

# EITP

EARLY INTERVENTION  
TRAINING PROGRAM

## Theory of Change

The Early Intervention Leadership Fellowship supports EI managers as resonant leaders with strong emotional intelligence (EQ). Leaders with strong EQ skills have a positive impact on the equality of early intervention programs and staff they oversee. Quality EI programs serve families and children in ways to ensure they not only survive, but thrive.

Developed and Facilitated by Dr. Kristie Pretti-Frontczak and Jennifer Lopez  
Hosted by members of the Early Intervention Training Program

### Strategies

What are the actions related to the program that will help us achieve change and our outcomes?

### Targets

What will we measure about the Early Intervention Leadership Fellowship as a means of creating stronger EI leaders and managers in Illinois?

### Outcomes

What are the ultimate goals of the Early Intervention Leadership Fellowship?

### EI Leadership Fellowship

- Form a fellowship of EI managers through an application process; must agree and sign pledge before beginning.
- Design and deliver a Fellowship Kickoff event to ensure clarity on personal "whys" and goals for achieving personal and organizational change.
- Design and deliver face-to-face and virtual sessions with clear purpose and structure.
- Design and deliver activities to strengthen resonant leadership skills of fellows.
- Design and deliver content and practical strategies for building leadership skills.
- Offer online community for fellows to network and share resources before, during and after events and sessions.
- Fellows set goals and engage in action planning designed for personal growth and organizational change.

### EI Leaders (Managers)

Emotional Intelligence skills  
Clarity and connection to core values and strengths  
Inspiring and clear vision of quality EI  
Ability to engage the PEA, understand the Green Zone, and to offer lifelines  
Focus on personal growth of staff  
Ability to make decisions and align resources to support vision

### EI Leaders (Managers)

1. Increased emotional intelligence skills
2. Strengthened leadership skills
3. Clear sense of personal "why" & strengths
4. Increased ability to engage in attuned and authentic decision-making
5. Strengthened relationships within programs, communities, and with other leaders to sustain quality EI services in IL
6. Achievement of individual goals
7. Established social network to draw upon after the program is over

### Co-Facilitators

Ability to design and deliver events and sessions based upon appreciative inquiry, a revolutionary approach to strategic change and sustainable growth for organizations  
Ability to design and deliver events and sessions based upon Intentional Change Process, an empirically-proven framework for achieving desired, sustained, behavioral transformation  
Ability to coach and support fellows through the change process and leverage their strengths  
Ability to provide timely inspiration & support  
Ability to build community between fellows

### EITP

Sustainability of the EI Leadership Fellowship, which is fully aligned with the EITP's Possibility Statements and Mission



- Improved access to quality EI services
- Increased sense of family well-being
- Improved child and family outcomes

### Moderators

Presence or absence of supportive factors that may alter the effects or the strength of the relationship between two things

- Facilitators' skills
- Length of events and sessions
- Event and session-by-session flow
- Use of appreciative inquiry tactics
- Fellowship size and attendance
- Fellowship makeup and skills
- How long it takes for the adult brain to learn a new skill
- State/Program/Agency culture, policies, and/or procedures