

Leadership Practice Inventory

Use the following list of practices to assess your own ability to lead and to help staff in supporting language diversity within your program. Each statement below refers to behaviors or attributes you should demonstrate when interacting with and supporting staff members, children, or families. For each of the statements, reflect on your own practices relative to this content area and select your current level of mastery. This practice inventory can also be used to support you in developing your own professional development goals.

E

Emerging

You believe you need more information to understand or incorporate a particular practice

D

Developing

You believe you have an understanding of the practice, and are working to properly apply it to your work

M

Mastered

You believe you have mastered and consistently implement a particular practice

COMPETENCY		RATE: E/D/M	NOTES
A	Provides resources and training to help staff understand the benefits of learning and exposing children to multiple languages		
B	Observes and provides staff with feedback on how to create classrooms and program environments that are rich in language opportunities		
C	Encourages staff to use children's home languages in the classroom or program setting in natural and authentic ways		
D	Encourages staff members who speak a different language to share their home language with children in their care		
E	Models positive approaches to language by learning and using new words or phrases in multiple languages		
F	Discusses and works with staff on ways that language influences interactions		
G	Intentionally plans and provides language rich environments throughout program spaces with bilingual signs and visual supports		
H	Provides staff with resources and materials for building language-rich programs, such as offering a staff library containing bilingual books, and multicultural music		
I	Provides staff and families with language-based resources and services		
J	Invites families to share photos, art, textiles or other materials from their homes and cultures		
K	Provides research-based information about the benefits of a language rich environment for all children		
L	Recognizes and celebrates ways staff members are committed to language learning		
M	Supports staff in intentionally planning activities that expose children to multiple languages and cultures		

Leadership Practice Inventory

Concluding Reflections

My overall strengths in this area:

Practices that I would like to improve include:

Plans for achieving these goals include: