Orange County Head Start-Early Head Start Team Shield

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| ***Why do we exist?*** *OCHS/EHS Mission Statement:*  “Engaging and Strengthening Families to Prepare Children for School and Life”  ***“Building Family Leadership and Independence to help their Children Be Successful in Elementary School”***  Family Leadership and Independence - Researchers have developed lists of particular characteristics that are common among successful families; nine measures:  http://aspe.hhs.gov/daltcp/reports/idsucfam.htm#defining   * communication * encouragement of individuals * commitment to family * religious orientation * social connectedness * ability to adapt * expressing appreciation * clear roles * time together | ***What do we want to be and how do we want to be perceived?******HOW DO YOU MEASURE THESE BELOW?***   1. As a program where the “best” people want to work **(pay more, high standards while hiring, provides highest training.)** 2. As experts in early childhood care, education and development **(outputs – activities; host conferences and training on ECE, association leadership)** 3. As a supportive program which adapts and integrates best practice with community needs and strengthsand empowers families and children (**define supportive**) 4. As resourceful, knowledgeable, compassionate, fair, trustworthy, reliable, effective resource and of good quality (**quantify these qualities with testimonials or assessments**) 5. Culturally responsive and competent (**measured by the diversity of staff, collaboration and partnerships, MOUs.)** 6. As responsible for identifying & overcoming barriers to accessing our services (**evidence**) 7. As an organization that operates within the Head Start parameters to meet or exceed HS goals and standards and is accountable to funding sources and greater community (**monitoring, rating system, performance and evaluation results.)** 8. As a community partner (in the village which raises the child); known by and a part of the community (**collaboration and partnerships, MOUs, community recognition.)** 9. Inclusive and accepting of differences (**how is it different from no. 5? In Performance Reviews. . recognition, promotion and rewarding of staff that demonstrate these qualities**) 10. As accessible, understood & valued by the populations served including hearing accurate and positive “good word of mouth” about us (**MOUs and the increase of partnership over 5 years.**) |
| ***What do we value or believe in?***   1. In our great opportunity and capacity to influence through our program (**areas of proven influence; parent earnings, educational attainment, cognitive and social emotional development.**) 2. In families, their right to accessible and accurate information, and their ability to make changes with our support (**IFSP and IEP, etc**.) 3. In supporting families access to healthy, safe environments, quality health care and healthy foods (**assessments, recommendations, trainings, and individualize plans, plus evaluation of changes in behavior**.) 4. In the importance of having hope, in strengthening families/ protective factors, resiliency, and the strength of relationships…between staff, between child and parent, between child and teacher, between staff and families, and between staff and the community (**Resiliency definition? Specific measurement tools are Family Strengths and Resilience Scale, Connor-Davidson Resilience Scale, the Resilience Scale,**[**Child Behavior Checklist**](http://en.wikipedia.org/wiki/Child_Behavior_Checklist)**, Child Depression Inventory, and Mental Health Inventories**) 5. In children and the change they can have in the world through high quality education & services (**Research on Early Childhood Education, http://www.nea.org/home/18226.htm**) 6. In the importance of family and culture, and strengthening heritage & other languages 7. In diversity and that everyone should be heard, valued, and included…families, children & staff 8. In our resource rich community, our partnerships, a shared vision to improve quality of life for all 9. In the value of staff and their experience, the “team process”, professional development, and being open-minded to differences and changes | ***What must we do in the next five years to be successful?***  -Keep working on community partnerships (**tally increase, diversity of partners and document collaboration impact.**)  -Keep evolving in response to community needs (**CA priorities and intervention to address felt needs**.)  -Be creative and innovative in community outreach/marketing what we do and recruitment efforts (**Refer to plan, dates, volunteer, measure results of outreach.)**  -Improve parent ability to engage with children and the community (**testimonials, parent survey, baseline/screening interview**.)  -Improve our “team” relationship with parents so they are heard and a part of program development (**Policy and Procedure training, measure changes and progress**.)  -Create systems that strengthen relationships between staff, between staff and children, between staff and families, and staff and community including prioritizing face-to-face communication (**research based reference, strategic definitions, monitor changes, interview.)**  -Continue and improve strong team collaboration (**Performance review related?, how team collaboration is measure and/or rewarded.)**  -Find effective ways to attract and retain well-qualified, competent and committed staff; train and support good staff (**interview staff, define quality.)**  -Individualize professional development to improve our practice (**IPDP established**)  -Convene focus groups with teacher and service delivery staff to include their input into program and large-scale planning (**activity timeline and facilitation approach.**)  -Keep evolving to better use technology while maintaining high standards (**take inventory and establish priorities.)**  -Find the balance between focus on goals, outcomes, data and providing direct care and services  -Establish systems for collecting reliable data about children, families, program management, community involvement and unique organizational initiatives (**timeline activity, facilitation process, evaluate results.)**  -Set realistic program goals and be accountable to them. |