

HEAD START LEADERS 2021

QUALITY FOCUSED  INNOVATION DRIVEN



MARCH 3-5, 2021

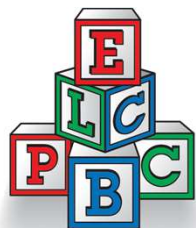
#FHSA2021

ADAPTABILITY IN TIMES OF CRISIS
EHS –All Hands-on Board!



Alina Chaney, Family & Community Services Manager
Akia Davis, Early Head Start Director



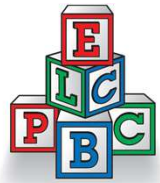


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Objectives



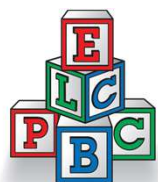


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Take-aways for participants

- **Organization / Program structure**
- **How to achieve program adaptability**
- **Building on our program's strengths**
- **Viewing all challenges as opportunities**
- **Highlights of teamwork**
- **Mental Health supports**
- **Technical support**





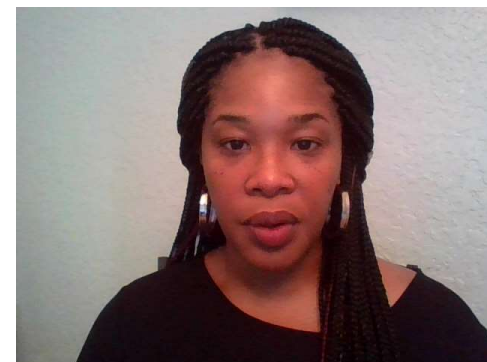
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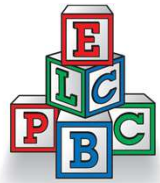
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What is EHS-CCP?

➤ The Early Head Start-Child Care Partnership (EHSCCP) grant funded 150 slots in 2014 and expanded 120 more in 2018, the goals were:

- Increase early learning opportunities for infants and toddlers
- Grow program capacity
- Increase customer service



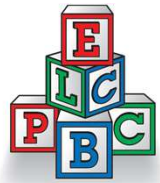


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Funding

- **Layered funding: The Office of Head Start and the Office of Child Care (CCDF funding) collaborated to support the concept of dual funding for 40% of the enrollment**
 - **Level 1 - Core Services - Child can be funded through EHS-CCP and CCDF, TANF, local scholarships, or other funding in this layered model.**
 - **Level 2 - Program Enhancements**
 - **Level 3 - Individual Child Services**





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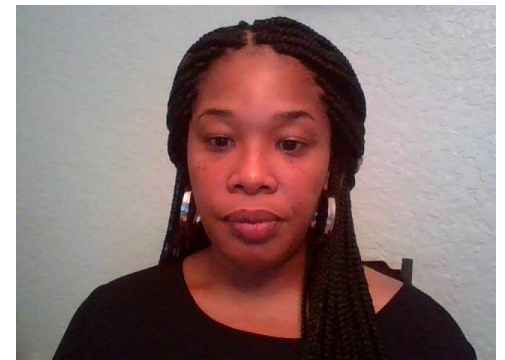
History

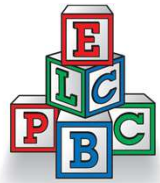
Our Story – How We Started

- **Procurement – 2 phases**
 - Phase 1 – Child Care Partnership opportunities are announced publicly
 - Our office uses a locally designed rubric, scored by a team inside and outside of our Partnership Grant
 - Phase 2 – Site visits and interviews



- **Common Barriers**
 - **Contracting**



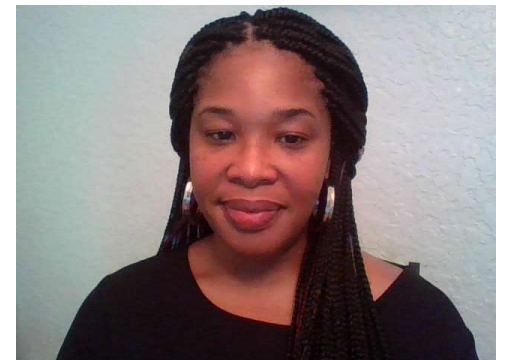


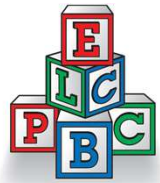
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Program Adaptations

- **Providers**
 - New candidates with scoring system
 - Quality Assurance: score card and support

- **Orientation and Training – continue during crisis**
 - Virtual orientation at the outset: clear expectations
 - Virtual Orientation meetings as a group: Q & A and support
 - Virtual training

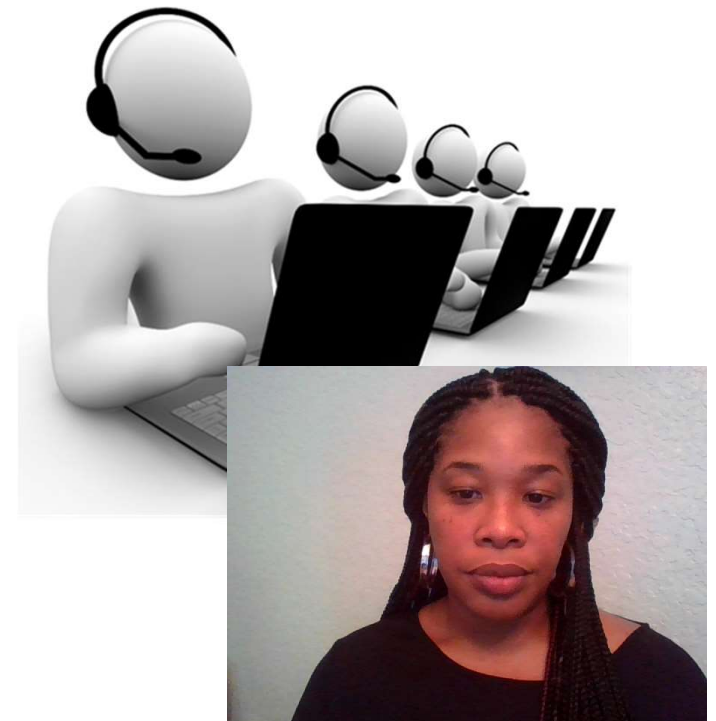


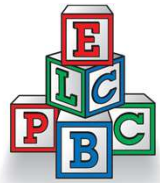


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Partner Provider Training

- **Ensure access to technology**
- **Training, collaboration and support – grantee and program staff participate together**
 - **Prospective programs invited to training**
 - **Records of training**
 - **Mandatory paid training days**
 - **Child Abuse and Neglect**
 - **Health and Safety**
 - **Standards Overview**
 - **Curriculum**
 - **Medication Administration**
 - **Business Basics**
 - **Challenging Behaviors**





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Training and Technical Assistance

- Training calendar set annually based on provider feedback and needs collected via survey
- Other data points that guide training:
 - PIR data
 - GOLD child assessment data
 - Self-assessment data
- Score cards
- Technical Assistance – All providers receive monthly TA from grantee staff following the Practice-Based Coaching (PBC) model

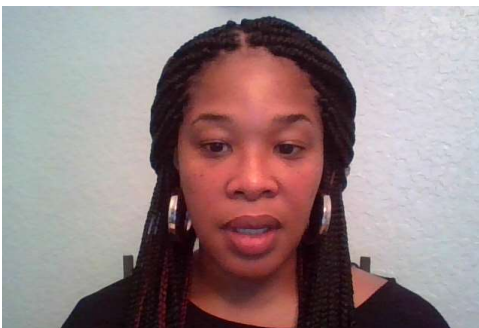




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Program Adaptations

- **Comprehensive services**
 - ERSEA
 - Health and safety
 - Education
 - Mental Health and Disabilities
 - Quality assurance

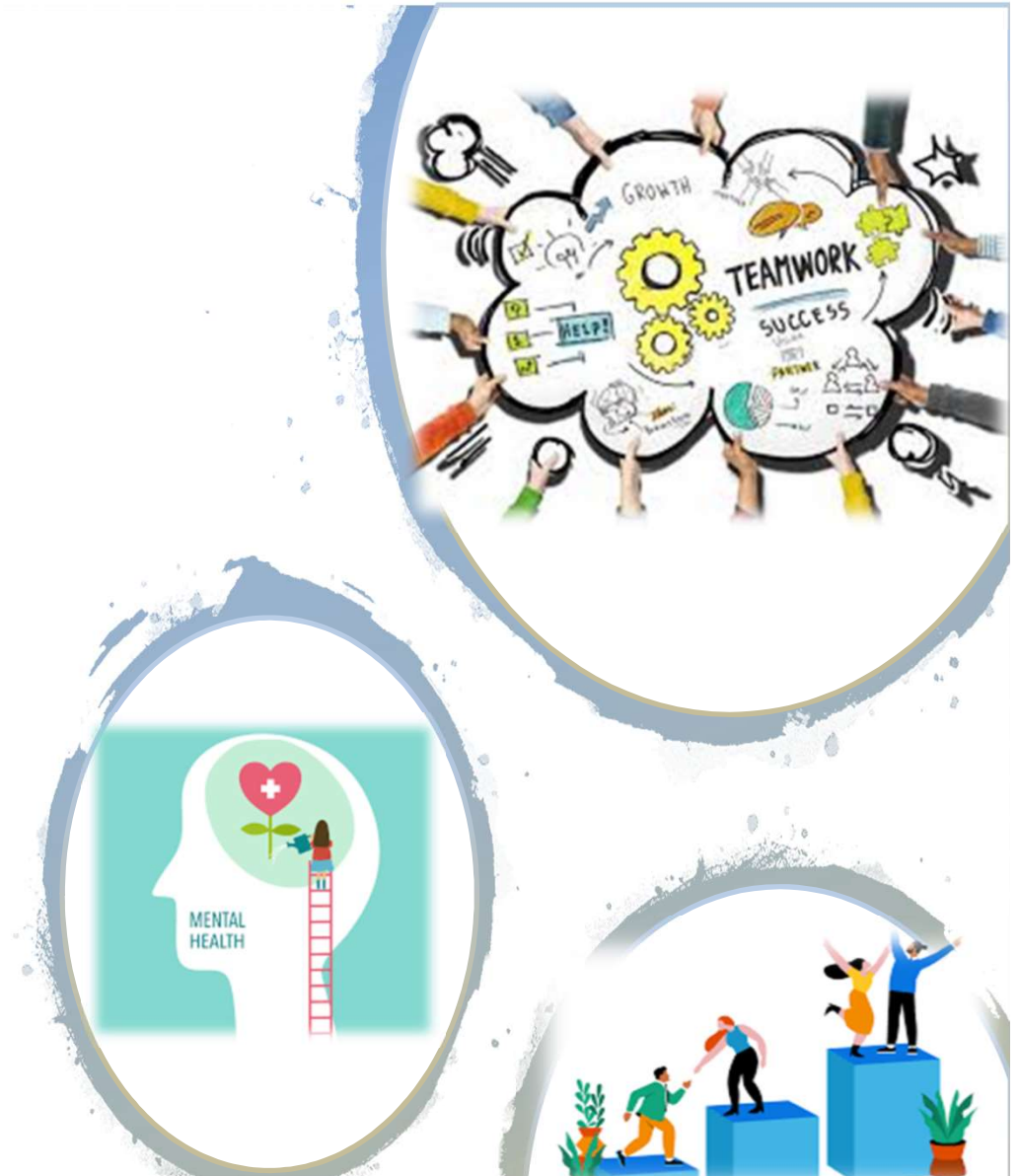
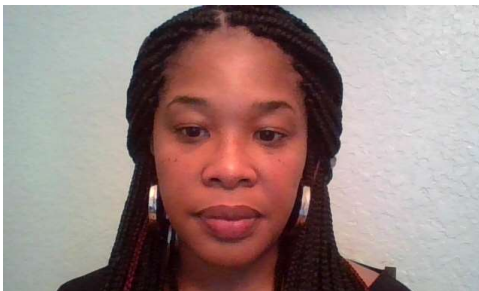


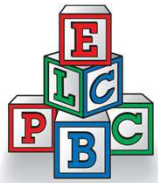


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Program Adaptations

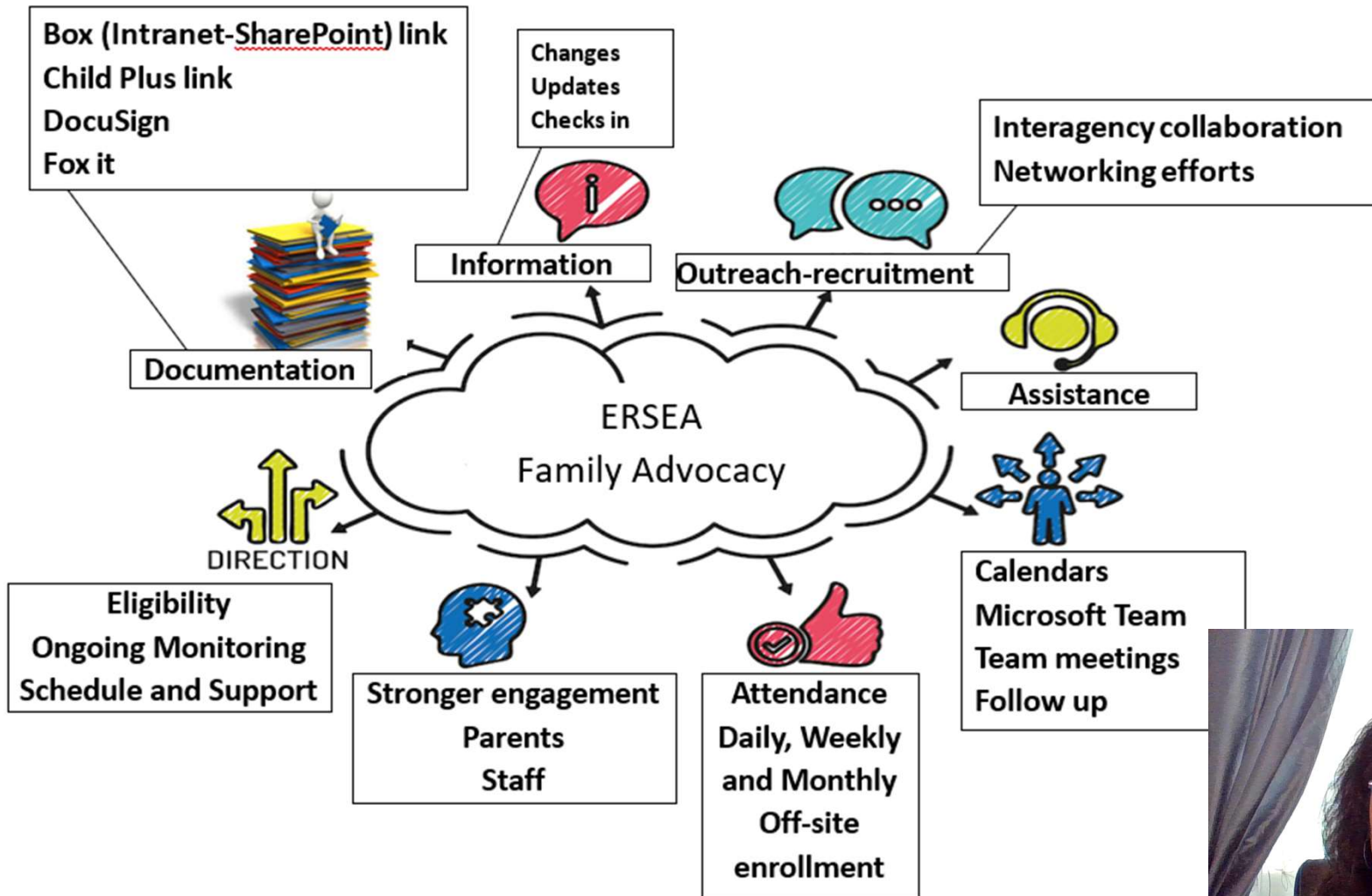
- **Teamwork!** strengthen collaboration
- **Time management**
- **Mental Health support**
- **IT support: equipment and software use**





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Program Adaptations

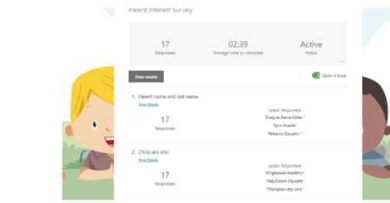




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Parent Engagement

- Technology
- Services
- Parent meetings
- Father/Male engagement
- Parent Surveys
- Chat rooms
- Wellness checks
- Curriculum support
- Mental Health
- Community resources
- Transitions



3. We will offer different topics at each parent meeting. Choose at least 5 top topics that interest you:

View Details

Budgeting - Saving - Credit C...	9
Child Development	10
Discipline - Effective Parenting...	5
Nutrition-Snacks-Picky eaters	6
Potty Training - Night time ro...	1
Resume Writing/ Job Readines...	4
Housing Assistance - Mortgage...	3
Relationships - Marriage Supp...	1
Wellness - Health Education ...	5



Happy Holidays

Agenda
December 16, 2020 @ 5:00pm- 6:00pm



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Agenda and Meeting Minutes
Jan 27, 2021

The Importance of Father /Male Figure Engagement

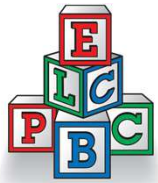
Date: Wednesday, January 27th, 2021
Time: 5:30pm to 6:30pm

[Click here to join the Zoom Event](#)

Meeting ID: 998 9423 9541

Passcode: 012321

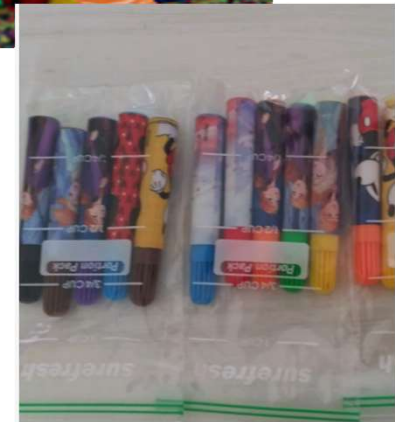


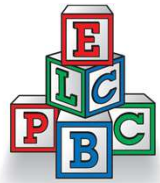


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Health and Safety

- Health and safety measures
- On-going monitoring
 - Two-way feedback
 - Deadline-based improvement schedules
- Technical Assistance
- Supplies and Equipment
 - Vendor procurement
 - Walk-throughs of sites
 - Recommendations from grantee staff
 - Limited choices on packages
 - Exclusion of consumable goods





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Education

➤ Education is three-fold

1. Education of children

- Curriculum purchase and training
- Coaching sessions and technical assistance
- Monitoring lesson plans
- Child assessment reporting



2. Family Education and Advocacy

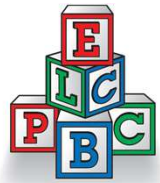
- Parent Committee Meetings
- Policy Council
- Training Events

Early Head Start

Parent Committee Meeting



Ready Rosie



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Education

3. Education of Partner Staff

- Credential records kept for all staff by the grantee
- Local funding to complete the CDA
- SEEK Scholarship for further informal and formal training
- Webinars and training opportunities outside of our partnership
- State and National Conference participation



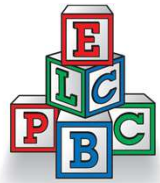


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Lessons Learned

- Ask for TA from multiple sources
- Take your time with procurement – score everyone so you have a ranked list to prioritize eligible prospective partners
- Procure / Re-procure
- Don't be afraid to say goodbye – Base decisions on documented challenges: balanced scorecard and frequent provider communications about progress and quality of services
- Set the stage early about expectations, know what's reasonable !
- Ask for feedback and listen!





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Lessons Learned

- **The power of governance – embrace it!**
- **Support your team in all aspects –**
 - **Professional development**
 - **Case load / time management**
 - **Technical assistance**
 - **Mental health activities**
- **Training on family partnership**
- **Reopening plans**
- **Parent meetings – technical assistance for parents**
- **Quality Assurance – strengthen monitoring at all**



Resources

Head Start / ECLKC: <https://eclkc.ohs.acf.hhs.gov/policy/pi>
<https://eclkc.ohs.acf.hhs.gov/policy/im/acf-im-hs-20-03>
<https://eclkc.ohs.acf.hhs.gov/policy/pi/acf-pi-hs-20-03>

Office of Early Learning:

<http://www.floridaearlylearning.com/covid-19-resources>

EduCare: <https://www.educareschools.org/ehs-ccp-series/>

First Five Years Fund: <https://www.ffyf.org/relief-for-child-care-providers-included-in-the-cares-act/>





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Questions and Discussion

