

NEW SUPERVISOR SURVIVAL GUIDE FOR SUCCESS AND BEYOND!

For The New ECE Leader

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Land Acknowledgement

We acknowledge that The Early Childhood Coach operates on the traditional territory of the Mississaugas of the Credit First Nation, Anishinaabe, Haudenosaunee, and Huron-Wendat peoples. We recognize their enduring presence on this land and the valuable contributions they have made and continue to make to the community, culture, and heritage of this region.

While our business is located in Mississauga, Ontario, Canada, we are committed to working internationally to support early childhood development and education. As we extend our reach across borders, we acknowledge the Indigenous peoples of the lands where we connect and collaborate, and we honor their deep-rooted histories and ongoing connections to those territories.

We recognize that land acknowledgements are only the first step in fostering meaningful relationships with Indigenous communities. We strive to learn, listen, and engage with respect and humility, acknowledging the ongoing effects of colonization and working towards a more just and equitable future for all.

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Meet Your Coach!

Anisha Angella, RECE BASc

- Early Childhood Education leader living in Toronto, Canada
- 18+ years in the field of early childhood education, leadership, and care
- Played various roles in the field: Educator, Supervisor, Professor, Senior Corporate Leader overseeing 45+ childcare centres.
- Currently CEO of The Early Childhood Coach
- International Children's Book Author: Zoey Has An Allergy
- Featured in: Authority Magazine, TodayShow.com, and Breakfast Television

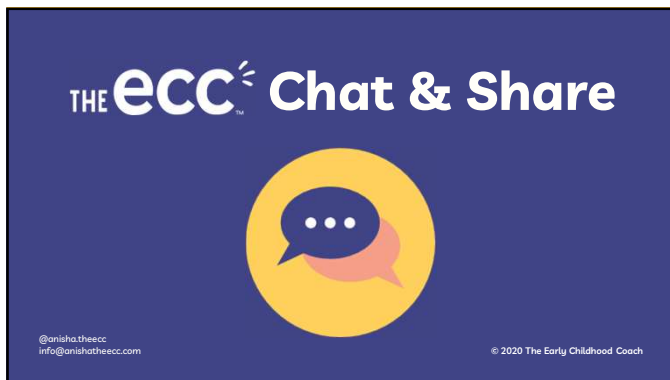


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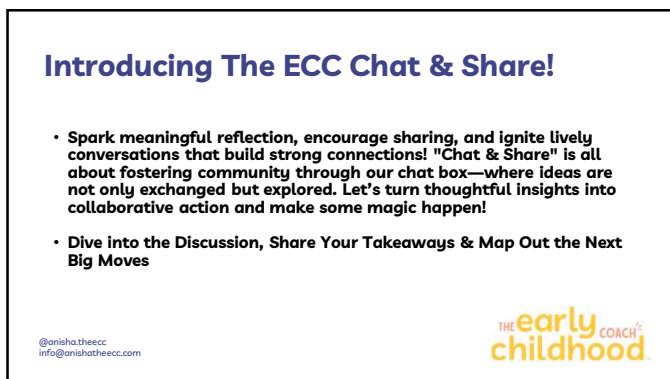
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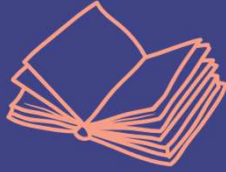


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Introducing The ECC Interactive Workbook!



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Introducing The ECC Interactive Workbook!

What you'll find inside:



Interactive Exercises



Real-World Application



Collaborative & Fun



Reflect & Revise

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“Leaders must be close enough to relate to others, but far enough ahead to motivate them.”

JOHN C. MAXWELL

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“A person always doing his or her best becomes a natural leader, just by example.”

JOE DIMAGGIO, FORMER NEW YORK YANKEES
OUTFIELDER & HALL OF FAME BASEBALL PLAYER

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Session Focus Points

- ✓ What is leadership in ECE
- ✓ Translating the classroom role to the “leadership” role
- ✓ Tips for success in your new role

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CHAT & SHARE:

Let's Self-Reflect! Which applies to you?



Currently an educator in the classroom looking to make that transition.



Just landed a new role as a supervisor or within leadership in ECE.



Just curious to learn more & grow.

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So, you are ready to take that
next step in your ECE career?



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You are in the right place!

and if you needed a sign, this is
the right time.

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How do you know if you are ready?

- You have had time in the classroom and love what you do.
- You find the business side of childcare intriguing.
- You are ready for the next step in your career within ECE.
- You notice you have a high skill in areas such as leadership, building relationships, admin/organization, and conflict resolution in your current role.
- You love being a resource and support to your teammates - you are ready for more.

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CHAT & SHARE:

What inspired you to say yes to leadership?



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Leadership in ECE



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Leadership in ECE

- It is the chance to lead a team of passionate educators and play a significant role in their growth in the field.
- Tapping into the business side of childcare: administration, customer service/client care, budgets/financials, marketing, coaching/mentoring, pedagogy/curriculum.
- Professional growth and development in the field - becoming a leader is a new level in your ECE career.
- A new opportunity to share and use your "why" in the field to inspire, empower and create change in the industry.



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Leadership in ECE

- Your focus will shift from just children to all stakeholders within your program/centre - finding balance.
- Knowing your current skills and how they can guide you to effective leadership.
- A new way to reach new levels in your advocacy in the field



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CHAT & SHARE:

What does leadership in ECE mean to you?



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Its About Redefining Leadership.



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“Leadership is influence, not instruction.”

A great leader doesn’t just manage—they inspire, hold space, and create culture.

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Key Attributes of a GREAT Leader:

- Clear communicator
- Decisive but inclusive
- Vulnerable but strong
- Firm but empathetic



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Parts of the ECE Leader's Role at a Glance



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Parts of the ECE Leader's Role at a Glance

Administration

- Child and Staff files
- Regulation and policy
- Enrollment
- Emails and Inquiries
- Bookkeeping and Accounting
- Budgets
- Meeting prep and Facilitation

Customer Service & Sales/Marketing

- Tours
- Customer service/Client Care
- Events & Social Media

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Parts of the ECE Leader's Role at a Glance

Building Community

- Creating community with:
 - Parents/Families
 - Staff & Team
 - Outside Agencies

Mentorship & Training

- Training and onboarding new staff
- Mentoring other leadership staff
- Mentoring educators

Curriculum

- Training
- Implementation
- Revising
- Exploring and expansions

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CHAT & SHARE:

Which part of the leadership role do you think will be the most challenging for you— and why?



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From Educator to Leader: Identity Shift



Leadership is not just a title — **it's an identity shift.**
As educators, you're used to nurturing children; as
leaders, you're now nurturing teams.

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Real-Life Challenges:

- Going from peer to supervisor can feel isolating
- You're now managing dynamics you used to be a part of
- Expectations shift from "doing the job" to "guiding the work"

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CHAT & SHARE:

**What part of this shift excites
you? What part makes you
nervous?**



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Translating the **classroom** role to the **office** role



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Translating the classroom role to the office role

There are many connections and skills that translate into the leadership role - sometimes, we don't even realize it:

- **Administration & Documentation:** Classroom documentation, Attendances, Injury Reports
- **Customer Service & Client Care:** Building family rapport and relationships, problem-solving
- **Staff and Team Relations:** Working with classroom partners, and colleagues, Supporting new hires and placement students
- **Financials & Budgeting:** Budgeting classroom expenses, Keeping budgets for toys/materials
- **Time Management & Organization:** Keeping the classroom in order, Managing tasks and duties in the classroom



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Why is this workshop entitled "New Supervisors Guide?"

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Let's be honest.

Any new role you play in the field will come with challenges, trials and learning opportunities.

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4 Realities of ECE Leadership

- 1.You won't make everyone happy—and that's okay.
- 2.You will sometimes feel overwhelmed or unqualified.
- 3.You'll need to balance regulation with relationships.
- 4.You will grow rapidly—sometimes uncomfortably so.

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Leadership That Leaves A Legacy

What you felt... is what you now have the power to create.



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The leaders who made us feel:

- Seen
- Safe
- Inspired
- Empowered
- Capable

...didn't lead perfectly, **but they led with purpose and heart.**

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Great leadership isn't about doing more. **It's about helping others become more.**



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What type of leader should I strive to be?

Leadership is not one-size-fits-all.

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**But the most impactful
leaders often share 4 key
qualities:**



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The ECC 4 E's of Empowered Leadership:

Empowered: You know who you are and lead with confidence and clarity.

Equipped: You have tools, systems, and supports in place to lead well.

Ethical: You make decisions rooted in integrity, fairness, and respect.

Emotionally Attuned: You lead with empathy and create psychological safety.

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Crafting Your Leadership Identity

**Now that you've reflected on the
kind of leader you want to be —
let's begin to shape your unique
leadership style.**

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Your Leadership Identity is:

- Rooted in your **values**
- Guided by your **actions**
- Shaped by your **daily decisions**
- Built on your ability to **inspire and hold space for others**

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CHAT & SHARE:

What are 3 core values you want your leadership to be known for?



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**The NEW Supervisor's Guide:
Top Tips for **Success** in your Role!**



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TIP

Feel **confident** that the skills you have developed in your previous roles have prepared you for your **new leadership role**.

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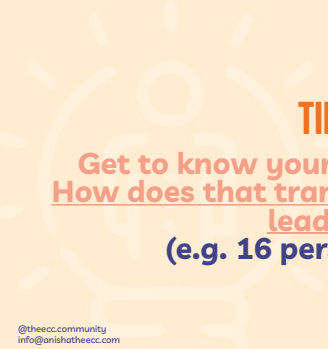
TIP

Still unsure? Keep up with professional learning opportunities - like this one!

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TIP

Get to know yourself **a bit better**.
How does that translate into being a leader?
(e.g. 16 personalities)

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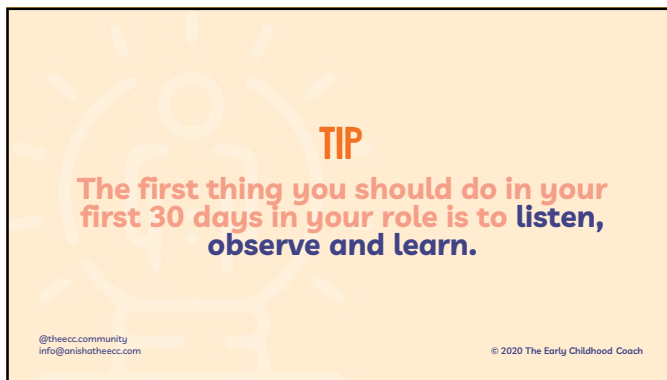
TIP

Get familiar with the vision, mission and philosophy of the program you will be running - **this is vital.**

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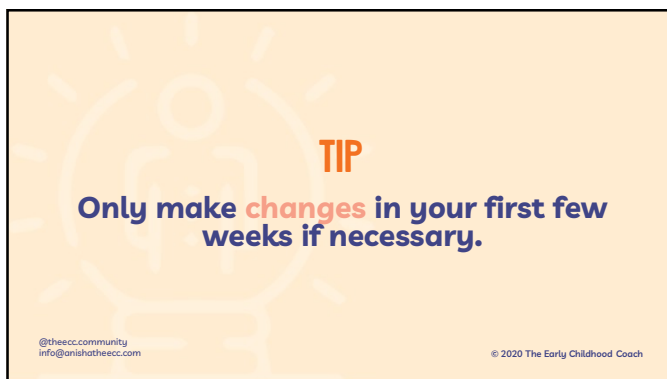
TIP

The first thing you should do in your first 30 days in your role is to **listen, observe and learn.**

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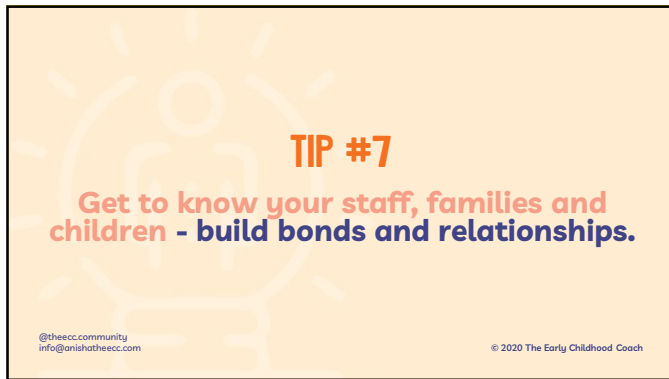
TIP

Only make **changes** in your first few weeks if necessary.

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TIP #7

Get to know your staff, families and children - build bonds and relationships.

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TIP #8

Everyone loves a resourceful and helpful leader!

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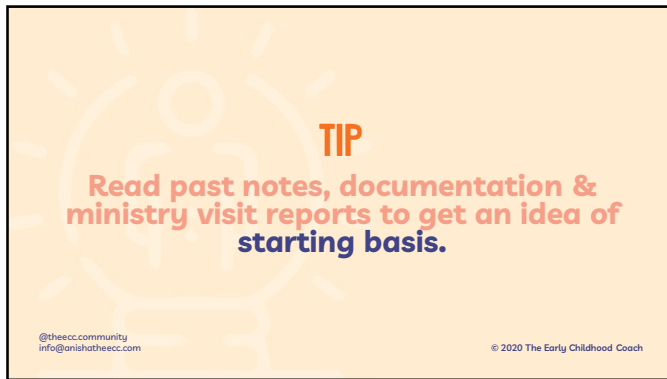
TIP

Connect with a mentor (find another supervisor or join a supervisors network).

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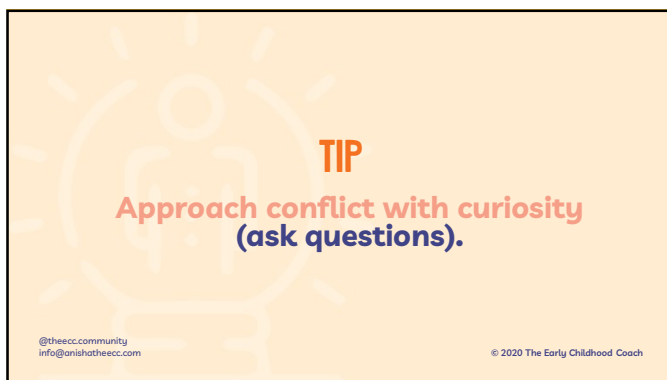
TIP

Read past notes, documentation & ministry visit reports to get an idea of starting basis.

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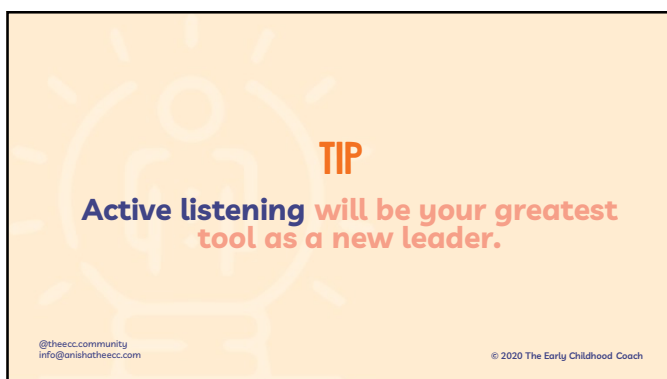
TIP

Approach conflict with curiosity (ask questions).

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TIP

Active listening will be your greatest tool as a new leader.

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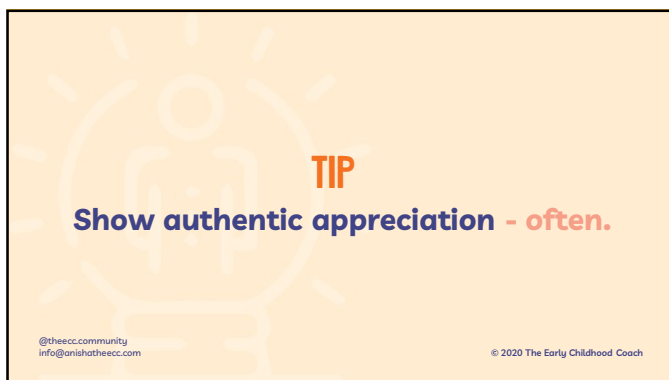
TIP

Never stop learning, and promote an environment that encourages others to continue learning.

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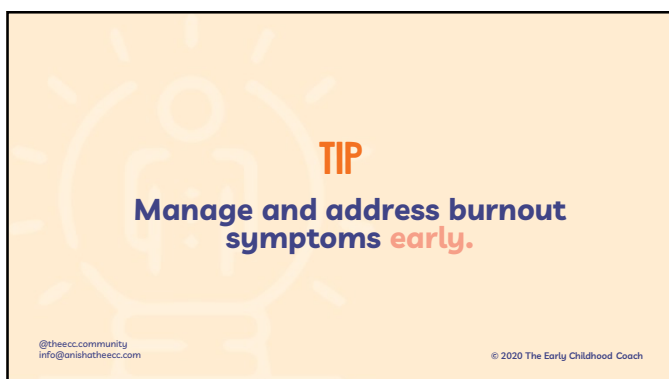
TIP

Show authentic appreciation - often.

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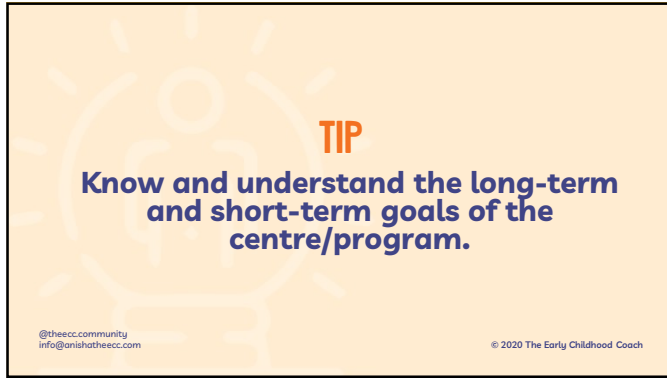
TIP

Manage and address burnout symptoms early.

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TIP

Know and understand the long-term and short-term goals of the centre/program.

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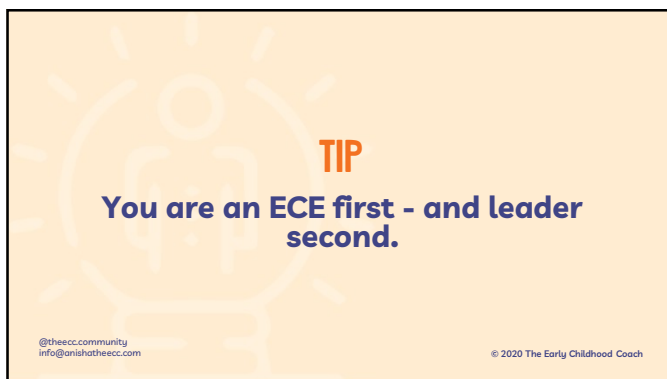
TIP

Imposter syndrome is real. Lean into it to move past it.

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TIP

You are an ECE first - and leader second.

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TIP

Seek out the other **leaders** in your program.

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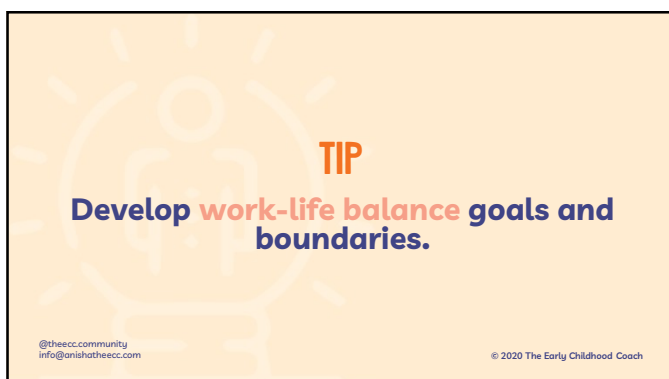
TIP

Asking for help is **never** a weakness.

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TIP

Develop **work-life balance** goals and boundaries.

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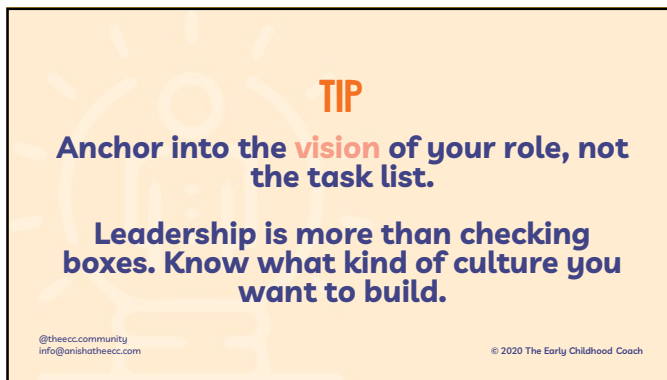
TIP

Your past experience is the foundation— don't discredit it.

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TIP

Anchor into the vision of your role, not the task list.

Leadership is more than checking boxes. Know what kind of culture you want to build.

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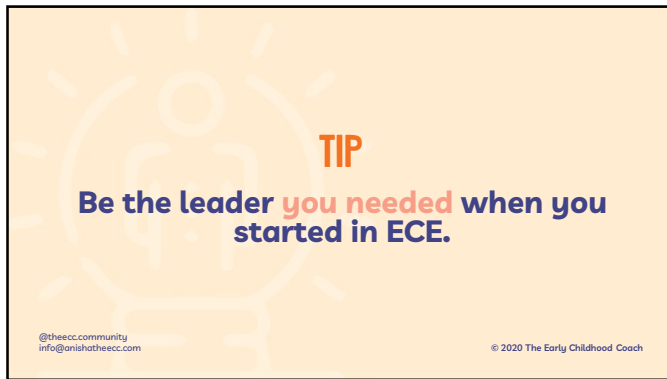
TIP

Don't skip the hard conversations — lean into them with clarity and care.

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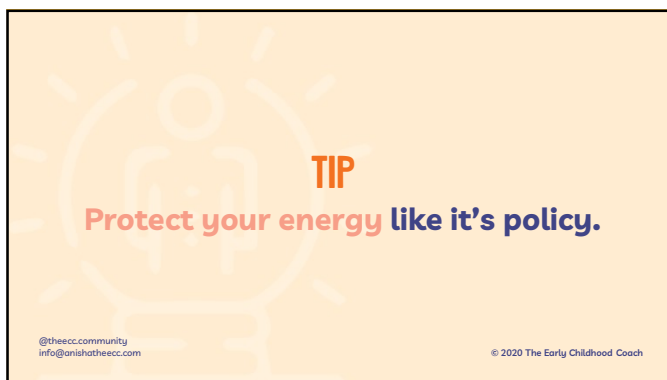
TIP

Be the leader *you needed* when you started in ECE.

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Protect your energy *like it's* policy.

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TIP

Don't carry it all — *build a leadership village.*

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Which tip resonates with you most?



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Lets dig a little deeper into the following tip.



"Develop **work-life balance** goals and boundaries."

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Develop work-life balance goals and boundaries.

- Supervisors are natural servant leaders - we aim to serve our community
- Serving means to give - but what happens when we have nothing else to give?
- Nearly 60% of leaders reported they feel used up at the end of the workday, which is a strong indicator of burnout. (Forbes, 2021)

How can new leaders combat these overwhelming stats?

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How can new leaders combat these overwhelming stats?

Prioritizing mental health, boundaries and work-life balance.

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Why?

You can **NOT** pour from an empty glass.

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CHAT & SHARE:

What energizes you?



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Your Journey Starts Now!

You've reflected. You've been real. You've redefined what leadership looks like.

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Today wasn't about perfection.

It was about **permission:**

- ☛ To grow into your leadership style
- ☛ To hold space for both confidence and uncertainty
- ☛ To lead with heart and strategy
- ☛ To show up fully — even on hard days

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ACTIVITY - THE LEADERSHIP MIRROR: REFLECTING WHO YOU ARE & WHO YOU'RE BECOMING

Step 1 - Rapid Reflection (2 mins):

Write down 3 words that describe who you are as a leader today.

Step 2 - Future Vision (2 mins):

Now write 3 words that describe the leader you're becoming — the one you're striving toward.



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Final Thought:

“Leadership isn’t about having all the answers — it’s about staying rooted in who you are while staying open to who you’re becoming. Your growth is already unfolding — and today, you took a powerful step forward.”

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What are Your Next Steps?

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Post Session Self-Reflection



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Post Session Self-Reflection

- What makes you a great leader?
- What are things you feel will be a hurdle for you as a new leader?
What are a few ways to overcome?
- Who is a leader you know that you want to strive to be like?
- What type of leader do you want to be for your team?
- What are 4 major goals you have as a new leader?
- What was an "A-HA" moment you experienced during the session?

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Post Session Self-Reflection

- Are there any specific tools or resources shared during the workshop that you would like to explore further to deepen your understanding?
- How do you plan to continue to grow as a leader in your daily practice?
- How will you incorporate work life balance as a new leader?
- What are your 3 next steps?

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Q & A

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Meet your Facilitator and Coach!

Anisha Angella, RECE BASc

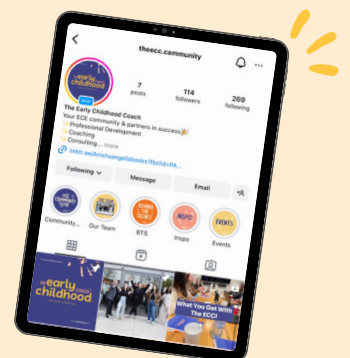
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Anisha Angella is an Early Childhood Education (ECE) coach and expert who has been in the industry for over 15 years. Anisha has held many roles over the years, from leading childcare programs to senior management overseeing 45+ childcare locations to starting her own coaching and education business, The Early Childhood Educator. She has been featured by Breakfast Television, Authority Magazine, and The Today Show, in addition to speaking at over 300 events worldwide as an ECE advocate, educator, and author of a children's book. She's on a mission to strengthen the ECE industry and amplify the impact of educators, one professional at a time.

Stay Connected with Anisha & The ECC On Social Media!

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The Early Childhood Coach's Learning Space



GROWTH



SAFETY



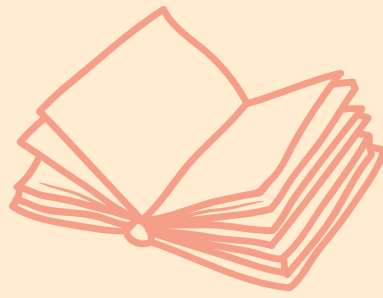
**COMMUNITY &
COLLABORATION**



REFLECTION



BELONGING



ECC Interactive Workbooks: Your Guide to Action

Our **ECC Interactive Workbooks** are designed to help you turn learning into action! Packed with engaging activities, practical tools, and real-world strategies, these workbooks guide you in applying insights from our sessions to your daily practice.

What you'll find inside:



Interactive Exercises: Dive into hands-on activities, self-reflective prompts, and brainstorming maps that keep you engaged and thinking creatively.



Real-World Application: Get actionable steps and strategies tailored to your goals, empowering you to make immediate, meaningful changes.



Collaborative & Fun: Perfect for individual reflection or team discussions, fostering growth and innovation in your learning community.



Reflect & Revise: Revisit the workbook to refine your approaches, celebrate progress, and keep building on your success.

”

“LEADERS MUST BE CLOSE ENOUGH
TO RELATE TO OTHERS, BUT FAR
ENOUGH AHEAD TO MOTIVATE THEM.”

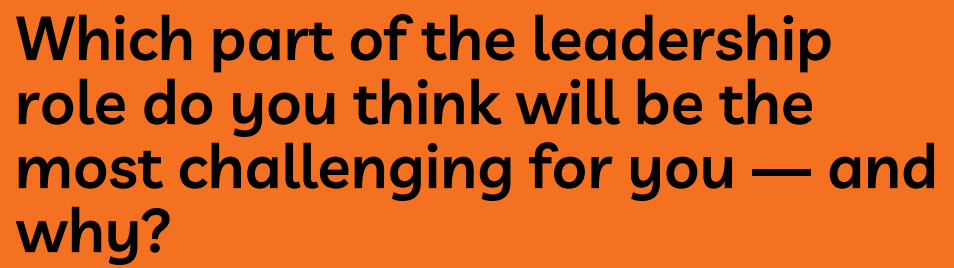
-CARLOS WALLACE

“A PERSON ALWAYS DOING HIS OR HER
BEST
BECOMES A NATURAL LEADER, JUST BY
EXAMPLE.”

- JOE DIMAGGIO, FORMER NEW YORK YANKEES OUTFIELDER & HALL OF
FAME BASEBALL PLAYER



What does leadership in ECE mean to you?

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There is a thicker orange line at the top edge, which likely serves as a header or margin line. The rest of the page is white with no other markings or text.

This image shows a blank sheet of white paper with horizontal ruling lines. The lines are evenly spaced and run across the width of the page. There are no margins, text, or other markings on the paper.

The ECC 4 E's of Empowered Leadership:

Empowered: You know who you are and lead with confidence and clarity.

Equipped: You have tools, systems, and supports in place to lead well.

Ethical: You make decisions rooted in integrity, fairness, and respect.

Emotionally Attuned: You lead with empathy and create psychological safety.



WRITE YOUR FAVOURITE TIP(S) HERE:



What energizes you?

ACTIVITY - THE LEADERSHIP MIRROR: REFLECTING WHO YOU ARE & WHO YOU'RE BECOMING



Step 1 - Rapid Reflection (2 mins):

Write down 3 words that describe who you are as a leader today.

Step 2 – Future Vision (2 mins):

Now write 3 words that describe the leader you're becoming — the one you're striving toward.

What are Your Next Steps?



Post Session Self-Reflection



WHAT MAKES YOU A GREAT LEADER?

WHAT ARE THINGS YOU FEEL WILL BE A HURDLE FOR YOU AS A NEW LEADER? WHAT ARE A FEW WAYS TO OVERCOME?

**WHO IS A LEADER YOU KNOW THAT YOU WANT TO
STRIVE TO BE LIKE?**

**WHAT TYPE OF LEADER DO YOU WANT TO BE FOR
YOUR TEAM?**

WHAT ARE 4 MAJOR GOALS YOU HAVE AS A NEW LEADER?

WHAT WAS AN "A-HA" MOMENT YOU EXPERIENCED DURING THE SESSION?

**ARE THERE ANY SPECIFIC TOOLS OR RESOURCES SHARED
DURING THE WORKSHOP THAT YOU WOULD LIKE TO
EXPLORE FURTHER TO DEEPEN YOUR UNDERSTANDING?**

**HOW DO YOU PLAN TO CONTINUE TO GROW AS A
LEADER IN YOUR DAILY PRACTICE?**

HOW WILL YOU INCORPORATE WORK LIFE BALANCE AS A NEW LEADER?

WHAT ARE YOUR 3 NEXT STEPS?

THE **early** COACH[®] childhood

ANISHA ANGELLA

Empowering the ECE industry, one professional at a time.



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Let's Stay
Connected! 



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