When I was first asked to help manage the Directors’ Sustainability project for the 1199C ECE Apprenticeship program, I was excited, but not exactly clear about many parts of it. Over the last six months, however, I have gotten clearer about the impact the apprenticeship program has had on the lives of so many teachers, and also seen ten directors grow, reflect, develop systems, and begin to really understand how to sustain it within their programs.

As the coordinator, I have the honor of meeting monthly with each director and running a learning circle that is specific for this project. In the individual meetings, I use a collaborative coaching approach, guiding them to goals that are specific to their own programs, and supporting them as they work to achieve those goals. Through this process I feel that I have developed a trusting relationship where they have an opportunity to reflect on challenges, successes, and the systems and policies needed to make the apprenticeship program sustainable.

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