 1 – May 31, 2009



**ECEBC** | early childhood  
educators of BC

Sponsoring Society's Name : **School District 61**

Community Name **Victoria – IQ/ELF**

Name of Project : **The Wonderment of Learning (temporary name)**

### Key Contact (From Sponsoring Society)

Name: Position: Administrative Assistant, Financial Services

E-mail Phone:

Mailing address: City: Victoria Postal Code:

Name of Lead ECE's

1. Danielle Davis

2. Kim Atkinson

**Project Description** (1 paragraph that affirms or refines the 1 sentence project description from the ECEBC website and adds a bit more detail)

*A Presentation using photos, children's art, video, sound to showcase and make visible the incredible complexities and learning that goes on everyday in early childhood settings. The presentation will help give a voice to early childhood educators reflecting their knowledge as researchers and collaborators.*

**A year from now, we expect that increased leadership capacity of participating ECEs in our community will be evident through...**

*An increased awareness of not only the important work that early childhood educators do in our communities but the learning that young children engage in made visible to the broader community.*

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# ECEBC Leadership Initiative

## Community Project Work Plan – February 1 – May 31, 2009

The 3 or 4 key activities we will focus on from February 1 to May 31/09



**ECEBC** | early childhood  
educators of BC

KEY ACTIVITIES	WHO	WHEN	PLANNED OUTCOME/RESULT	HOPED FOR LEADERSHIP CAPACITY DEVELOPED
1. Develop and submit Budget and Work Plan to ECEBC.	Danielle & Kim	Before Feb. 28/09	Cheque from VanCity Community Foundation and contract to sponsoring society by March 15.	Gaining skills in budget planning
2. Gather Pedagogical Narrations from across BC.	Danielle	Present	Aquire many different examples from across the province of pedagogical narrations.	Validation of ECE work through recognition that pedagogical narrations as valuable research
3. Select which Pedagogical narrations to use  Start to plan the lay out of the exhibition	Danielle & Kim	As they arrive to us until May 2009	Have examples from across the province that exhibit how important the contribution that Educators and young children make to society.	Building our knowledge of the value and complexities of children's learning through viewing many pedagogical narrations
4. Meet with Sylvia Kind and Veronica Pacini-ketchabaw to discuss aesthetic appeal	Danielle & Kim	April 2009	To get the perspective of an artist and and of an academic on what works and what doesn't	Learning to make pedagogical narrations aesthetic and accessible to a wider audience

# ECEBC Leadership Initiative

Community Project Work Plan #3 – Jan. 1 – June 30, 2010

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**ECEBC** | early childhood  
educators of BC

Sponsoring Society's Name Victoria School District 61

Community Name Victoria

Name of Project The Images of Learning Project

**Key Contact (From Sponsoring Society)**

Name \_\_\_\_\_

Position Director of Early Childhood Victoria  
School District

E-mail \_\_\_\_\_

Phone \_\_\_\_\_

Mailing address \_\_\_\_\_

City Victoria Postal Code \_\_\_\_\_

**Name of Lead ECE's**

1. Kim Atkinson 2. Danielle Davis 3. \_\_\_\_\_

**Project Updated Description (1 paragraph that updates the short project description you initially submitted)**

Early on we realized that \$10,000 was not enough to create an exhibit that truly honoured children + ECE's. Therefor we used that money as 'seed money' to pursue further funding. We produced a full colour booklet for the Oct. showcase, + used it as a tool to secure \$29000 from Success BY6.

**Based on our work to day, the domain of change we will focus on during the final phase of our project is...**

We are convening our advisory panel comprised of 9 people including academics, designers, production/media consultant + the coordinator of Success by 6/PLAY. We will then begin the task of conceptualizing + producing the final product.

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# ECEBC Leadership Initiative

## Community Project Work Plan #3 – Jan. 1 – June 30, 2010



**ECEBC** | early childhood  
educators of BC

The end date for our project is \_\_\_\_\_

The 3 or 4 key activities we will focus on from Jan until that date are...

KEY ACTIVITIES	WHO	WHEN	PLANNED OUTCOME/RESULT	HOPED FOR LEADERSHIP CAPACITY DEVELOPED
Prepare for Advisory 1. Panel Meeting	Kim + Danielle	now –	Provide quality meals, prepare agenda, prepare materials	Facilitating a group of diverse professionals. Create atmosphere of collaboration + creativity. Build consensus on how to best relay our message.
2. Host Advisory Meeting	Kim + Danielle	Dec 5	Review all submissions Choose PN's that reflect our vision	
3. Further consultation with designer	Kim + Danielle	Dec - Jan	Conceptualize a strong visual message	Work with professionals outside our field + convey our vision in an 'ECE' way
4. Produce exhibit	Kim + Danielle + design professional	Feb - Mar	Have an exhibit suitable for both large + small venues that has a visual impact + conveys our message.	Taking our message the broader community. Bringing people together to engage in dialogue – And a hundred more leadership lessons!



**ECEBC** | early childhood  
educators of BC

**Leadership Initiative**  
**2009 Communities of Innovation**  
**Project Reflection Form #1 (Feb 1 - May 31, 2009)**

This Project Reflection Form is designed to let you do two things at once.

1. Complete your first Project Report
2. Prepare to share your Community Project Story at our Leadership Institute on May 22.

**Please complete and bring copies of this Form with you for our morning session on May 22. Also bring materials for a 'show and tell' table display about your project** and one extra copy of these materials to go along with this report. We will ask you to leave a completed Form and a package of materials with us. If you have any questions – please contact Rita Chudnovsky at \_\_\_\_\_ . Thanks....

Name of Community Project Early Learning Project (temporary name)  
Name of community Victoria  
Sponsoring Society School Dist. 63

Names of Lead ECEs

1. Kim Atkinson
2. Danielle Davis
3. \_\_\_\_\_





**ECEBC** | early childhood  
educators of BC

As a team, please complete the following statements based on your community experiences over the last 5 months.

1. The key leadership challenge we faced was...  
Some communication problems during process of creating an agreement with the funding agency... 'just an ECE' moment from those at agency.
2. The toughest issue, situation or question we faced was....  
Financing issues, paper trail to indicate communication, breakdown in communication nonetheless.
3. The most helpful lessons from the first Leadership Institute were...  
Discussion at the Leadership Inst. around recognizing our value as ECE's was helpful when we felt discouraged, + when we were told we weren't capable of financial planning.
4. The key leadership success we experienced was ...
  - Finally getting full support from the key financial person along with an offer of a venue to host our exhibition.
  - Recognition + support + huge enthusiasm for our project from leaders in the area of pedagogical narration.



**ECEBC** | early childhood  
educators of BC

For each of the 3 or 4 key activities outlined in your Feb. 1 – May 31 Work Plan, please complete the following chart.

KEY ACTIVITY	PROGRESS OR RESULTS	LEADERSHIP CAPACITY DEVELOPED
Budget - develop + submit	complete	Budgeting skills
Gather pedagogical narrations	continuing	recognizing that our project is valued + supported by leaders in our field
Select ped nar	in progress	recognizing we are knowledgeable + capable of identifying great pedagogical narrations
Plan exhibit	met with designer and with others who will be on an 'advisory board'	Realization that our project is of great interest to the broader ECE community, that we as practitioners can offer our

Please use this page to add any other comments, reflections, questions or ideas you would like to share about your experiences.

The information, ideas + support we receive from the Leadership Inst. continues to resonate with us + have become our

Knowledge + expertise + it will be valued.

guiding principles.

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TF 1 800 797 5602

**ECEBC Leadership Institute**  
**Most Significant Change Story for Key Note Address**  
**Final Community Project Report**



**Sponsoring Society:** *School District 61*      **Community Name:** *Victoria, BC*

**Project Name:** *Images of Learning Project*

**Key Contact Information (Sponsoring Society)**

**Name:**      **Email:**  
**Phone:**      **Position:** *Head of Learning Initiatives*  
**Address:**      **City:** *Victoria*      **Postal Code:**

**Name of Participating ECEs**

*Danielle Davis*      *Kim Atkinson*

**Project Description** *(1 paragraph that best describes your project – using the following starting phrase)*

This project built leadership capacity of ECEs by taking the important work ECEs do out to the greater public. By showcasing pedagogical narratives of Educators from across the province the exhibit will help increase public awareness and raise our profile in the province.

**Each project team member should individually answer the following question.**

**Attach all individual answers to this form**

*Looking back over your involvement in this Leadership Project, what do you think was the most significant change in*

- *raising the profile of and respect for the work of ECEs*
- *creating an ECE culture of leadership*

- *building your leadership capacity*
- *(other area of change if you have one)*

**Danielle's Story:**

I struggled with this idea of most significant change for a while. Then I shifted my thinking and started to ask myself what was the biggest lessons I learned from this process. The lessons were many but for me the most significant of these lessons was to value the work we as a profession do and know we can effect change. The actions and the time spent on each of our projects by ECEBC demonstrated that value. The more time I spent with the participants and facilitators of the Leadership Initiative the more I realized how important the work we were each doing was. Not that I wasn't proud of what I did before this initiative but I will say that I stand a little taller, my shoulders are a little straighter and my smile a little broader when I tell people I am an Early Childhood Educator.

**Kim's Story:**

It is difficult to isolate one single 'change' among so many. I have grown both personally and professionally through the leadership institute and the development of the Images of Learning Project. However if I must choose just one change here it is: "Creating a culture of leadership" was identified as one of the goals of the initiative and this was the most powerful area of learning for me. Reclaiming the word 'leader' and defining it in an 'ECE way' has resonated for me in my work on the floor, among the ECE community and in the broader community. Recognizing that we are leaders daily among children, parents and colleagues and embracing that term over other words such as 'mentor' or 'support' is a powerful step in recognizing the value of our work. And recognizing that we can define and 'do' leadership in a way that is consistent with our ECE culture is powerful indeed.

**Now – meet as a Team, review the individual MSC stories and together, answer this question. Record your answer on this form.**

*From among all the significant changes identified by individual team members, what does the group think was the most significant change of all?'*

Through this initiative we realize that what we are doing is important to others. We were welcomed with open arms by the ECE community. Through the process of trying to make this project work and access more funds, we learned the valuable lesson to start regionally and then broaden our goals from there. In the beginning we wanted to think provincially and the tasks at hand seemed large and we did not know where to begin. When we finally started to focus on what we could do regionally in our own community everything started to make sense. In our own community we have had tremendous support from the school district, success by six and the ECE community. By advocating first for ECEs and children in our community we were able to take our project further. Regionally and provincially our project has been welcomed with open arms and ECE's across the province have offered to help in any way they can. We hope that through The Images of Learning Project Exhibit ECEs across the province feel valued and can proudly stand up and say "Hey what I do is important, I deserve the taxi, the respect, a higher wage and I deserve to be listened too."

## **Time Line**

### **February to May 2009**

- Prepped letters of permission for parents and educators to circulate across the province.
- Created a list of possible exhibition names.
- Sent out emails to members of the Investigating Quality Project about the exhibition.
- Prepped and revised budget many times and always came up to the same conclusion..... We needed more money.
- Started researching more avenues for funding.
- Had meetings with several interested parties about the project and how they could or would like to assist us.

### **June 2009 to December 2009**

- Finalized letters of permission with ECEBC and Vancity logos.
- Circulated letters to educators across the province.
- Met with Jan White from South Island Success by Six about applying for funding.
- Began receiving pedagogical narrations from around the province.
- Decided to form an advisory committee.



- Drafted letter to address the role of the advisory panel.
- Circulate letter.
- Started writing a proposal to secure more funds with Success by Six.
- Created secondary budget to include requested funds from Success by Six.
- October started to review submission to the exhibit.
- Set a date for Advisory Panel
- Begun necessary arrangements for advisory panel meeting.
- Met with Designer.
- November we received \$29, 068.00 from Success by Six.
- December met with Advisory Panel. New ideas emerged.

### January to June 30<sup>th</sup>, 2010

- Met with designer to conceptualize exhibit. Came up with headings for each panel; stories and Identity, Encountering Materials, Philosophy and Democracy, Making Connections with Place, and Social Justice.
- Paired narrations with headings.
- Designer submitted first draft of Exhibit. We weren't sold on elements of the concept, such as colour, font and content.
- Had Skype meeting with designer and museum consultant where they re-worked concept and had more suggestions.
- We met afterward to discuss our feelings about the direction designer and consultant had suggested. We referred back to our original proposal and found their suggestions and concept did not match our vision.
- Had many meetings to discuss what our vision was and what we needed the exhibit to look like.
- Went to Vancouver to meet in person with designer to give her colour swatches, sketches and text that we had generated to reflect our original vision.
- Created a timeline with Designer of deliverables for all involved.
- Designer submitted second draft of Exhibit, it was closer to what we wanted and we were thrilled.
- We reworked text.
- We looked for photos to replace unusable photos educators had submitted.
- Gathered children's drawings.
- Contacted Educators in regards to content we would be using. Asked for larger format photographs.

- Visited the portables office to see display units. Picked out style, shape and surface of exhibit.
- Submitted Sunland Narrative to another graphic designer to create a story book element to the exhibit.
- Had second graphic designer, design a brochure to accompany exhibit.
- Did presentation at Making Tomorrow Conference in Victoria.
- Launched Exhibit at ECEBC conference.
- Communities expressed interest in having exhibit.
- We presented at the ECEBC Conference.
- Researched commercial insurance. Received quotes from a couple of companies.
- Drafted a venue contract.
- Researched shipping costs.
- Set up a some exhibit dates for the fall.
- Danielle went for web training and we revised our website.

### **Sharing our Leadership Capacity**

We have been asked to speak about our experience with Leadership Institute and the Exhibit at several events. Presently we are engaged to speak in three different communities. The exhibit will travel to five other communities. We are meeting with several people in July to discuss further venues and speaking engagements.