

Putting It into Practice Activity: Scenario and Reflections

Read the scenario, reflect on the related questions, and respond using the Positive, Goal-oriented Relationships and Equity worksheet.



Scenario: Gloria and Her Family Services Team

Gloria's priority is to build a positive relationship with the family services team, families, fellow staff, and managers at her program. Now that she is aware of the program's vision and mission, Head Start's PFCE Framework, and RBCs, she wants to understand the team's strengths and learn about the effective relationship-building practices the team has used to work with families and with each other.

Gloria and Molly meet with the family services team. Gloria asks the family services staff questions about their passions, culture, languages, and the current strengths of team members. James, a bilingual family services staff member, shares the partnerships he has built with the teaching staff to support families and children who are dual-language learners.

Gloria establishes an open-door policy with each family services staff member to support them as they work with children and families. She talks about setting up regular meetings as a group and individually. Gloria hopes that communicating regularly and being available to her staff will help build mutual trust and respect with the team.

Gloria and her team use reflection questions to reflect on positive, goal-oriented relationships and equity within their program. They decide to answer the questions individually and then discuss their responses together at their next team meeting.

Now it's your turn to reflect about positive, goal-oriented relationships and equity.

Reflection Questions About Positive, Goal-oriented Relationships and Equity

What about building positive, goal-oriented relationships with families excites you?



Think about a time when you had to build a relationship with a family or support a family services staff member in building a relationship with a family. What did you do well? What could you have done differently?



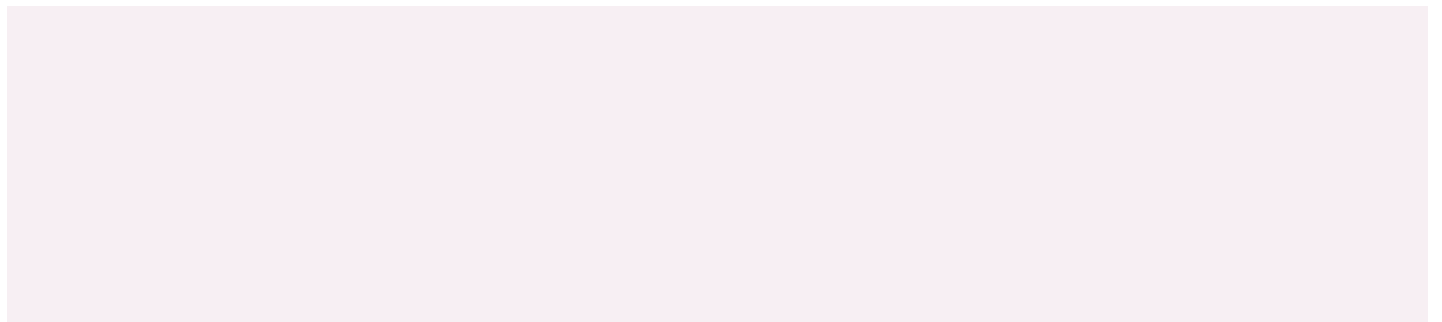
How can you support your family services staff team in building relationships and partnerships with families?



How do your program staff engage in equity efforts over time?



Does your program have a definition of equity? How can you use your definition or the OHS definition in your program to orient new staff?



How can you use your definition of equity or the OHS definition in your program planning?

