



Building Your Head Start Program From Within
EMERGING LEADERS INSTITUTE

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HEAD START STAFF FACTS

- ✦ 30% of young staff leave Head Start only after 3 years of service
- ✦ 9 to 1 ratio women to men
- ✦ Staff rarely move up in our organizations...they tend to move on
- ✦ Staff development is a vital piece in all head start programs

THE BEGINNING OF THE JOURNEY

- ✦ Leadership is not just something we do. It comes from somewhere inside us.
- ✦ Leadership is a process, an intimate expression of who we are. It is our being in action.
- ✦ As we grow so shall we lead.

MAKE YOUR OWN BILLBOARD!

Head Start is:

- ✘ Tell what you are driving
- ✘ Describe your road
- ✘ Use only 4 words to complete your sentence

PLEASE BE PREPARE TO SHARE!



WHY THE EMERGING LEADERS INSTITUTE?

Leaders who can position their Head Start programs for the future embody several qualities:

- ✘ They serve as mentors to their staff
- ✘ They promote outreach
- ✘ They are clear about their programs' vision
- ✘ They always act as role models

WHY THE EMERGING LEADERS INSTITUTE?

- ✘ Change of the Culture
- ✘ Program Growth
- ✘ Staff Development
- ✘ Staff Trust Development
- ✘ Grow Your Own leaders!



ACTIVITY #1 ARE YOU A GOOD LEADER?

The examination is broken down into 10 sections, each worth 10 points. If you believe you possess a fully developed competency in a section give yourself 10 points. If you possess no competency whatsoever give yourself 0 points. Grade your examination as follows:



Be Prepared To Share!

WHAT DID YOU LEARN?

- ✘ Those who test well don't always lead well.
- ✘ Prefer to evaluate on the job actions and performance
- ✘ LEAD BY EXAMPLE!

CHANGE OF CULTURE IN HEAD START



ACTIVITY #2

BECOMING A MOVER



BREAK INTO GROUPS OF 3

Consider the "Becoming A Mover" worksheet

Using this information what does your program already do?

How can you incorporate these points in your program?

Be Prepared To Share!

WHAT DID YOU LEARN?

- ✘ Supervising staff Is NO Joke!
- ✘ Dealing (or not) with personalities can either make or break a team
- ✘ Forward thinking has to be priority

PROGRAM GROWTH IN HEAD START

How Do You Know When You Have A Successful Program?

- Customer Satisfaction
- No Non-Compliances and Deficiencies
- Community Knows Your Program
- Partners Seek Your Expertise

WHY STAFF DEVELOPMENT?

- ✘ Builds educational skills
- ✘ Self-esteem
- ✘ Develops professionalism
- ✘ Encourages retention of staff
- ✘ Supports workforce personal goals

TRUST?? WHAT?? THE 5 C'S

- ✘ **Clarity:** People trust the clear and mistrust or distrust the ambiguous.
- ✘ **Compassion:** People put faith in those who care beyond themselves.
- ✘ **Character:** People notice those who do what is right ahead of what is easy
- ✘ **Contribution:** Few things build trust quicker than actual results
- ✘ **Competency:** People have confidence in those who stay fresh, relevant, and capable

ACTIVITY #3

TEAR MY PAPER!

- ✦ Give out a sheet of paper to each team member.
- ✦ The manager also takes a sheet of paper. Each team member must close his eyes while following the instructions.
- ✦ After the manager finishes giving instructions, each team member looks to see if her torn paper looks like their manager's torn paper.

WHY GROW YOUR OWN?



**To Plant A Seed Is
To Believe In Tomorrow**

Just a few reminders:

Get them ready for leadership before they are leading.

Provide proper development and coaching.

Give the space to grow in to the role

Thank You!

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