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.**)
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| ***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. |