

Using the Relationship-Based Competencies in Head and Early Head Start Programs

[Narrator] In Head Start and Early Head Start programs, families and professionals need trusting, respectful, goal-oriented relationships with each other to ensure the healthy growth and development of young children and to support family well-being. These relationships are at the heart of family engagement.

As a Head Start and Early Head Start leader or director, you play a key role in making sure staff have the resources they need for effective family engagement, because family engagement is everyone's business. At the National Center for Parent, Family, and Community Engagement, we have research-based tools and resources that can help, like the relationship-based competencies. The relationship-based competencies, or RBCs, show the knowledge, skills, and individual practices that staff in every role need to engage and partner with families. Think of them as building blocks for promoting strong parent-child relationships and family well-being, and for building effective early childhood programs.

Each one of the 10 competencies recognizes family's unique cultures, strengths, and circumstances. The RBCs were developed for all staff who work with families. There are specific RBCs for family services staff, home visitors, teachers, and their supervisors. There are assessment tools for each of these roles. The RBCs can also be used to help professionals and community partners design and deliver coordinated services that are data-driven and support continuous improvement. Head Start and Early Head Start leaders and directors can use the RBCs to support program governance, planning, goal setting, and professional development. They can also be used for continuous learning, quality improvement, and service delivery.

Staff and supervisors can use the RBCs to build knowledge and skills, in training, staff meetings, team discussions, coaching, and supervision. Staff can use the RBCs to partner with families, working toward goals that families set for themselves and their children. So, download the RBCs and assessment tools from the Office of Head Start Early Childhood Learning and Knowledge Center website. With your help, the RBCs can support professionals in your program at every level, to partner effectively with families and support their success.