


Head Start 

**From Vision to Reality:
Early Head Start Start-Up & Implementation**

April 6, 2010

Developed for the Office of Head Start by the Early Head Start National Resource Center, 2010
A member of the National Head Start Training and Technical Assistance Network

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Today's Panelists 





Angie Godfrey
Jennifer Branch
Misty Horne


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Today's Goals 

**To Support Programs in
Moving From Planning to Implementation**


- Review start-up process
- Share lessons learned, strategies, & resources
- Questions & responses

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Today's Goals 

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EHS Start-Up Events

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Archived Events

- "Introduction to EHS Resources" Webinar (aired January 7, 2010)
- "Welcome to EHS" Webcast (aired January 28, 2010)
- "From Vision to Reality: EHS Start-Up & Implementation" Webinar (aired April 6, 2010)

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Start-Up Process




- Utilizing resources
- Reviewing & developing management systems & procedures
- Preparing for program services & activities
- Implementation

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Start-Up Process


Change & Adaptation



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Audience Survey

Yes or No?




Do you use the EHS Organizational Readiness Chart?

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Change & Adaptation

Challenges & Triumphs




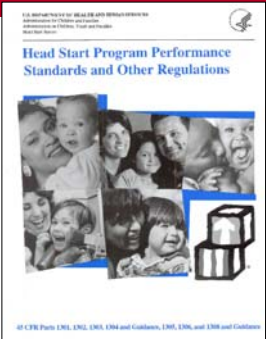

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Focus On What Matters

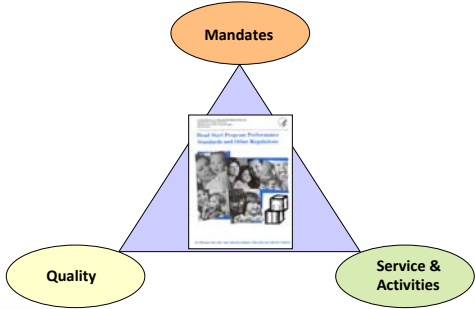
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Love the Program Performance Standards


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Love the Program Performance Standards




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Misty Horne





Early Head Start Director
Iowa Tribe of Oklahoma
Perkins, Oklahoma



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Iowa Tribe of Oklahoma Early Head Start

- Center-based
- Expectant families

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Utilize Teachable Moments



What is Head Start?

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Utilize Teachable Moments



What is Head Start?

It's a comprehensive program.

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Partnering & Collaborating






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Partnering & Collaborating

Challenges & Triumphs

- Understanding each other's tasks





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Partnering & Collaborating

Challenges & Triumphs

- Understanding each other's tasks
- Sharing the work




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Partnering & Collaborating

Challenges & Triumphs




What does a federal grant mean?

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Partnering & Collaborating

Challenges & Triumphs



What does a federal grant mean?

It means mandates, regulations, and expectations.

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Partnering & Collaborating

Challenges & Triumphs





- We CAN be partners!
- We CAN work together!

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Advice

Partnering & Collaboration



- Learn each other's "lingo"

Community Assessment informs services & plans



- Added services for expectant families
 - Focus on teens

Services to Expectant Families



Services to Expectant Families

Challenges & Triumphs



- Transitioning baby into program option

Services to Expectant Families

Challenges & Triumphs



- Transitioning baby into program option
- Incorporating mental health

Finding Qualified Teachers/Staff



Finding Qualified Teachers/Staff

Challenges & Triumphs



- Partnering with local & state colleges

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Finding Qualified Teachers/Staff

Challenges & Triumphs



- Partnering with local & state colleges
- Utilizing community resources

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Finding Qualified Teachers/Staff

Challenges & Triumphs




- Partnering with local & state colleges
- Utilizing community resources
- Impacting local & state policies

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Audience Survey

Yes or No?



Do you wonder how you will find or train qualified staff?

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Culturally, Linguistically Appropriate Care

Challenges & Triumphs



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Culturally, Linguistically Appropriate Care

Challenges & Triumphs

- Understanding & implementing program philosophy



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Culturally, Linguistically Appropriate Care

Challenges & Triumphs

- Understanding & implementing program philosophy
- Knowing themselves



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Culturally, Linguistically Appropriate Care

Challenges & Triumphs

- Understanding & implementing program philosophy
- Knowing themselves
- Respecting the many wonderful ways to care for infants & toddlers



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Culturally, Linguistically Appropriate Care

Challenges & Triumphs



- Families & staff pull together!


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Advice

You're not alone!

- Reach out other EHS/HS programs



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Connect via Program Staff Listserv



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Advice

Don't get stuck

- All hands on deck!



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Advice

• Tap Federal staff and TA providers.

• Locations of Regional Offices/Regional Administrators

ACF Regional Offices are located in the following cities:

Boston	Philadelphia	Chicago	Kansas City	San Francisco
New York City	Atlanta	Dallas	Denver	Seattle

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EHS Tip Sheets

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Early Head Start National Resource Center

What's New | EHS NRC

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Exclusively for Early Head Start Program staff.
Sign up >>>

Early Head Start Program Staff Listserve

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EHS Tip Sheets

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We offer the following series of publications. Click on each panel for more information on each series, and to download the publications in pdf format. For more information on PDF format, click here.

- Home-Based Program Options
- Works You Can Use
- Early Head Start Program Strategies
- Sharing Knowledge Series
- Technical Assistance Papers - English
- Technical Assistance Papers - En Español
- Tip Sheets - English

Early Head Start Tip Sheets are not regulatory documents. Their intent is to provide a basis for dialogue, clarification, and problem solving among the Office of Head Start, Regional Offices, Technical Assistance consultants, and grantees. To obtain further clarification on Head Start policies and regulations, please contact your Regional Program Specialist.

Tip Sheet #1 Screening Premature Infants	Tip Sheet #11 EHS: Identify Average Daily Attendance Rate	Tip Sheet #21 Continuity of Care in Infants: Toddler Group-Settings	Tip Sheet #31 Home Visitor Caseload
Tip Sheet #2 Two Qualified Teachers per each EHS Classroom	Tip Sheet #12 EHS-Chickaree Partnerships (Currently Being Revised)	Tip Sheet #22 Infant Mental Health (IMH) Services	Tip Sheet #32 Home Visiting Play Materials Using Ordinary Materials
Tip Sheet #3	Tip Sheet #23		

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Fairfax, Virginia

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County of Fairfax Head Start / Early Head Start

Grantee & Delegate Agencies

- Center-based
- Home-based
- Family child care


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Facilities & Materials

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Facilities & Materials

Challenges & Triumphs ...




- **Getting up to code**
 - Define lingo & expectations

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Facilities & Materials

Challenges & Triumphs ...




- **Getting up to code**
 - Define lingo & expectations
 - Align & comply to all regulations

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Facilities & Materials

Challenges & Triumphs ...




- **Getting up to code**
 - Define lingo & expectations
 - Align & comply to all regulations
- **Understanding purpose & use of space**
 - By whom & when

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Advice

- **Use a start-up planner or project manager**




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Advice


- **Use a start-up planner or project manager**
- **Do your own research**



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Staffing Patterns

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Staffing Patterns

Challenges & Triumphs ...

- Hiring 'floating' staff



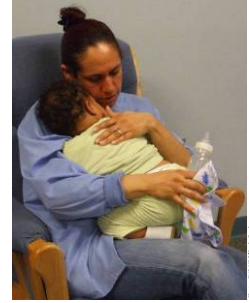
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Staffing Patterns

Challenges & Triumphs ...

- Hiring 'floating' staff
- Creating a pool of qualified substitutes



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Qualified Substitute staff

Challenges & Triumphs ...



- Recruiting & screening process

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Qualified Substitute staff

Challenges & Triumphs ...



- Recruiting & screening process
 - “Goodness of fit” for infants & toddlers

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Qualified Substitute staff

Challenges & Triumphs ...



- Recruiting & screening process
 - “Goodness of fit” for infants & toddlers
 - Willingness to take courses

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Family Child Care Services




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Family Child Care Services

Challenges & Triumphs ...

- Meeting family needs



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Family Child Care Services

Challenges & Triumphs ...

- Meeting family needs
- Complying to regulations



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Family Child Care Services

Challenges & Triumphs ...



- Having qualified providers

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Family Child Care Services

Challenges & Triumphs ...



- Having qualified providers
 - Long-term commitment

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Family Child Care Services

Challenges & Triumphs ...




- Having qualified providers
 - Long-term commitment
- Supporting providers with implementing EHS services

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Audience Survey



Yes or No?

Are you funded for the family child care program option?

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Home-Based Services



- Adapting socializations & home visits for very young children



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Home-Based Services



Challenges & Triumphs ...


- Adapting socializations & home visits for very young children



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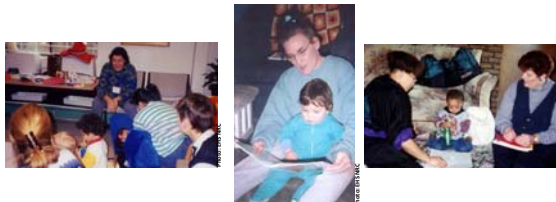
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Home-Based Services



Challenges & Triumphs ...


- Adapting socializations & home visits for very young children
- Finding home-visitors for infants & toddlers



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Program Governance



Challenges & Triumphs ...

- Proportionate representation of EHS families across all the program options



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Program Governance



Challenges & Triumphs ...


- Proportionate representation of EHS families across all the program options
- Staff explain & recruit



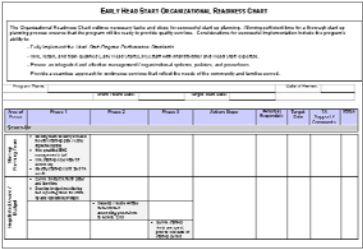
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Advice



- Use the start up process & readiness chart



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Advice

- Use the start up process & readiness chart
- Meet regularly

EARLY HEAD START ORGANIZATIONAL READINESS CHART

The Organizational Readiness Chart reflects readiness levels and steps to complete each step. Identification items for a Head Start are indicated in the column of the chart. Use the chart to identify gaps, determine the priority of implementation, and track progress.

Fully implemented by Head Start Program Performance Standards
 Fully implemented by Head Start Program Performance Standards
 Fully implemented by Head Start Program Performance Standards
 Fully implemented by Head Start Program Performance Standards

Item	Priority	Item	Priority	Item	Priority	Item	Priority
1. Organizational Structure	High	2. Staffing	High	3. Physical Environment	High	4. Health and Safety	High
5. Curriculum and Instruction	High	6. Family and Community Engagement	High	7. Assessment and Evaluation	High	8. Quality Improvement	High
9. Financial Management	High	10. Governance	High	11. Compliance	High	12. Data Management	High
13. Information Technology	High	14. Transportation	High	15. Emergency Preparedness	High	16. Nutrition	High
17. Language and Literacy	High	18. Cultural Competence	High	19. Professional Development	High	20. Program Evaluation	High
21. Health and Safety	High	22. Family and Community Engagement	High	23. Assessment and Evaluation	High	24. Quality Improvement	High
25. Financial Management	High	26. Governance	High	27. Compliance	High	28. Data Management	High
29. Information Technology	High	30. Transportation	High	31. Emergency Preparedness	High	32. Nutrition	High
33. Language and Literacy	High	34. Cultural Competence	High	35. Professional Development	High	36. Program Evaluation	High

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Questions



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Questions



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Questions



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Questions



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Questions



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Thank you for attending today
and for working on behalf of
infants, toddlers, and families everyday!



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