



HEAD START

Regional T/TA Network

Staying *Up-to-Date* in the New Year: Identifying Trends, Challenges and Strategies.

Lynn Farrar, M.H.R.

Grantee Specialist

Region 9

HSA/HR Network



HEAD START

Regional T/TA Network

Outcomes for this session:

- To identify overarching HR Trends and Challenges for 2019.
- To identify strategies, tools, resources for identified Trends and Challenges.
- To consider individual “next steps” to implement upon returning to your grantee.



HEAD START

Regional T/TA Network

Seven Major Reasons for Staff Turnover:

- ✓ The job is not what they expected.
- ✓ Mismatch between the job and person.
- ✓ Too little coaching and feedback.
- ✓ Too few growth opportunities.
- ✓ Feels devalued or unrecognized.
- ✓ Dislike stress and work/life balance.
- ✓ Loss of confidence in senior/program leaders.

• Credit: PMFO 10/2018 Staff Retention: Building an Effective Workforce.



HEAD START

Regional T/TA Network

Top 12 Retention Drivers:

- ✓ Exciting and challenging work.
- ✓ Career growth learning and development.
- ✓ Working with great people, being part of a team.
- ✓ Fair pay.
- ✓ Great boss; supportive manager.
- ✓ Flexibility (i.e. work hours; dress code, etc.)

Credit: PMFO 10/2018: Staff Retention: Building an Effective Workforce.



HEAD START

Regional T/TA Network

- Top 12 Retention Drivers (cont.):

- ✓ Being valued and respected.
- ✓ Benefits
- ✓ Meaningful work and making a difference.
- ✓ Pride in organizations mission.
- ✓ Autonomy, creativity and sense of control.
- ✓ Job security and stability.

- Credit: PMFO 10/2018: Staff Retention: Building an Effective Workforce.



HEAD START

Regional T/TA Network

§1302.101(b) – Coordinated Approaches

- a. Implementation
- b. Coordinated approaches
 - (1) Training and professional development system
 - (2) Dual language learners
 - (3) Children with disabilities
 - (4) Management of program data





HEAD START

Regional T/TA Network

1302.101(b)(4) Management of Program Data

Availability

Security

Usability

Integrity





HEAD START

Regional T/TA Network

Reflect on Management of Program Data

Where is your program strong in the management of program data?

What are some ways you can build a stronger plan for managing program data?

- Credit (PMFO)



HEAD START

Regional T/TA Network

Head Start programs should:

- Shift from “compliance-only” thinking to a culture of “continuous improvement”
- Move from being simply “good stewards” to demonstrating the impact of the investment in our children, families, and communities.

PMFO –Quality Indicators & Data



HEAD START

Regional T/TA Network

Head Start Systems Wheel





HEAD START

Regional T/TA Network

Thank you!