

## **Insights for New Directors: Dennis DeMers**

[Opening Credits]

[Title card: "What is critical for success?"]

Dennis DeMers: I think in every job today there's a tendency to become too specialized. And what you think your job is is to be there from 8:00 to 5:00 and at the end of the day you move to the next day. If you're going to be successful in Head Start, if you're going to be successful in Early Head Start, if you're going to be successful in partnering with other people you have to have a general knowledge of what's going on around you at the federal, state, local, county, school district level.

[Title card: "What motivates you?"]

I believe that we've been successful. I believe that Head Start works. I believe that Early Head Start works. I don't need a research study to show me that; I've seen it. I've got people that work for me that were in the program. I've got people who were homeless that are homeowners. It works. So, because it works, it's like everything that we do at a job. If we're successful we'll stay fired up about it, and I'm fired up because Head Start works.

[Title card: "What advice do you have for new directors?"]

Don't be afraid to fail, but fail for the right reasons. And if you fail for the right reasons you'll be able to stand up again and hold your shoulders back and know that you're moving in the right track. Everything will work out if you stay on top of the pedagogy, stay on top of the nitty gritty, do the management things that you have to do. It's a 12 hour job; it's not an eight hour job, but that's OK. Laugh when you're doing it; create relationships when you're doing it; have fun at what you're doing, and be successful and you will be if you keep moving to the right motivation.

[Closing Credits]