

ANNEX B

LEADERSHIP DEVELOPMENT FRAMEWORK (LDF)

The Early Childhood [Leadership Development Framework \(LDF\)](#) articulates the desired attributes and competencies required for leadership roles in the EC sector (including those in early childhood, early intervention and learning support tracks). It provides a common guide for developing current and future EC leaders.

FREQUENTLY ASKED QUESTIONS

1. Why was the LDF developed?

LDF was developed with reference to the Skills Framework for Early Childhood to provide the EC sector with a common reference point on the desired attributes and competencies of EC leaders. It provides a holistic overview of three clusters of competencies that EC leaders need to lead effectively. For example, when leading a team or centre, EC leaders need to be able to manage operations, care for and develop staff as well as engage a wide range of stakeholders, in addition to providing guidance on curricular and pedagogical matters. Hence, developing competencies across the three clusters is necessary to equip leaders effectively:

- a) Core Leadership
- b) Curricular & Pedagogical Leadership
- c) Strategic & Administrative Leadership

2. How can EC leaders and employers use the LDF? How does LDF support leadership training?

Leaders and employers can use the LDF as a guide to deepen their own competencies or groom potential leaders. For instance, when developing leaders, they should be mindful to develop them in the three clusters of competencies (Core,

Curricular & Pedagogical, and Strategic & Administrative leadership). They should also reflect on the desired attributes of EC leaders (Leads with Vision, People Developer and Champions Innovation on top of the RIPPLE* attributes for educators) and plan for development in these areas where required.

**Note: The RIPPLE attributes that are articulated in the Skills Framework for Early Childhood are as follows:*

Resilience	<ul style="list-style-type: none">• Builds resilience in others through mentoring/coaching and facilitating self-care and teamwork
In a Team (Collaborative)	<ul style="list-style-type: none">• Encourages and promotes collaboration with other educators within and across centres and actively partners families, the community and other stakeholders in the sector
Passion for Children	<ul style="list-style-type: none">• Leads and makes decisions with children's growth, well-being and development as priority
Professionalism	<ul style="list-style-type: none">• Holds to high standards of excellence, integrity and accountability in nurturing children, leading people and managing the centre• Builds a culture of professionalism and professional mastery among staff
Love for Learning	<ul style="list-style-type: none">• Establishes a culture of lifelong learning and reflective practice within the centre
Empathy	<ul style="list-style-type: none">• Champions the embracing of diversity• Role-models empathy and respect in working with centre staff, children, parents and key stakeholders