



Pam DeJesus & Martha Munoz  
Family Advocate Transition

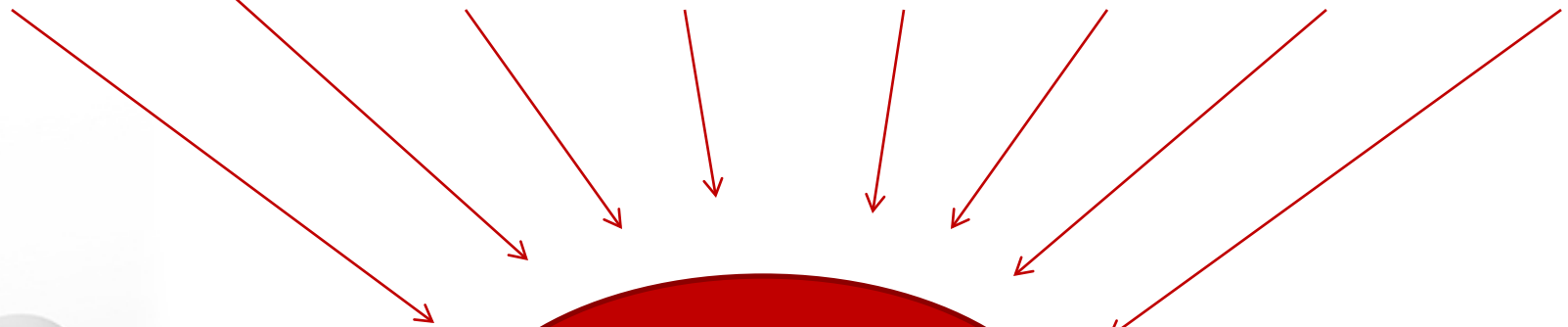
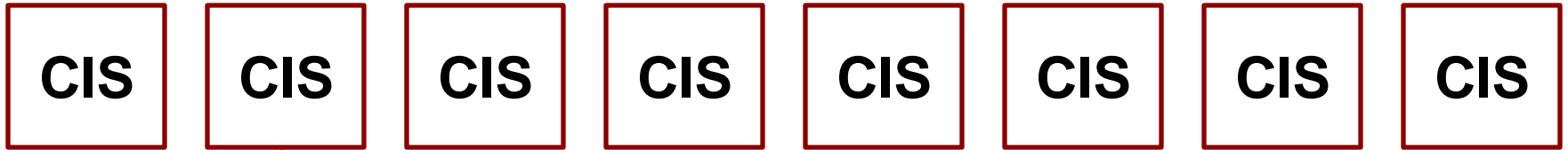
Champions for Leadership  
June 21, 2011



# HeadStart

OF SANTA CLARA AND  
SAN BENITO COUNTIES





CHANGE

Change



Trade



**Health Services  
Coordinator**

**Family Advocacy  
Coordinator**



**25  
FAMILY  
ADVOCATES**





# Goals



1. Model of Excellence

2. Innovation and Technology

3. Relationship Building







# Accomplishments



- Successfully rolled out the transition plan
- Reduced caseloads
- Honored site assignment requests from staff
- Build capacity and support systems
- 100% compliance in the Federal Review



**SUCCESS**



# Successes



- Created an environment for collaborative decision making and shared leadership
- Engaged FA to be successful and constructive contributors
- Developed uniform systems and use of technology to promote best practices and enhance services
- Strengthened Community Partnerships





# Key Learnings

- ✓ Change creates an opportunity for innovation and creativity
- ✓ Expanding opportunities for individual and collective learning is key
- ✓ Grow and protect the investment made in staff members
- ✓ Teamwork is a vital ingredient of a genuine learning organization
- ✓ Leaders have the responsibility to create and sustain a supportive learning culture that promotes collaboration



The Future

NEXT EXIT 

# Next Steps



- Continue with the implementation of the transition plan
- Provide ongoing and content expertise and leadership
- Sustain an environment for continued learning and improvement
- Model the way...



SUCCESS

