



A national campaign from the
Office of Head Start



**Safe Foundations,
Healthy Futures**

***Embedding Health and Safety in
Your Program's Culture***

Safe Children, Thriving Staff, Strong Programs

April 17, 2019

Safe Foundations, Healthy Futures



Amanda Bryans, MS



Sharon Yandian, MEd

Office of Head Start, Training & Technical Assistance

Today's Featured Speakers



Karen Griffith

Manager- School Readiness,
SETA Head Start
Sacramento, CA



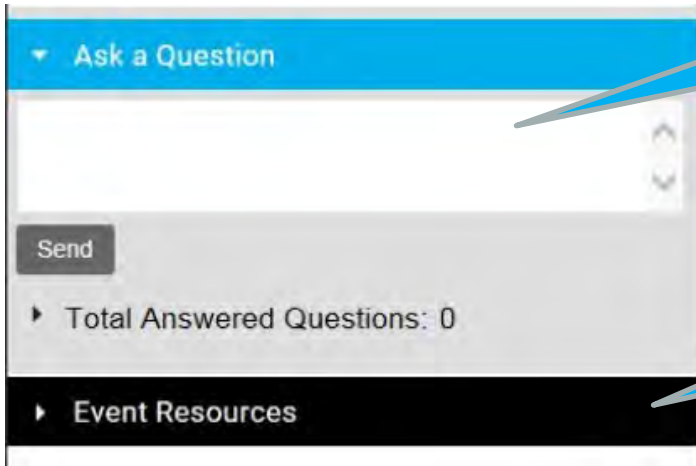
Cindy Huey

Children Services
Department Director,
Delta Area Economic
Opportunity Corporation
Portageville, MO

Let's Chat...



Please use the left side bar to ask questions, submit comments, or download slides



Ask your questions and submit your comments for chat

Download slides from Event Resources

Chat Question



Please type in the CHAT Box:



What other “Safe Foundations, Health Futures” (SFHF) sessions did you participate in since September?



SFHF History



August	Introducing the SFHF Campaign
September	Creating and Enhancing a Culture of Safety
October	Active Supervision for Child Safety
November	Strategies to Create Positive Learning Environments for Children and Staff
December	Caring for Yourself so You can Care for Others (MyPeers Post
January	Promoting Empathy, Understanding Trauma (2 parts)
February	Promoting Organizational and Staff Wellness
March	Human Resources- Systems to Recruit and Retain Staff
April	Wrapping it up- Embedding Health and Safety in Your Programs Culture

“Take more time to speak with families about their story or culture.”

Participant on SFHF webinar



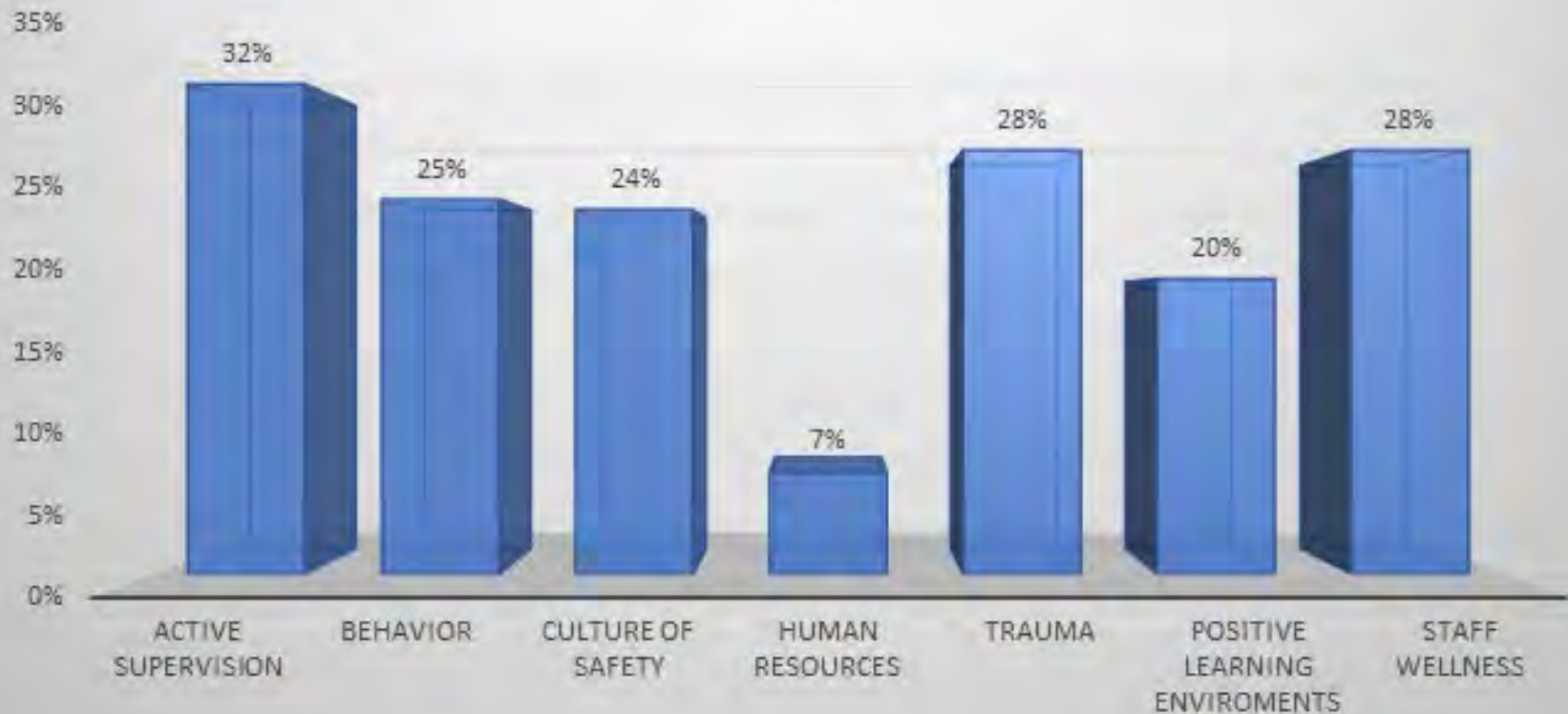
What health and safety topic(s) are most important to your program right now?



Your responses



Most Important Topics: What health and safety topic(s) are most important to your program right now?



Today's Discussions



How do you ensure that health and safety are an automatic part of your ongoing operations?

- Use SFHF resources to build systems and meet goals
- Use good communication when concerns or issues arise
- Promote shared leadership and responsibility
- Improve active supervision, safety, and the well-being of children, families, and staff



A Culture of Safety & Wellness



- Health and Safety and Wellness - What's the connection?



What is a Culture of Safety & Wellness?



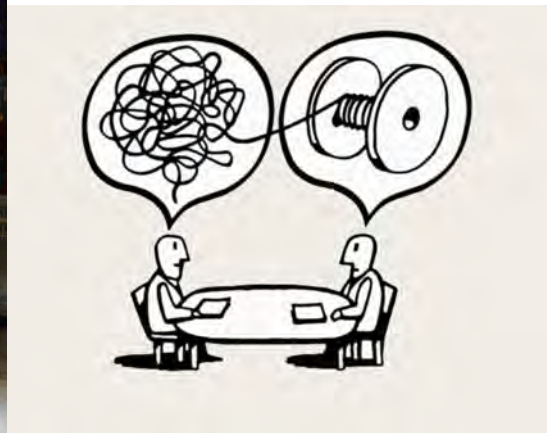
A **culture of wellness** exists when ***staff and child health and safety*** are valued, supported, and promoted through health & wellness programs, policies, and environment.



A Culture of Wellness for Staff...



...is the foundation for creating a culture of health and safety for children. Every staff member needs someone to go to if they feel like they are getting overwhelmed



Poll Question

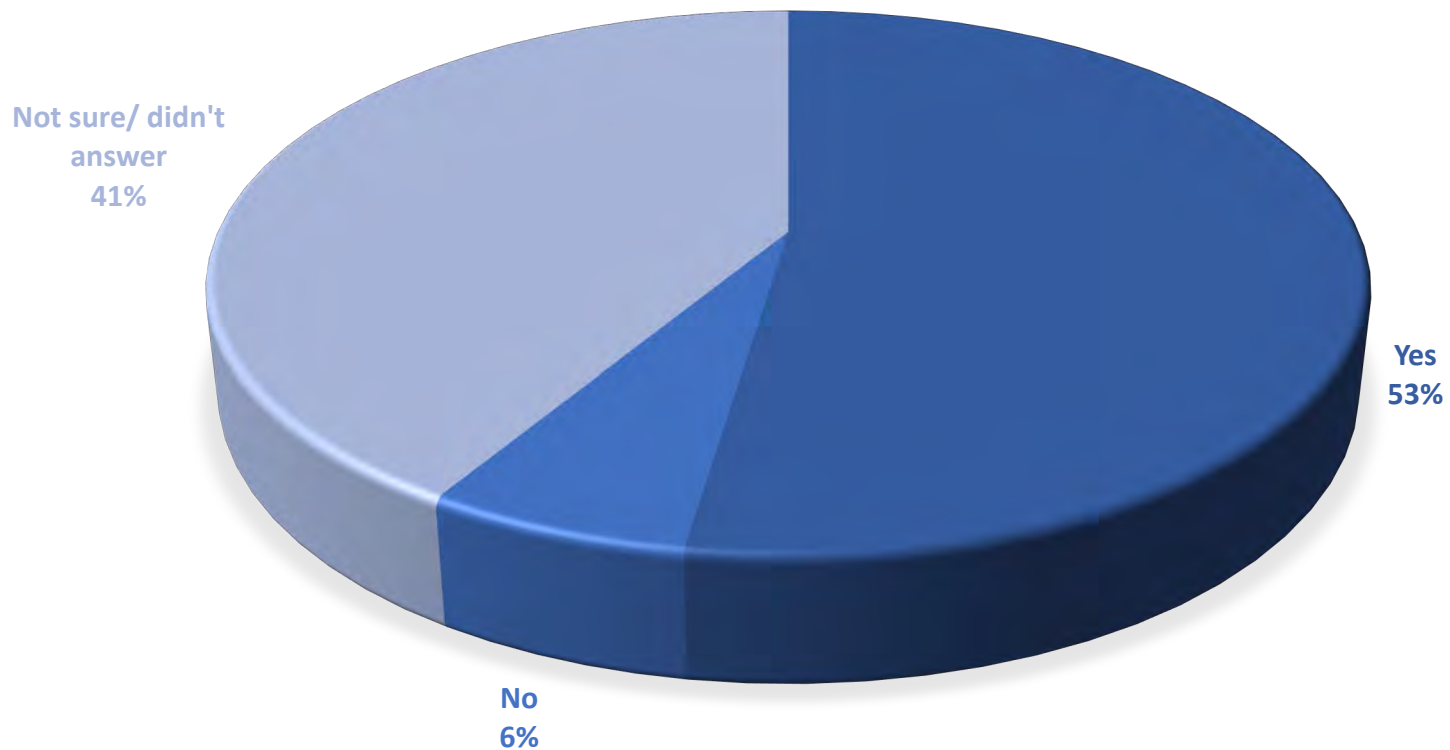


Do you have a colleague to turn to
if you feel overwhelmed at work?





Do you have a colleague to turn to if you feel overwhelmed at work?



Now: our featured speakers!



Cindy and Karen will share how their programs created cultures of health and safety, including:

- What got them started
- What road blocks they faced
- What resources they used
- What benefits they have achieved; and
- How they keep it going

Sacramento Employment & Training Agency (SETA)



Karen Griffith
Manager- School
Readiness,
SETA Head Start
Sacramento, CA



About us...

- Grantee for 40 years
- 5 delegate agencies and 2 partners across Sacramento County
- Enrollment of 4,363 children in Head Start
- Enrollment of 847 children in Early Head Start
- Grantee directly operates 29 center based locations

We're all in this together!



In 2014, our agency experienced a supervision challenge which identified the need to strengthen our systems.

Our Approach

- ✓ Trainings/ Meetings
- ✓ Raise Awareness
- ✓ Facility Assessments
- ✓ Tools/ Resources
- ✓ Monitoring



Creating Safety Campaigns



PAWS for Safety



magic number

Our 5 steps to SUPERvision



SUPERvision in transitions means:

S - Stop

U - Unite & Gather

P - Perform a sweep of area

E - Exact Count

R - Roll Call and Recount



Identifying the Challenges to Safety



New Students



Leaving w/o notice



Hiding



Behavior that Challenges



Changes to the normal schedule such as field trips, picture day, substitutes...

Communicating with a Common Goal



We emphasized that honest conversations would allow for stronger systems and for stronger protection for children and staff.

- ❖ Did you mark that child out on the transition sheet?
- ❖ Where is the transition sheet?
- ❖ I think we need to count again.
- ❖ Let's do one more sweep to make sure we have all the kids.
- ❖ That didn't feel secure. Let's stop and start our transition again.
- ❖ I didn't hear how many kids you are taking to the bathroom.
- ❖ Did you hear how many I am taking to the bathroom ? I didn't hear your response.
- ❖ Can you step into ratio?
- ❖ I think this child may need extra support right now. Can you do group supervision while I address their need?
- ❖ I need a moment- can you step into ratio for me?

Creating a Culture Shift Takes Time



- Some of the changes did not come naturally
- Transitions took longer than we wanted at first
- Conversations were awkward



Benefits:

- Consistent practices throughout program
- Safer practices for children
- Staff feel more supported and confident in systems



What could help you have an
“awkward” conversation about a safety
issue in your program?



DAEOC-Delta Area Economic Opportunity Corporation



Cindy Huey
Children Services
Department Director,
DAEOC, Portageville, MO



About us...

- Grantee for 54 years
- Private Non-Profit, Community Action Program
- 6 Counties in Rural Southeast Missouri known as the “Bootheel” of Missouri
- 16 locations of Center Based Head Start serving 952 children
- 5 locations of Center Based Early Head Start serving 184 children
- 2 offices of Home Based Early Head Start serving 108 children/families

Striving for Excellence!



**Willing staff
on a 13 year journey
to strengthen our Program by
examining processes, systems and service provision.**

- ✓ Removing service area silos
- ✓ Recognizing how we are intertwined
- ✓ Challenging ourselves to leave the comfort zone
- ✓ Formalizing and tightening quality assurance expectations
- ✓ Improving consistent program wide communication
- ✓ Conscious Discipline 10 year adventure continues
- ✓ Awarded Early Head Start Expansion in 2009 and 2015
- ✓ Successful 2014 Federal Review –no findings
- ✓ And again- successful 2018 Federal Review-no findings
- ✓ CLASS scores on the rise

WE ROCK! And we roll on- *Striving for Excellence!*

DAEOC-Our “OOPS” (or “our opportunity to problem solve”)



It will never happen to *us*...

- ❖ “OOPS” in 2016
- ❖ Complacency, assuming some one else will do it
- ❖ Ordinary VS Out of the ordinary (field trip)
- ❖ Didn’t follow P&P (policy & procedure)

Our version of the “Grief” process

- Denial/Shock/Numbness
- Anger/Frustration
- Bargaining/struggling to find meaning
- Depression/ overwhelmed/helplessness
- Testing/seeking realistic solutions
- Acceptance/new plan in place/moving on

Welcomed Input from our:

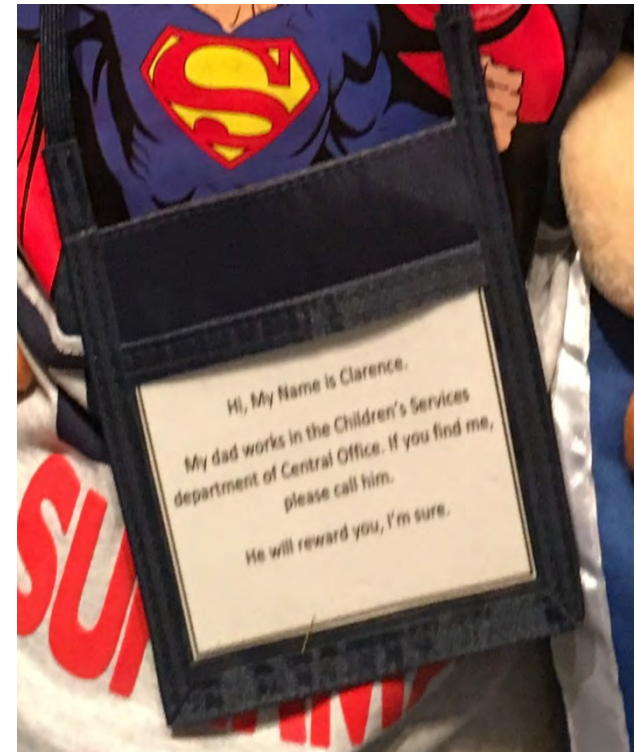
- ✓ Program Leadership team
- ✓ Program Management team
- ✓ Program Center staff
- ✓ Agency staff

Still
Striving
for
Excellence!

Analyzed the situation
Revised P&P
Tweaked forms and processes
Redundancy of a process
Added some new procedures
Training on all revised and new

DAEOC

Operation: Where's Elsa and Friends





OH NO! A different “OOPS” in 2018 (*Opportunity to Problem Solve*)

What did we do:

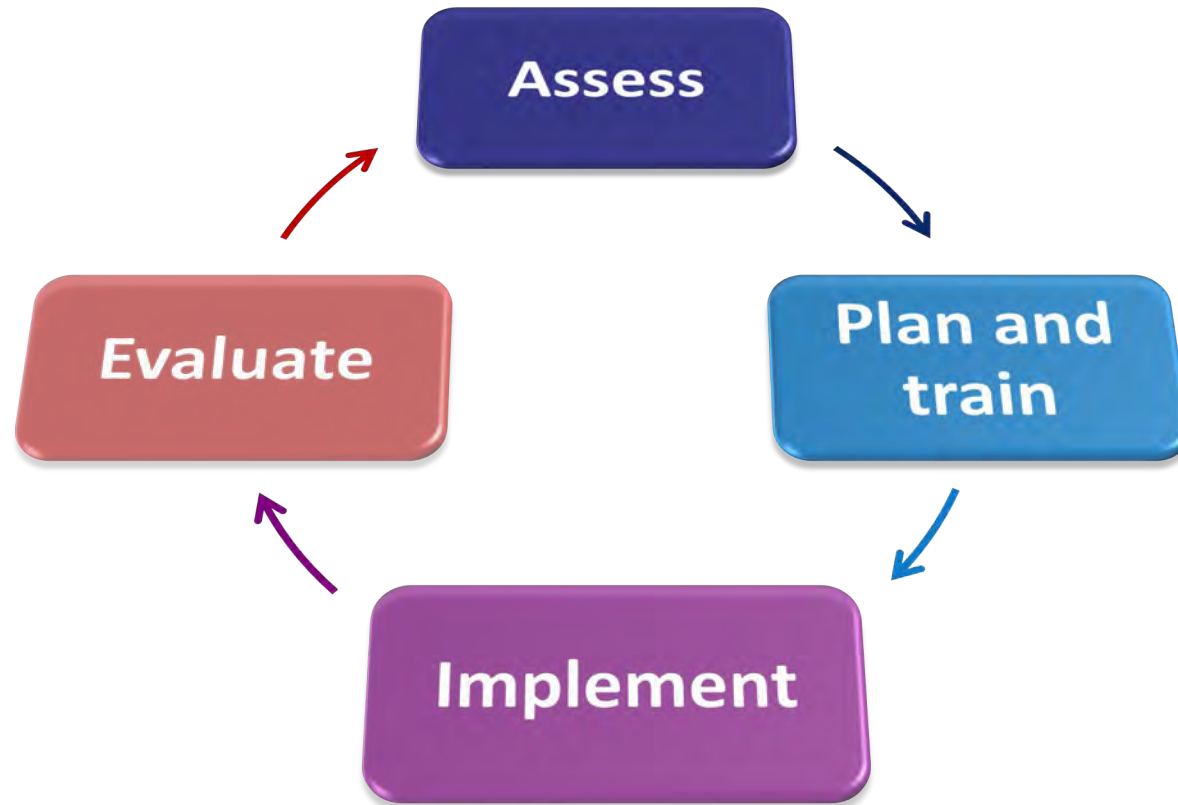
- Grief process
- Analyze
- Welcome the new
 - SOS (help!)
 - Reboot
 - Staff self reflection video monitoring
 - Additional supervisor and education specialist/coach video observation & does it match in room observation
 - Continued training on expectations
 - Continued cultivation of healthy soil in the classroom for the children and the center for the staff using Conscious Discipline social/emotional strategies
- Communication is what is understood, not just what is said!

Striving for Excellence!
DAEOC Wishes You Well On Your Journey!

Building a successful system requires



An ongoing approach





Your Questions and Ideas
from the Chat Box

Thank you to all our Participants!

Remember Joy, Curiosity and Humor

You got this, Head Start!

