

Bring People on Board

Mary Hafner: We've taken a long time to do this. We – we knew we had to bring people on slowly. It was brand new, and we didn't want anyone to be afraid of it. We wanted them to enjoy what they were doing, and to see the benefits of it.

So, this past spring we had our first all staff meeting where we unveiled data, had a data meeting, and they got to see all of the work that they have been doing in a final outcome on a variety of topics: how many parent-involvement families have been in the program; how many children have completed all their screening; what is our – our percentage on dental health, which is a big issue for us. But they could see it in an overall program, but they could also see it individually, either in their classrooms or in their centers as to how it looked program wide. It was a very, very exciting meeting.

It was – we've had a few "aha" moments along the way. This was a big "aha" moment. They came up with so many ideas on some of the data that was uncovered on what they could do to change it and make it better. So it – it was a total buy in by the whole staff. It was very, very exciting.