

ESSENTIAL ELEMENTS:

THE KEY TO HEAD START SUCCESS

CREATED BY DEBORAH KAISER IN 2013

FROM THE BEGINNING

How We Started



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HOW WE STARTED

• Begun as the passion project of a dedicated and deliberate Head Start director, Essential Elements launched ten years ago on May 28, 2013.

• Deborah Kaiser knew that she wanted to impact the Head Start community in a long lasting and positive way. She felt that the best way to make that difference was to provide excellence and personalized support services to Head Start administrators, directors and staff.

• Her careful and insightful decisions during the planning and her weeks and months of research led to the creation of her company, one that continues to impact Head Start programs across the country today.



* Serve programs with excellence
* Create customized and individual training and solutions for clients
* Provide tools, resources and information that lead to high-quality services for Head Start families

* Ensure that Head Start staff receive the respect, support and care they deserve PRIMARY GOALS



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HOW WE'VE GROWN

99	CONSULTANTS	From Deborah as the initial trainer and challenge solver to a core group of ten dedicated specialists in all Head Start systems and component areas
	MARKETING	Updated website & Facebook presence in addition to regular mailings & personal contacts
	CURRENCY	C.L.A.S.S. training/observations & innovative Curriculum Fidelity Project Zoom trainings & conversations; Partnership projects & grants
	SCOPE	Initial grants to refunding to self-assessment; Director support to staff development to governance training



WHY YOU MATTER Leadership is not about being in charge. It's about taking care of those in your charge. Simon Sinek





PARTNERING WITH YOU TO TAKE CARE OF STAFF: ESSENTIAL ELEMENTS OF PROFESSIONAL DEVELOPMENT

ESSENTIAL ELEMENTS OF EFFECTIVE PROFESSIONAL DEVELOPMENT

Connection

Initial Welcome

Value-laden Information

Opportunity to Internaliz<u>e</u>

Wrap-up and Evaluation



ELEMENT 1: WELCOME

Allow time for socializing

Initial Welcome

Create an atmosphere of comfort

Celebrate individual & program achievements

Acknowledge changes & challenges



ELEMENT 2: CONNECTIONS

Blend new & veteran staff members

Connections

Use Icebreakers with opt-out option

Build in movement & flow

Create tools: charts; digital surveys



ELEMENT 3: INFORMATION

Consider learning styles

Value-laden Information

Alternate quiet & active formats

Ask what staff would like to learn

Examine data when planning



ELEMENT 4: INTERNALIZATION

Provide time for questions & clarifications

Opportunity to Internalize

Create "think & review" opportunities

Offer a template for an action plan

Use small groups for discussion & sharing



ELEMENT 5: EVALUATION

Summarize each session

Wrap-up & Evaluation

Publish notes & PowerPoints for reference

Provide time during session for evaluation

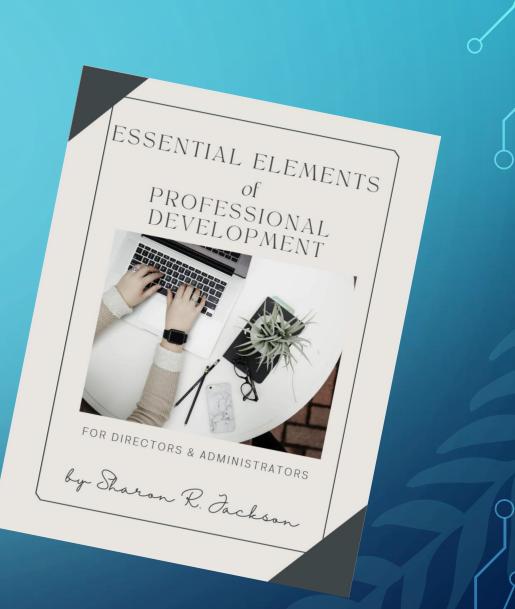
Be open to suggestions & constructive criticism



OUR GIFT TO YOU...

- Guide to effective and meaningful professional development

- Free tools upon request





Essential Elements was inspired in 2013 by passion and dedication to Head Start.

Essential Elements is inspired in 2023 by the work we have done and the people we have served.

We welcome your partnership for the next decade!

THANK YOU

Wishing you a restful summer and a positive and productive new year.

ESSENTIAL ELEMENTS 2013 to 2023 and on...