



 National Center on
Health, Behavioral Health, and Safety

 National Center on
Parent, Family, and Community Engagement

Staying Power: Addressing the Retention of Staff and Families


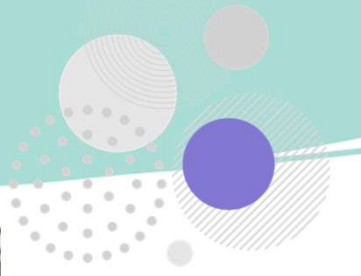
Session 4b | April 6, 2022




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Facilitators



Maria Eugenia Vázquez Betancourt
Training and Technical Assistance Specialist



Alejandra Davis
Training and Technical Assistance Specialist

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Learning Objectives

- Share strategies to buffer the impacts of stress in Head Start programs
- Identify how to connect with peers to share strategies on staff and family retention
- Recommend strategies to sketch a plan with short and long-term goals

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Staff and Family Well-Being

Why do we continue talking about staff and family well-being?


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Staff Staying Power



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Employee Well-being

Growth of individuals within your organization..

- Emotionally
- Socially
- Financially and career wellness



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Some Sources of Stress for Head Start Staff

Heavy Demands



Low Resource Communities



Feel Undervalued



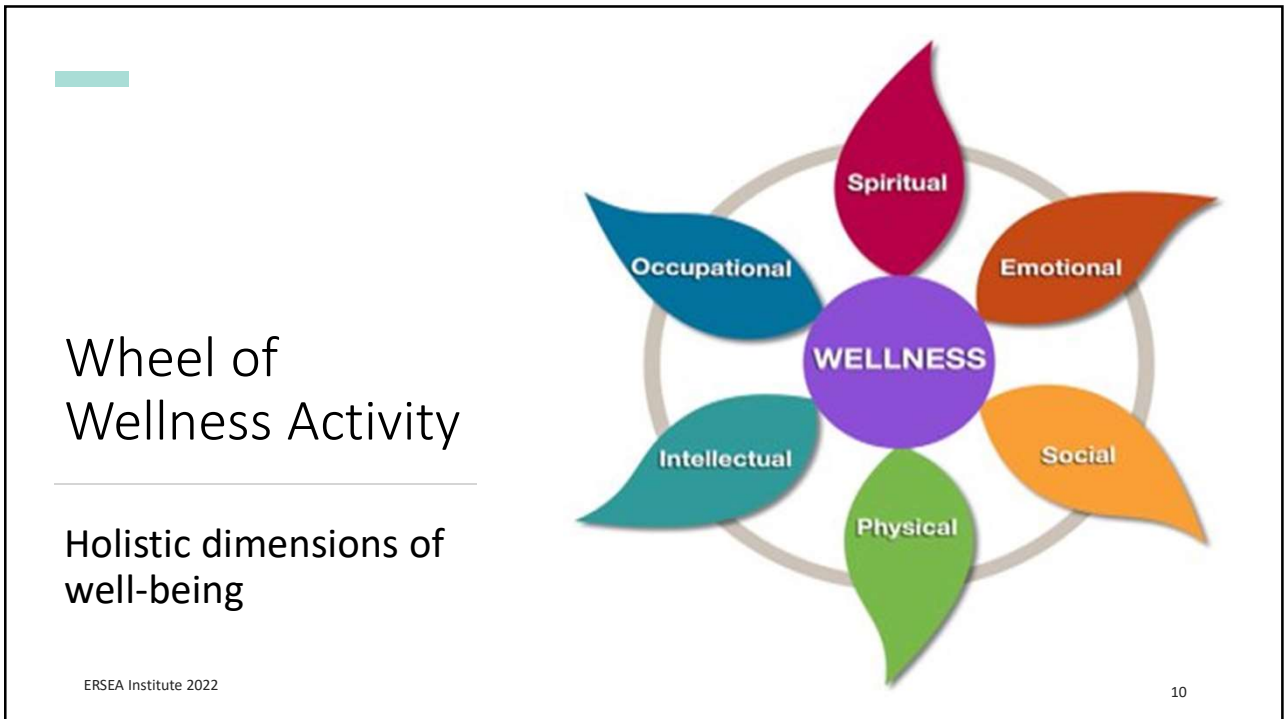
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Proactive Approach for Retention



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Wellness Considerations in Service of Retention

- Gather data by having staff and family present in ongoing conversation
- Value the range of perspectives and experiences
- Re-examine the staff wellness plan
- Prioritize mental health plan
- Be patient with yourself


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Effects of Stress

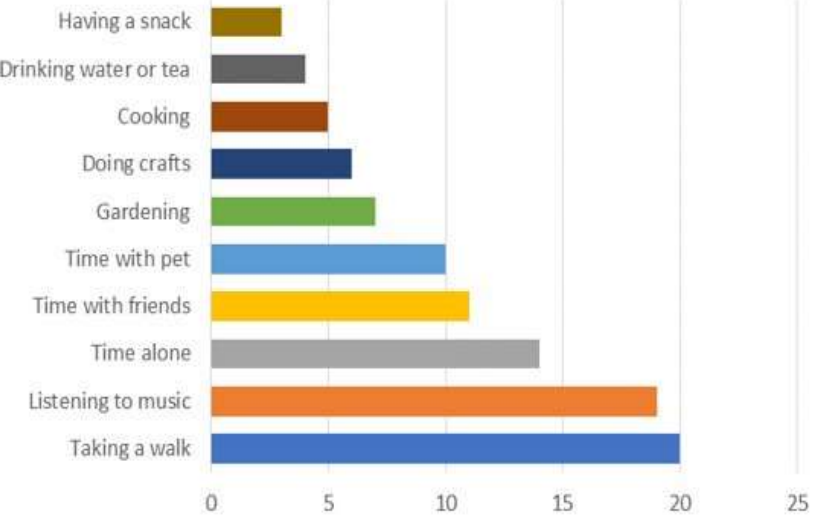
Is stress really that bad to mental well-being and overall health?



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What Activities Do You Find Stress-Relieving?




| Activity | Percentage |
|-----------------------|------------|
| Having a snack | 3 |
| Drinking water or tea | 4 |
| Cooking | 5 |
| Doing crafts | 6 |
| Gardening | 7 |
| Time with pet | 10 |
| Time with friends | 11 |
| Time alone | 14 |
| Listening to music | 19 |
| Taking a walk | 20 |

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SWAP — Staff Wellness Action Plan




Set Goal and SMARTIE Objectives

What is the goal and our objectives to help meet it?




Team Members

Whom to include in the planning?



Data and Measurement


What evidence-based data to use? How to measure progress?



Action Steps


What is our timeline and what will we do first, next ... ?


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Considerations for Your SWAP







Raise staff's awareness and interest before the event.




Use incentives to promote attendance.




Keep staff, leaders and partners engaged through the initial implementation.



Be flexible to adapt to new and unforeseen challenges.




Collect data and feedback to guide improvement efforts.



Make staff wellness events ongoing throughout your program – not "one-time events"!

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Staff Wellness Activity Matrix

| Schedule | Monday | Tuesday | Wednesday | Thursday | Friday | Weekend |
|----------------|--|---------|-----------|----------|--------|---------|
| Morning | Coaching session (check on wellness goals) Fill water bottle | | | | | |
| Afternoon | Whole program 2 pm challenge – squats (or adaptable exercise) | | | | | |
| Break | Sit on yoga ball, join in painting, listen to podcast (mindful eating moment) | | | | | |
| Outside | Increase outside time Active supervision | | | | | |
| Meals or Snack | Drink full glass of water before lunch, eat healthy snack | | | | | |
| Evening | Add steps taken to reader board | | | | | |
| Other | | | | | | |

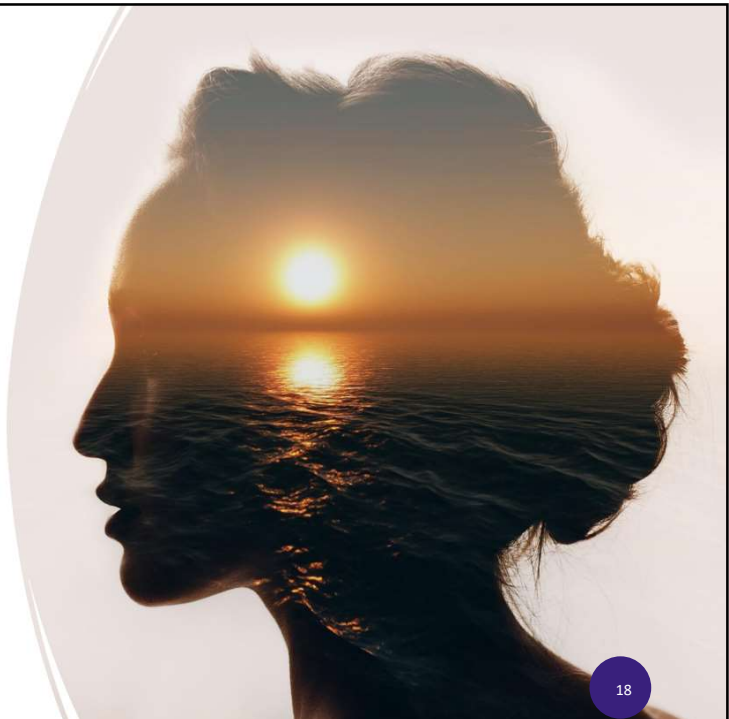
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Let's Reflect

- How can the SWAP strategy be applied in your program?
- What barriers do you think your program may have in order to implement it successfully?



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Prioritize Retention By. . .

- 
Listening to Families' Stories
- 
Acknowledging and Reflecting Families' Needs
- 
Focusing on Helpers (Partners)

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Retention: Listening to Families' Stories



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Retention: Acknowledging and Reflecting Families' Needs





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Retention: Focusing on Helpers (Partners)



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"The Head Start program has not only been there for my children, but they have also been there for me—allowing me to succeed, further than I ever dreamed possible."

-Former HS Parent

"I walked her (my daughter) to Head Start every morning and I went to classes to get my GED while she was there. Thank you to all the wonderful people that helped me with her..."

-Former HS Parent

"My experience in Head Start helped shape who I am today. Head Start helped provide a solid foundation for me."

- Former Head Start student

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Resources

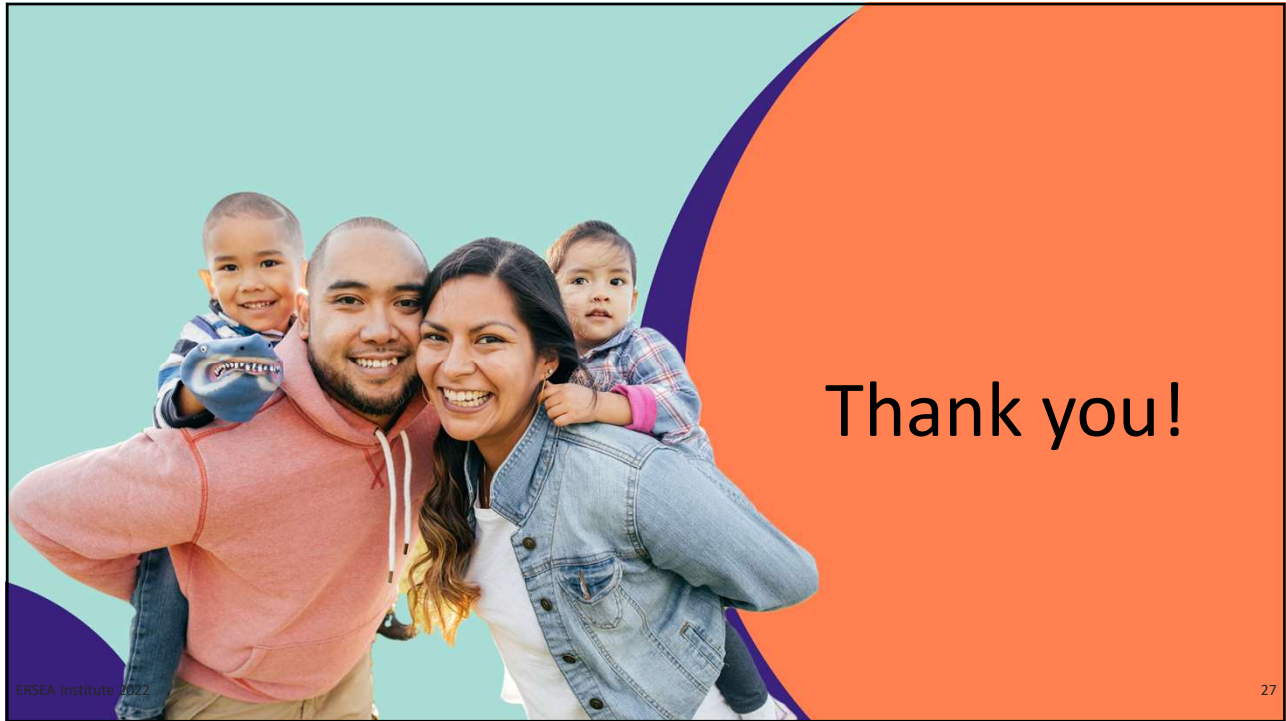
- Center for Early Childhood Mental Health Consultation.
• <https://www.ecmhc.org/relaxation.html>
- Head Start – ECLKC website
• <https://eclkc.ohs.acf.hhs.gov/mental-health/article/promoting-staff-well-being>



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1-866-763-6481

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