

Head Start & Community Action *Cases of Integration*

Organizational Standards Center of Excellence
Peer to Peer Webinar Series



July 26, 2018

Courtney Kohler, Senior Associate, T/TA
National Community Action Partnership



Overview

- Purpose & Approach to the Research
- Promising Practices for Integration
- Interview with Peer Presenters



Community Action & Head Start

- Since the 1960's, Community Action and Head Start have worked closely together to achieve a shared **mission of breaking the cycle of poverty and moving individuals and families towards self-sufficiency.**
- 50.4% of CAAs run a Head Start Program and 32.7% run Early Head Start.

2016 CSBG Information Survey Data

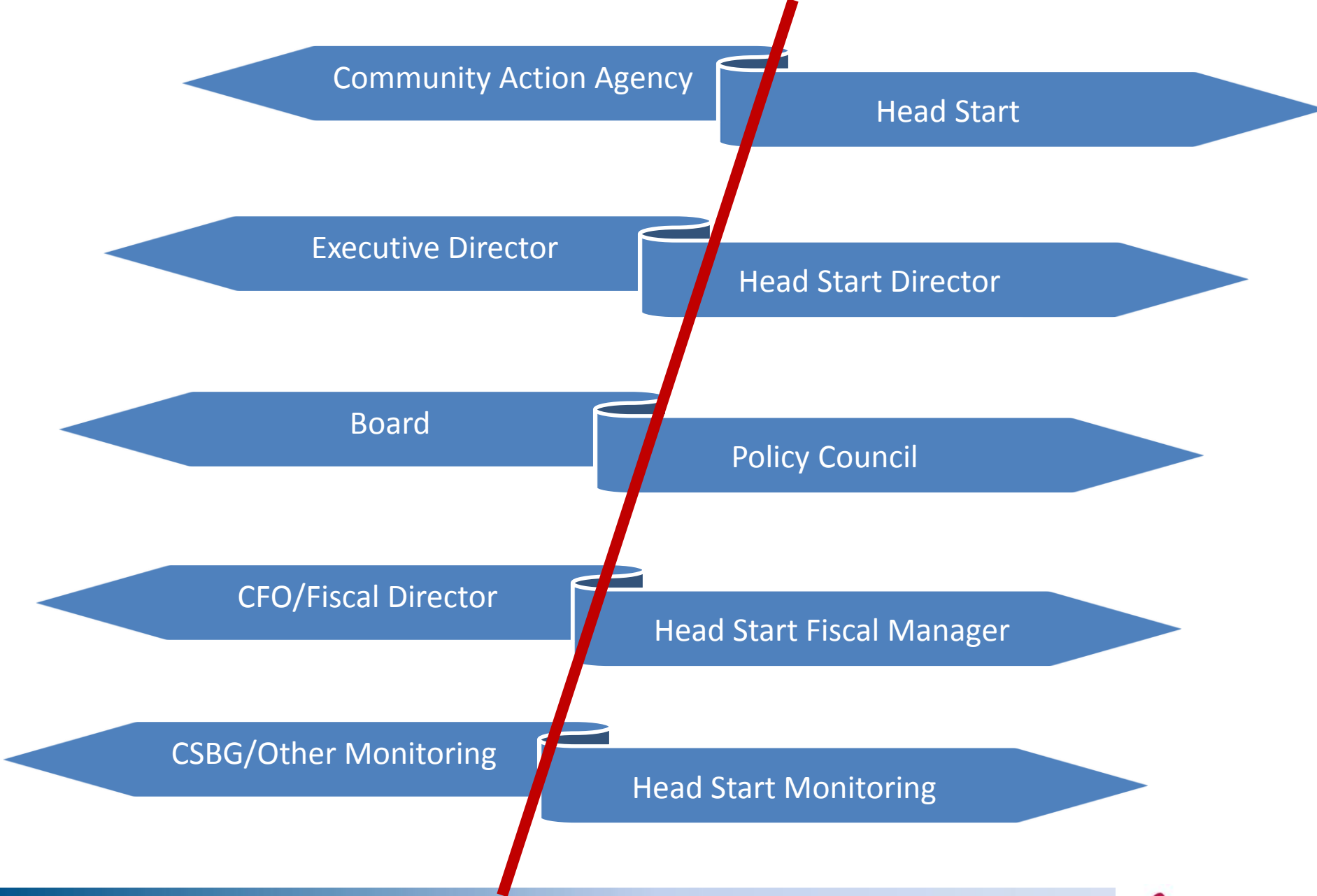
Complexities of Head Start

- Head Start can often end up in a silo due to:
 - Strong brand identity,
 - Shared governance structure between the Head Start Policy Council and CAA board,
 - Extensive program requirements, and
 - Typically large budget that is often a substantial portion of a CAA's overall funding.

Negative Results of the Silo

- lack of coordination and clarity about governance and leadership roles
- impede the development of a clear strategic direction for the organization
- trigger conflict over issues of authority and decision making





Silos

The Organization-Wide Focus

- CSBG Organizational Standards
 - *Holistically addressing issues of management and operations*
- The benefits of this focus:
 - **Holistic Two-Gen Approach** = benefits the whole family
 - **Integrated Services** = benefits multiple needs of the customers
 - **Healthy & Sustainable Agency** = benefits staff, families, and the community

Community Action & Head Start: *Cases of Integration*

- In collaboration with OCS, OHS, and CAPLAW, identified areas where silos often occur, as well as the roots of monitoring deficiencies
- Examined leadership, governance, finance, and other structures/processes between Head Start & CSBG/overall CAA
- Interviewed 7 agencies
 - 2 Public
 - 5 Private



Participating Agencies



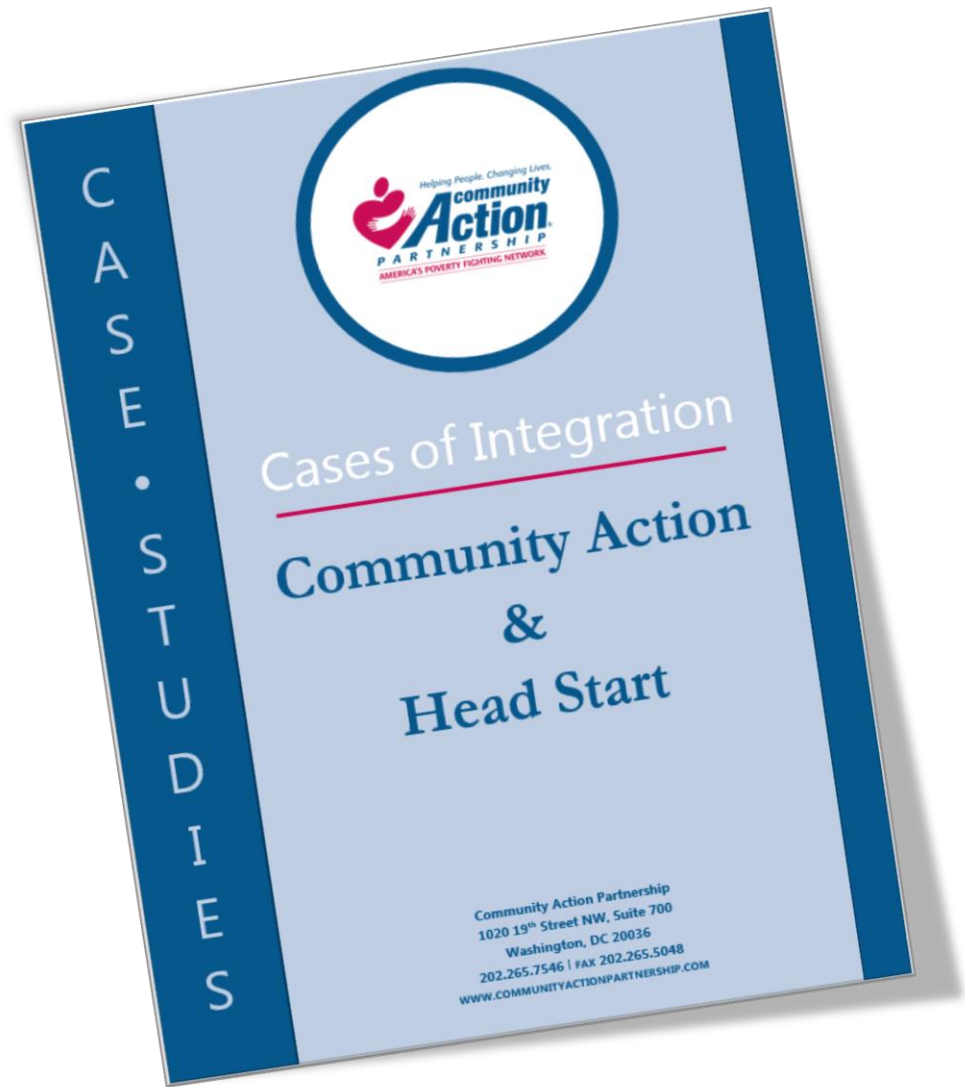
Nonprofit:

- **South Plains Community Action Association, Inc. (SPCAA)** – West Texas
- **Inter-Lakes Community Action Partnership (Inter-Lakes CAP)** – Eastern South Dakota
- **Utah Community Action (UCA)** – Salt Lake City, Utah
- **Greater East Texas Community Action Partnership (GETCAP)** – East Texas
- **Community Action Partnership of San Luis Obispo (CAPSLO)** – Central Coast, California

Public:

- **Amador-Tuolumne Community Action Agency (ATCAA)** – Central Sierra Region, California
- **Metropolitan Action Commission (MAC)** – Nashville, Tennessee

Publication Available!



https://communityactionpartnership.com/publication_toolkit/community-action-head-start-cases-of-integration/

Head Start & Community Action Integration Resource Guide

by Community Action Partnership | Jul 17, 2018 | Head Start Management, Management & Operations |

This Resource Guide is meant as a companion to the “Community Action & Head Start – Cases of Integration” Publication. The publication shares insights from Community Action Agencies (CAAs) that successfully and proactively integrated their Head Start programs into the overall management and operations of their CAAs. The resource guide includes a variety of resources connected to the various topics touched on in the publication. It includes a deeper dive into Head Start Governance, Best Practice Samples from Community Action Agencies that have well integrated Head Start programs, and presentations that discuss shared governance and integration.

Head Start
Governance
Guidance



Community Action
Agency Best
Practice Samples



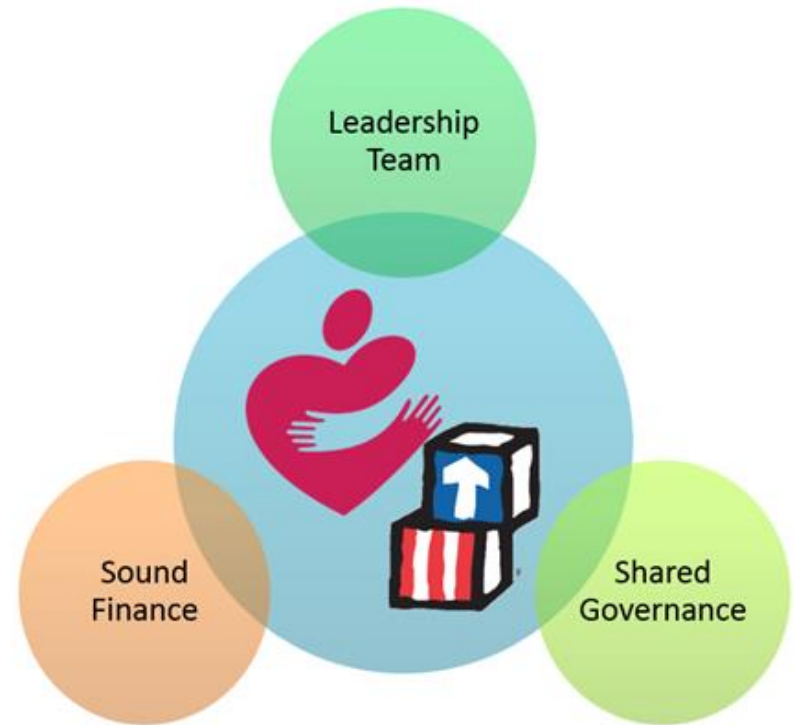
Presentations
on Shared
Governance



https://communityactionpartnership.com/tta_resources/head-start-and-community-action-integration-resource-guide/

Community Action & Head Start: *Key Findings*

- Integration often originates at the governance and leadership levels
- Connecting staff and board through trainings, regular meetings, and even leisure is key
- Mission should connect with all programs – agency visible as one inside and out
- It takes time



Peer Presenters

CAP of San Luis Obispo
Elizabeth “Biz” Steinberg, CEO

Utah Community Action
Jennifer Godfrey, CEO

Metro Action Commission - Nashville
Dr. Cynthia Croom, Executive Director
Dr. Phara Fondren, Head Start Director

Promising Practices for Integration

Share
Knowledge
Across the
Organization

Align
Organizational
Structures and
Processes

Promote the
Mission and
Direction of the
Organization

Community Action & Head Start: *Actionable Takeaways*

- Cross-train
- Set an integrated structure
- Promote the mission & direction of the agency
- Take time together
- Find the right people to lead
- Communicate regularly
- Know the regulations, standards, policies, & procedures
- Model trust



What is **1** new action your agency can take to integrate?



Type in the chat box to share with others!

Questions ?



Full publication & associated resources are available at www.communityactionpartnership.com > Tools/Resources!

Contact Information



Courtney Kohler

Senior Associate, T/TA

Community Action Partnership – National Office



ckohler@communityactionpartnership.com