



 NATIONAL CENTER ON
Parent, Family and Community Engagement


Using the Relationship-based Competencies (RBCs) as a Professional Development Tool for My Staff

Session 2a




Family Services
Manager Institute


Welcome and Introductions



Nancy Darlington,
Senior Training & Technical
Assistance Specialist



Jennifer Olson,
Senior Training & Technical
Assistance Specialist



National Center on Parent, Family, and Community Engagement

2

Session Audience Console

The screenshot shows the audience console for the 2020 Virtual Family Services Manager Institute. The main content area displays a slide with the National Center on Parent, Family and Community Engagement logo and the text "Family Services Manager Institute". The console includes several interactive elements: a Media Player, a Slides panel, a Resource List (containing items like "PPT Handout", "Engagement Tools Description", "Reflect and Plan Handout", and "Dare to Lead"), a Q&A section with a text input field, and a Speaker Bio section for Dr. Guylaine L. Richard. A navigation bar at the bottom features icons for video, slides, Q&A, speaker bio, resource list, and help. The text "National Center on Parent, Family, and Community Engagement" is visible at the bottom left of the console.

Reflection

Share Your Thoughts Using the Q & A Tool.

How successful are your staff in building effective relationships with families?

How do you know?



Learning Objectives

- Explore how the Relationship-Based Competencies (RBCs) can be used as a pathway for professional development
- Examine reflective practice as a way to build relationships and support staff in growing their skills



National Center on Parent, Family, and Community Engagement

5

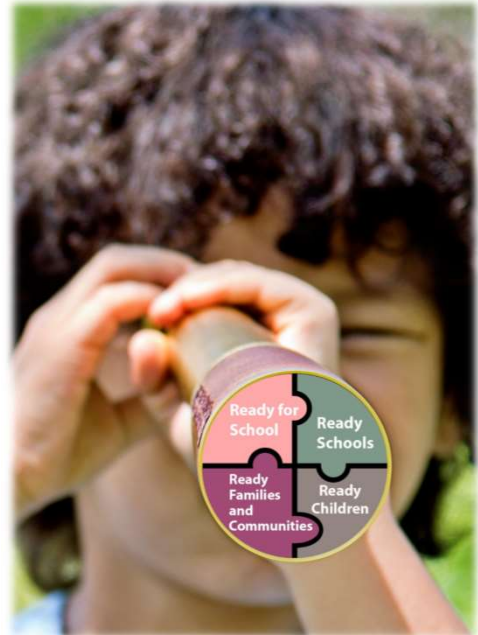
Key Messages

- **Family engagement** is a dynamic process that is meaningful in the context of positive goal-oriented relationships.
- **The RBCs** provide your staff with an effective pathway for engagement and a way to advance their professional goals.
- **Reflective practice** is essential to creating and maintaining positive goal-oriented relationships.

National Center on Parent, Family, and Community Engagement

What is Engagement?

Building ongoing, lasting, and goal-oriented relationships for the purpose of **applying a collective vision.**



National Center on Parent, Family, and Community Engagement

When We Actively Engage with Each Other and Families...


**PROGRAM
QUALITY**



...All Benefit.

National Center on Parent, Family, and Community Engagement

8



Ingredients for Engagement Success

- A shared responsibility
- A set of beliefs, attitudes, behaviors, and activities
- Crossing contexts at home, in the early childhood program, school, and community
- Building goal-oriented relationships with families

The image shows various kitchen ingredients like butter, eggs, flour, and chocolate on a wooden surface, used as a metaphor for the components of engagement success.

Relationship-Based Competencies

A set of knowledge, skills, individual practices, and other characteristics, including attributes, behaviors, and actions, that are necessary to be effective in one's family engagement work.



The image shows five stages of a seedling growing from soil, illustrating the concept of relationship-based competencies as a process of growth.

National Center on Parent, Family, and Community Engagement

10

The RBCs Suite of Resources

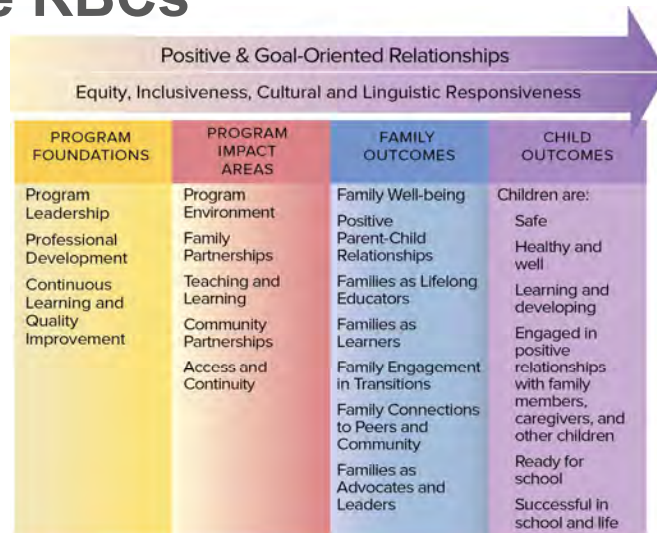


National Center on Parent, Family, and Community Engagement

11

Foundation of the RBCs

Head Start Parent, Family, and Community Engagement Framework



National Center on Parent, Family, and Community Engagement


12

Key Terminology

- **Knowledge** is what professionals need to know
- +
- **Skills** are what professionals need to be able to do
- +
- **Practices** include key examples of what they actually do

=

Professional Practice is a combination of knowledge, skills, and individual practices that are measurable or observable, and describe what a person needs to know and how to do the work successfully.



National Center on Parent, Family, and Community Engagement

Taking a Closer Look at Selected Examples

RELATIONSHIP-BASED COMPETENCIES TO SUPPORT FAMILY ENGAGEMENT		
COMPETENCY	PROFESSIONAL PRACTICE	SELECTED EXAMPLES—SEE ROLE-SPECIFIC RESOURCES FOR MORE EXAMPLES
2. Self-Aware and Culturally Responsive Relationships	Respects and responds to the cultures, languages, values, and family structures of each family	<p>K Understands that each family has unique strengths and resilience</p> <p>S Reflects on one's own beliefs, values, experiences, ethics, and biases to enhance self-awareness</p> <p>P Engages in relationships that are responsive to others' cultures, languages, and values</p>

K = Knowledge S = Skills P = Practice

National Center on Parent, Family, and Community Engagement

Relationship-Based Competencies

1. Positive Goal-Oriented Relationships
2. Self-Aware and Culturally Aware Relationships
3. Family Well-Being and Families as Learners
4. Parent-Child Relationships and Families as Lifelong Educators
5. Family Connections to Peers and Community
6. Family Access to Community Resources
7. Leadership and Advocacy
8. Coordinated, Integrated and Comprehensive Services
9. Data-Driven Services and Continuous Improvement
10. Professional Growth

National Center on Parent, Family, and Community Engagement

Assessments for Family Services Staff and Their Supervisors

Relationship-Based Competencies to Support Family Engagement

Overview for Early Childhood Professionals



NATIONAL CENTER ON
 EARLY CHILDHOOD NATIONAL CENTERS
 Parent, Family and Community Engagement

Relationship-Based Competencies to Support Family Engagement

A Guide for Early Childhood Professionals Who Work with Families



NATIONAL CENTER ON
 EARLY CHILDHOOD NATIONAL CENTERS
 Parent, Family and Community Engagement



National Center on Parent, Family, and Community Engagement

Ways to Use the Assessment to Support Professional Development: Individuals

- Review a selected RBC to determine your strengths and possible opportunities for professional development.
- Ask your supervisor to review the same selected RBC and assess your areas of strength and the potential need for assistance.
- Together, compare information on strengths and areas of growth and create a professional development plan.
- Use the selected competency(ies) as a pre/post measure of progress.

National Center on Parent, Family, and Community Engagement

Ways to Use the RBCs to Support Professional Development: Managers

- Select a particular RBC and ask staff to determine their strengths and possible opportunities for professional development.
- Simultaneously, rate the knowledge, skills, and practices of your staff on the same selected RBCs.
- Together, compare information on strengths and areas of growth, and support staff in creating a professional development plan for the year.
- Use the selected competency(ies) as a pre/post measure of progress.
- Use a parallel process to enhance your professional development.

National Center on Parent, Family, and Community Engagement

Ways the RBCs Inform the Program Professional Development Plan: Managers

- Review your program goals with your management team and determine what professional development might be needed to implement that goal or related objectives.
- Determine which RBCs might be associated with that goal/objective.
- Ask staff to review the same selected RBC to assess their areas of strength and the potential need for assistance.
- Review and aggregate the data from the staff on the selected RBC.
- Meet with your management team and create a professional development plan.
- Use the selected competency(ies) as a pre/post measure of progress.

National Center on Parent, Family, and Community Engagement

Reflective Practices: A Parallel Process



National Center on Parent, Family, and Community Engagement

Wrap Up

- Knowledge, skills and practices are key ingredients in building relationships with families
- The RBCs are useful tools at the individual, management and program professional development levels



National Center on Parent, Family, and Community Engagement

21


Resources

- Relationship-based Competencies to Support Family Engagement for Family Services Professionals
 - Relationship-based Competencies to Support Family Engagement: Professional Development Assessment for Family Services Professionals
- Building Partnerships with Families Series
- Ways to Use the Relationship-based Competencies Handout
- Reflect and Plan Handout

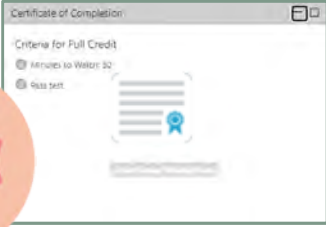
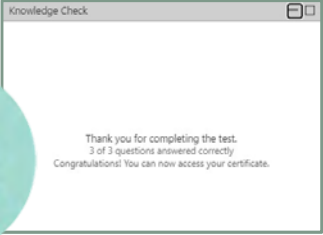
National Center on Parent, Family, and Community Engagement

22

Knowledge Check and Certificate of Completion



Media Player Slides Question & Answers Speaker Bios Resource List Call to Action Knowledge Check Certificate of Completion Help




National Center on Parent, Family, and Community Engagement 23

Reflection

Share Your Thoughts Using the Q & A Tool.

- How will you strengthen your strategies and resources to build relationships with families?
- Who was your most influential supervisor and why?



National Center on Parent, Family, and Community Engagement 24

