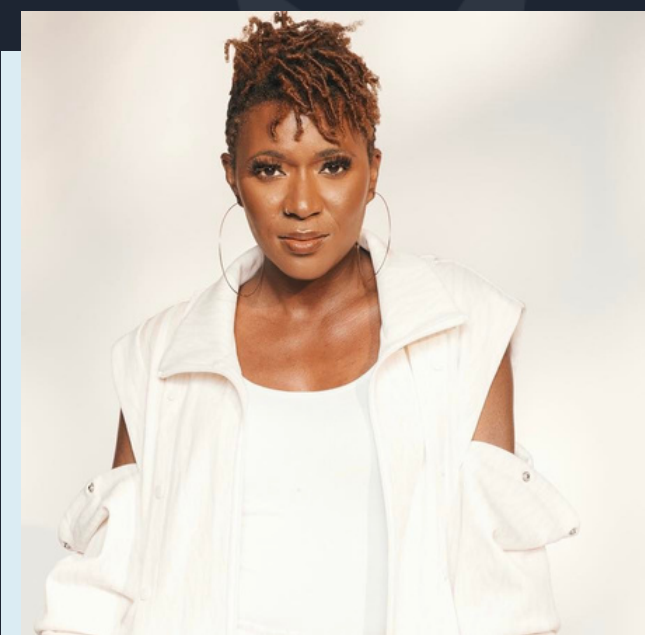




SCHOOLS OF EXCELLENCE

# How Aliya Johnson-Roberts United Her Team Through Leadership Development



*"Having conversations about manipulation and boundaries helped my team become more of the individuals and leaders they want to be."*

**ALIYA JOHNSON-ROBERTS**

Pratt Street and Bustleton Learning Centers



## About Aliya & Her Business:

Aliya Johnson-Roberts is the co-owner and director of the Pratt Street and Bustleton Learning Centers in Philadelphia, PA. Aliya partnered with her mother to open the Pratt Street Learning Center in 2008, and it is now a STAR 4 facility offering quality care to infants, toddlers, preschoolers, and school-age children. In 2017, they opened the Bustleton Learning Center, which serves over 150 students from the local community.

### CHALLENGES

*"There were some things going on personally between team members that were standing in the way of us progressing."*

When Aliya became the co-owner of the Pratt Street and Bustleton Learning Centers, they were in a phase that she called "coasting." Although they were functioning centers, she knew they were a long way from operating at the standard they were capable of.

The schools' practices and procedures weren't up to par, so the school wasn't operating efficiently and profits were stagnant. There were also interpersonal issues between team members caused by underlying mistrust, and Aliya had been unable to find the right professional development training to resolve them. Furthermore, due to her open-door policy and lack of delegation, Aliya herself was struggling to find a healthy balance between her personal and professional lives.

When the pandemic hit in 2020, it only became clearer that Aliya and her team needed to make changes in order for her centers to grow and thrive. So, she initiated her school transformation journey with Schools Of Excellence—first by joining Director's Inner Circle to work on her own leadership and then by enrolling her team in the Leadership VIP Day training to help them grow professionally and take greater ownership of their roles.

*"It's difficult to understand one another individually if you don't understand what's going on within yourself."*

## Challenges

- Needed adequate practices & procedures within her center
- Dealt with interpersonal issues between team members
- Struggled to balance her family & career
- Lacked resources to provide her team with personal & professional growth

## Solution

- Enrolled her team in the Schools of Excellence Leadership VIP Day
- Participated in intimate & honest conversations that opened the space for growth
- Received insightful feedback from Chanie that helped resolve hidden issues
- Learned how to conduct effective professional development for staff in the future

## Results

- Empowered her team to become stronger leaders
- Tripled her centers' income & had the most profitable year yet
- Spent more time at home thanks to healthier boundaries & delegation
- Reinvested in her programs so she could work toward the next set of goals

## SOLUTION

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*"I saw where my team was and where I wanted them to go, and I wanted their growth to be long lasting and meaningful to them individually."*

Aliya saw the Schools of Excellence Leadership VIP Day as a chance to provide her team with a growth opportunity that went beyond typical professional development. In the past, professional development trainings had barely scratched the surface of her centers' shortcomings, and many of the topics failed to reach them on a personal level.

But the Leadership VIP Day was unique in that it used a holistic approach, including a pre-training diagnostic, a full-day, on-site training led by Early Childhood Leadership Coach Chanie Wilschanski, and a follow-up implementation phase to ensure they were consistently applying what they learned. In addition, it was customized to fit the needs of her centers, which were primarily to address the interpersonal issues between team members that were preventing her centers from progressing.

During the Leadership VIP Day, Chanie helped Aliya and her team have intimate and honest conversations about values, boundaries, trust, and emotional regulation. As an expert from outside of the schools, Chanie was able to recognize issues that Aliya couldn't and give insightful feedback that helped the team better understand not only each other, but also themselves as individuals. This opened the door for them to connect on a deeper level and gain greater respect for one another.

In addition to helping Aliya's team work through their interpersonal issues, the Leadership VIP Day also provided them with the opportunity to see holistic development in action. By going through the process themselves, they learned what effective and meaningful professional development looked like, giving them the experience they needed to be able to lead a similar training with their staff in the future.

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*"We've gained this level of respect and admiration for who each of us is and how we show up."*

## RESULTS

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*"We do so many other things that aren't in our quality standards or requirements, that ensure we aren't treating ourselves like machines"*

Thanks to the Schools of Excellence Leadership VIP Day and follow-up implementation period, the culture in Aliya's center completely transformed. After undergoing deep self-reflection alongside her team, Aliya came to understand just how important setting boundaries was for their well-being and personal growth. As a result, she ended her open-door policy that had made her team rely on her for solutions and started delegating the tasks that should have belonged to them in the first place.

Because of the shifts Aliya made to her leadership style and the confidence her team built through the professional development training, they felt empowered to continue building on what they learned and become stronger leaders. They began taking on more responsibilities and relying on Aliya less, giving her the opportunity to spend less time at her centers and more time at home with her family.

With a healthier culture and a strong set of leaders, Aliya was finally able to start building the centers she envisioned. She and her team started implementing better practices and processes that led to a tripled income and the best year in profits the centers had seen since they opened. This has allowed Aliya to reinvest money in her programs so she can continue to work toward building schools of excellence.

Moving forward, one of Aliya's primary goals is to give her staff the same growth opportunities she and her team have experienced through Schools of Excellence. She also wants to enjoy more personal time as she moves toward spending 100% of her time outside of her centers. Most of all, however, Aliya wants to continue the self-work that opened the door to such incredible opportunities, as knows that her leadership is the source of the ripple effect that has transformed her team, her staff, and her centers.

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*"My team gave me back my time to spend with my family and to work on the business so that I can build it."*



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**Gain insightful feedback,  
deepen your connections,  
and transform your  
team's leadership.**

[INQUIRE ABOUT A LEADERSHIP VIP DAY FOR YOUR TEAM](#)