

CONTACT INFORMATION

***WELS Commission on
Lutheran Schools***

Cindi Holman

WELS National

***Coordinator for Early
Childhood Ministries***

Office: 414.256.3219

cindi.holman@wels.net

or

lutheranschools@wels.net

Commission on Lutheran Schools
N16W23377 Stone Ridge Drive
Waukesha, WI 53188

E-mail: lutheranschools@wels.net



Pathways to WELS Early Childhood Leadership

*We will tell the next generation the
praiseworthy deeds of the LORD, his
power and the wonders he has done.*

Psalm 78:4

Commission on Lutheran Schools
December 2019

EMERGING LEADER COHORT

- Program is a one-year cohort experience.
- Participants are nominated or recruited after three years of teaching.
- All components of the cohort focus on leadership.
- Cohort experience includes a mentor for the year.
- Components of the program include:
 - a year-long leadership project
 - monthly cohort conferences on leadership topics
 - attendance at a national early childhood conference
 - group trainings on leadership.

DIRECTOR TRAINING PROGRAM (DTP)

- Participants are assigned at graduation to a one-year call with a goal for renewing two additional years.
- DTP includes a strong focus on principles of effective classroom instruction using the WELS Teaching Standards.
- Goals include growth in instructional and director leadership through “hands-on” experiences.
- Participants are mentored by an onsite director who models effective leadership.
- Experiential training, plus up to five graduate courses towards a master’s degree in administration funded by a grant are included.
- Participants may be called into a leadership position during the third year. Mentoring will continue the first year in the accepted call.

DIRECTOR APPRENTICE PROGRAM

- Designed for graduates assigned into a director role.
- Graduates are assigned a one-year call that can be renewed.
- The graduate assumes the role of early childhood director with encouragement to the congregation that this is an apprentice role.
- Mentoring is by a trained mentor with experience as an early childhood director.
- Experiential training is primary, and one job-embedded graduate course is included.
- The goal is to phase out the assigning of graduates early childhood directors.

