



Foundations for Early Learning: Systemically Supporting Program Quality and Early Learning

What was the name of the child development video shown during the break and is it on ECLKC?
Enjoyed the last session on how the children should be at a certain age doing different things
https://eclkc.ohs.acf.hhs.gov/hslc/tta-system/ehsnrc/cde/curriculum/watch-me-grow.html is the video that was shown during the break. It's called "watch me grow".
Who are your leaders in your program.
Parents
Thank You
Directors
Myself
Director
Directors
teachers
Director, FDS, Lead teachers
Managers
child health consultants
teachers
all of us
children
Supervisors and managers
Teachers
Community Business
Teachers, Advocates, Parents, Administration
EVERYONE'
according to our school, it is just the managers...but we have lots of leaders in our program!
Head Teachers
and then support coordinators
Program managers
Governing Board members
My director and asst. director; lead teachers
Component area managers
Head Start director, parents, home visitor
Mental Health Specialist
Ed Coordinators
Education Coordinator
Policy Council
Team work Directors teachers partners
Community
Mentor
Directors, Parents Teachers
Policy Council



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Board Members
Director, Fiscal Manager, Parents, Policy Council
Administrators
Lead Teacher in classroom
everyone in the program
everyone can play a leadership role
The children and families
Therapeutic Teachers
All of us... we need to lead by example
Board members
policy committee members
Directors, teachers,
teachers and parents
Senior Team
Family Child Care Providers
FDS
Children
Family Support Worker
everyone can have a leadership role in their position
as a home visitor, children that I work with.
mental health coordinators
Directors, teachers, parents, program directors, policy council.
pOLICY coUNCIL...BOARD OF DIRECTOS
me! in collaboration with my great team of home visitors community partners and families
Everyone plays a role!
Everyone is a leader in one way or another
HSAC
Teachers
team teachers and parents
CEO, EHS Director, Parents, Policy Council
Center Directors, parents, policy council
Team members
everyone involved
Board
communities
Hello from Orange New Jersey
Directors, teachers, colleagues, parents
VP, ECE Coordinator, Area Directors, Instructional Specialists, Parents/Families, Service Providers
Sight mangers
Anyone who is willing to take action and move the program in a positive direction.



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THE CHILDREN
teachers, myself, director
DIRECTORS
community
parents, teachers
Team work
The management team, implements and monitors, the directors set the tone and the teachers and field staff as well as parents lead the direction of the program positively.
The children
My Team of Family Facilitators
Family Service Workers,
volunteers
Family Resource Advocates
parents, coordinators and children
A little boy name Ben in my class.
Education Specialist
Homevisitors
parents, lead teachers, directors, fds
School maintance staff
I will be printing out transcripts to show our leadership team!!!!
Good point about fiscal roles in leadership.
EHS-CCP Team Leaders!!
leadership is important
These key components are built on a strong communication system between....and so hard to build when there is so much to do!
http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/ehsnrc/btt/registration.html
Oh yes...community partners...a never ending job of building relationships and educating them on what the "program" is all about!
Great information!
Now that's a good one...key staff bio's!
we need ideas and strategies to thank staff through out the year versus just during regular celebrations like teacher appreciation week
I like that idea about the Buddy system
Site visits may be a good idea.
Buddy system is a good idea
can be the ideal in the agencies and programs
I agree with ways of thanking the teachers through out the year versus teacher's day, ect. I personally enjoy when i'm shown appreciation in any way.
my first time was seat with a binder of regulations for a hole week
I agree...site visits are a must...regular ones are the best..allowing time to talk a bit..good to spend time with them while they are working too..in the classrooms and on home visits:-)



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Job shadowing is very important
can the agency provide a information about union information to vote "no". can be part of the professional development.
how about one on one coaching for the first time teachers?
People learn in different ways so hands on and hard copy, etc is a good idea!
Good information
I really like a mentoring system...which could be both shadowing and "buddy system" concept.
we need people who love, or have a passion for what they do..
I think we need more mentors to provide quality training and share that vision and mission appropriately
Head start/ Early Head Start is exceptional with bring new staff onboard!! I have never received such detailed instruction. My training plan was so intentionally thought out. I am very grateful.
We have a daily checklist we go through
In our program, we do.
My program have an health and safety checklist
Yes we implement a daily check list
Is anybody using the OHS Environmental Health and Safety: HB Socialization and Center Observation booklet for a checklist?
great question Francesca!
love that thought
Francesca yes we do in our HS program- we use that as a guide for our start of the year check of sites
May have to check that out Francesca
Is it helpful? It looks like a good resource.
Peer coaching/assessment
thank you Candace. I am having a hard time locating them.
yes as that is what the feds look at when they come to do a review so in our program self assessment we use it
Nice, Syndy. That's why I want to implement it this year.
I thought all programs has to use it to run their program as it is a fed. gudieline.
Budgeting for mentor coaches to assist in reflective supervision...great idea!!! Would be grand for Teacher Assts..
parallel process
Agreed Support your staff!
Coaching is one of the best professional development tools you can invest in.
Here is the link to the page that has the vbtt program. http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/ehsnrc/btt/registration.html
this is so important, "Taking Care of Staff"
Happy staff, dependable staff!!!
I agree totally Julie...but knowing how to coach is truly an art:-)
Taking care of your staff benefits the program
I agree! Taking care of staff is a necessity!



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That is true, Suzanne. We have lucky to have highly qualified coaches and they have truly made a difference for our program.
Out of Classroom time is so important
Even for short amounts of time makes a big difference
http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/ehsnrc/docs/vbtt-20150721-20150723-program.pdf the certificate for download is on page 12 of the program
Yes, out of the classroom time is very important...but that doesn't happen in our program.
Coaching and mentoring make the difference
Everyone needs attention, especially when they are doing great work!
As a director to implement this I started with 15-minute meetings for staff outside to meet and built up from there
A pat on the back goes a long way
What do you do to help support staff?
We are just starting out of classroom time at our program.
staying connected to what's going on in the classroom
Encourage them
take time to recognize the positive things that staff and teachers are doing
Establishing relationships/friendships inside and outside of work
I bought small buckets & we do Bucket Fillers with staff.
Follow-up
Appreciation box that we read each comment at every staff meeting
Specific hand written notes of encouragement, a moment of time on the phone, awards, hugs
Sit staff have Weekly teleconferences with all component staff as our staff are all long distance
Listen and point out hard work and strengths
I ask them what is the best way for me to work with and motivate them.
Be a hands on a possible
site
Yes I agreed Suzanne, Recognizing their great work is a way to motivate them.
I'm welcoming
In my program we have once a month staff development day we bring lunch for staff.
Giving each other times to talk....just talk...about anything. Support!
Sending periodic emails that tell them what an amazing job they do and how I value their efforts
I make it my business to ask staff how they are doing when I visit the classrooms.
Fairness across the board
Talk about what they need. Then give them strategies, observe them and then reflect with them
twice a month we have set aside time for TLC groups.
Supporting the staff as a community of learners. Support their sense of competency with ongoing professional development opportunities
teambuilding activity each meeting, lead by peers
the staff*
Listen to them be an avenue for them to go to in times of overload



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we cook
Providing them with snacks
I make sure to thank staff for even small things they do to help
Drop a 'great job' note
As a former Coordinator, I implemented Chat Sessions as well as a newsletter for teachers both homebase and centerbase to increase the level of communication
I feel recognition is very important to staff
I do reflective supervision once a month per home visitor and then anytime they need extra support I am always available. I also give them 1 hour peer reflective per month where they can talk to each other and share strategies.
plan social activities for the staff to do team building but also just mingle
Highlighting positive interactions between staff and parents
Our program has a mental health provider we visit with monthly
Monthly breakfasts or lunch meetings
Mail cards to staff
follow up..hold self accountable
Really listen to their concerns
Effective coaching is an integral part of effective leadership and quality improvement. I am passionate about the support I provide to children and their parents/families. I also believe that qualified staff makes a big difference!
I respond by listening closely and finding resources and talk with them to brainstorm on ideas.
We go out of lunch each Friday and I listen.
We do teacher meeting throughout the year. Supervisors have one on ones with each teacher, teacher assistant, and child family specialist.
Ask them for their feedback on trainings, opinions on forms; send them occasional funny emails with encouragement notes; snacks with a happy note
Pre K's nap together and it opens us up to have 2 hours where teachers can build their relationships outside of the center for those few hours
I have a special day each month to gather for potluck and talking.
Sending staff "thank you"/ "good Job" notes or cards when a commendable action was observed.
Stepping in to the classroom to do the work in the staff's place goes far! Even for the 15-minute break to occur.
I love the idea of written messages...I've done that and it has worked!
We have Wednesday Huddles to help get staff going mid week and to help with disseminating any important mid week info.
We provide support if needed for paperwork or other needs.
Carmen Brown - how do you cover the classrooms during this time?
I send a positive morning message to all staff everyday via email.
Personal gifts and notes for different personal occasions (passing a state test, etc.)
I observe my staff strengths and try to build off them. If I observe weak areas I help scaffold via trainings or modeling new behaviors to make them successful
recognition is the key!



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staff meetings every 2 weeks with round robin for everyone!
Send staff to trainings!
We celebrate each other birthdays!
What is round robin/
Wow! What incredible ways you're all supporting the IT workforce!
Team building by peers...great idea
Engaging in an art activity to visually represent the strengths of the program
I stay in the nap room with an aid and check e-mails and other things like that
I give them individual attention and group support. I let them know how we are progressing and ask for their input on perspectives and what may be the best way to proceed. I work on team building efforts
celebrate birthdays and accomplishments. no matter how small!
I appreciate feedback sessions and sufficient time for onboarding new staff.
we use Conscious Discipline structures such as: Kindness Tree and Wish Well Board.
Recognition is key. Simple statements that recognize in the moment go far. I notice statements
have hands on time in the classroom to support teachers
Asked staff for suggestions and inputs in developing new procedures and policies.
Home visits
Please post the slide with all 1-5 strategies. Thank you!
We also give staff the opportunity to choose their own schedule (i.e. 7-3, 7:30-3:30, or 8-4) to give them a little freedom during summer months, since we are year round.
Yes, I have monthly meetings with FCCPs and when they get together it helps them to feel less isolated.
Staff Surveyd
FCC--staff meetings each month with fun games to destress
teamwork is VERY VERY important
monthly lunch meetings
Does anyone have the link to the session that was before this one. Could not get the certificate for that one
Did they video stop?
We open up a center to have workdays for Family Child care providers
They provide reflective supervision but I think they need to do it often. I think as a homevisitor we vent with each other and we lean on each other for support
We also host a variety of PLCs to help with more individualized group discussions and training.
I'm a home visitor and we have supervision each Friday
We need to revisit the suggestion boxes at the centers.
time and money is always an issue. I am always striving to be more hands on in the coaching capacity with my team but I only have so many hours in a day. I do always keep in mind a fact I learned from the "happiness advantage", there are troops enthusiastically following their leader into battle and those dreading it, the only difference between the 2 is the leader. All these ideas are great and do all you can always, but never forget the whole tone of your program is set by you. my 2 cents
Let them choose their own scrub patterns for the center based



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supportive supervision bi weekly and buddy system of support for new Home Visitors
can i get a print out of all of these ideas? we could use staff builders around here
Kynita - I really like that idea of staffing hours choice!
working together from the top to the bottom...everyone should be heard
we do a training retreat once a year for home visitors and go to a fun place in our community for EHS training. This year we visited falls and listened to some community history by the mayor.
Keep this notes for evaluation time. Staff and Supervisor each complete the evaluation and then collaborate on the final evaluation.
in service
i work with partnerships and visit once a week and bring them information back when is needed.
Giving the staff the opportunity to get involve in decision making.
We have Monthly ERC events to build more moral between the staff and program.
Training retreats are awesome!
We also have an ambassador recruitment committee. We call the participants ARC buddies. And we assign one to all new staff members.
As a family Child Care Provider, I give gift cards for the great job my staff has done.
we have wellness days - staff get to choose how to spend their day- bowling, movie, lunch, etc..
My organization gives gold coins for outstanding service
Does the community donate the cards or out of your pocket?
everyone has voice feedback and communication is key to build a better foundation for the WHOLE group
We can't forget the fiscal folks...office folks..somehow they need time to fully understand the program at all levels..and site visits are a real plus.
I have a monthly meeting with the CCP to offer encouragement and to assess needs of the program
We also have meeting at least once a month where we provide trianings for Family Child Care and allow time for questions and other discussion.
Leadership begins within yourself first and then it reflects the others persons as well, working together makes things smoother as well as flow within the centers and classrooms
Candance, it will be archived on the ECLKC. The certificate is for the entire Institute and can be found here in the program or under the "Schedule" tab of the BTT page on the ECLKC http://eclkc.ohs.acf.hhs.gov/hslc/tta-system/ehsnrc/btt/schedule.html
Both, the community donate and it can be out of pocket expense
We support FCC providers by offering trainings, in home support and coaching, focusing on their strengths, encourage future professional development growth, classroom support by providing toys and materials necessary to meet infant and toddler needs
I wish to see something like that in our program
teamwork is so important for the classroom and for the staff...communication is important
Thank you so much...wonderful session! Basic yes...but necessary to remember..and learn!
Thank you for the informative resources!
Question for presenters:Does the checklist link you provided complement the OHSMS Environmental Health and Safety: HB Socialization Setting and Center Observations please?
let me know where the slides are this is great information
Thank you for all your great insight and reminders. We do appreciate the support from you, too!!



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Thanks for this presentation. interactive and informative.
Great presentation. I saw Christopher Barnes last year in PR at the Head Start Conference and is a great presenter.
this was an eye opener for the staff...teamwork is the best when it's implied for everyone and everyone is heard and understood
Thanks for the help. This is my first seminar through here so I appreciate the answers. It is interesting, well developed, and helpful.
When is policy council brought into the interview experience?
very informative
Jerry we have a policy council member sit on our interview board.
Is their vote counted and what value is it?
Our Policy Council is involved in every interview and hire. We create interview committees
Excellent Presentation
good information
Yes the policy council's vote is counted and their opinion is very valued.
Great session and very informative.
Well said!!
Great presentation
I love how you have incorporated joining with the parents and families in meaningful ways.
well said
Good Session, I enjoyed
Great Information presented!
This is a wonderful video and I see it very useful in training...
Thanks! very relevant and applicable resource for me.