

## **Guiding Principles for a Diverse Workforce**

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Yasmine: In the world of Head Start, diversity is our strength. Directors, managers, and TTA staff, each with a unique journey, unite under these six guiding principles.

Successful programs are learning organizations. Head Start thrives on values, high expectations, and traditions. Our leaders foster a culture of lifelong learning, turning challenges into opportunities for collective problem-solving.

The effective delivery of services grows out of our strong systems. Leaders refine management and fiscal systems, understanding the interconnected relationship between systems, services, and child and family outcomes.

Sound decision-making is informed by quality data. Leaders establish efficient processes for collecting, analyzing, and synthesizing data, fostering a culture of continuous quality improvement.

Relationship-building is at the heart of transformational leadership. Robust Head Start communities thrive on authentic connections among children, families, staff, managers, and governing bodies.

School readiness for all is our driving goal. Head Start leaders play a crucial role in promoting an inclusive vision, supporting diverse abilities, and collaborating with stakeholders to embed best practices into services.

Culturally and linguistically diverse organizations thrive on intentional, specific, and coordinated approaches. Leaders coordinate program-wide plans, staying connected to communities and implementing strategies that address specific linguistic and cultural needs.

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