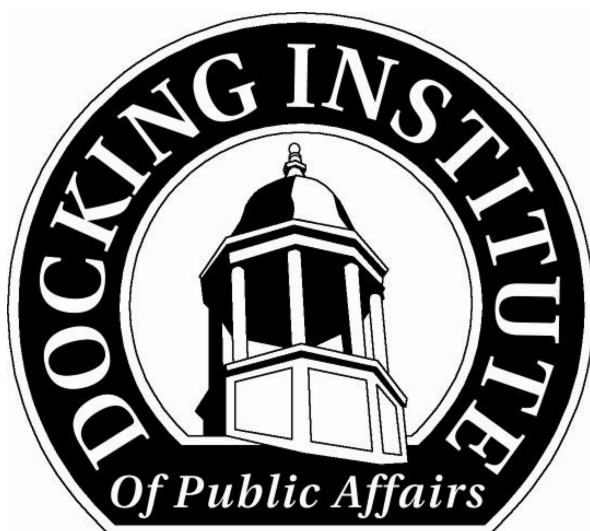


Hays Early Childhood Connections
Mission/Vision Development
December 3, 2010



Prepared For

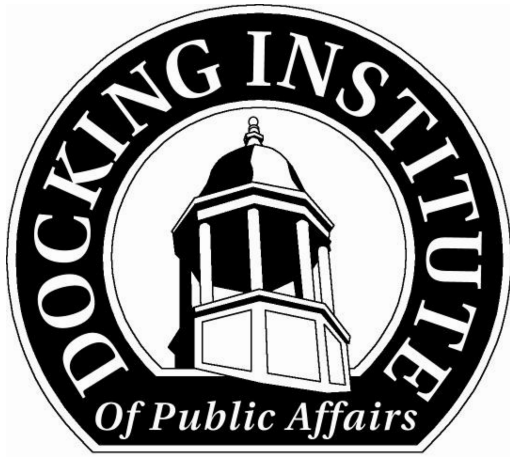
Hays Early Childhood Connections

Prepared By

The Docking Institute of Public Affairs

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Mission:

To Facilitate Effective Public Policy Decision-Making.

The staff of the Docking Institute of Public Affairs and its
University Center for Survey Research are dedicated to
serving the people of Kansas and surrounding states.

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Executive Summary

The Docking Institute was contracted to facilitate a three-hour session with designated Hays Head Start and Parents as Teachers Early Head Start staff members for the purpose of creating new Mission and Vision Statements. Although there is a strategic plan in place, the organizations no longer have separate names, but now are known as **Early Childhood Connections**.

There were ten participants representing Head Start and PATHS. Led by the facilitator, the participants generated a prioritized list of core values, reviewed the long-term goals from the strategic plan and then brainstormed the vision and mission.

The next step in the process will be to present the governing boards with the proposed mission and vision statements for formal adoption.

Core Values

Values are traits or qualities that are considered worthwhile; they represent an organization's highest priorities and deeply held driving forces. Effective organizations identify and develop a clear, concise and shared meaning of values/beliefs, priorities, and direction so that everyone understands and can contribute. Once defined, values impact every aspect of your organization.

People demonstrate and model their values in action in their personal work behaviors, decision-making, contribution, and interpersonal interaction. Organizational values help each person establish priorities in their daily work life. Values guide every decision that is made once the organization has cooperatively created the values and the value statements. Organizational goals are grounded in the identified values.

The participants generated prioritized core values from which Early Childhood Connections would like to operate. The * represents the number of 'votes' for that item as being a non-negotiable essential value, even though all of the value descriptions were seen as important.

Families

Enhancing self-sufficiency**
Empowered**
Confidentiality*
Non-judgmental/open minded*
Active participants – families are part of the team*
Respect*
Belonging/Love/Caring*
Honesty
Safety
Reliability
Accountability
Honor differences
Supportive
Continuity with families
Trust
Flexibility
Families open to learning
Individuality

Policy Council/PAT Advisory

Engaged/Contributing*****
Advocacy (program and children)***
Dependable
Respect
Good Communication
Open minded/accepting
Confidentiality
Stewardship
Optimism

Dedicated
Knowledgeable
Flexible
Supportive of Mission

Employees

Reliable/dependable***
Ambitious (quality seeking to improve self or organization)***
Cooperative/Teamwork*
Flexible*
Commitment*
Stewardship
Safe/Security
Belonging
Appreciated
Positive Morale
Knowledgeable
Open-minded
Effective communication skills
Empathy
Loyal
Compassionate
Accountable
Fun
Honesty/Integrity
Good role model
Confidentiality
Purposeful (shared common goal)

Community

Embedded within community****
Collaboration**
Flexibility in working with families*
Preserve dignity*
Fiscal accountability*
Knowledgeable (awareness of services)
Credibility
Generosity
Innovative
Compassionate
Understanding
Supportive

Goals

The goals were developed previously. The Long Range Goals include:

- Participants are healthy.
- Children are prepared to succeed in their present environment and with later responsibilities in school and life.
- Children and families are safe.
- Children and families are nutritionally healthy.
- Children and families are emotionally healthy.
- Families support and nurture their child (ren).
- Head Start is a partner and leader in the community.
- Families participate in program governance.
- A quality program will be developed for children and families.
- Organizational structure and staffing patterns support the accomplishment of program outcomes.

Mission and Vision

The difference between a mission statement and a vision statement is that a mission statement focuses on the organization's present state while a vision statement focuses on an organization's future.

Vision Statement

A vision statement describes that which the organization aspires to be. It serves as a state of being for which the organization strives. Participants were asked to consider how the organization should look in the future. The vision statement answers the question, "Where do we want to go?" What you are doing when creating a vision statement is articulating your dreams and hopes for your organization. It reminds you of what you are trying to build. Your vision statement will have a huge influence on decision-making and the way you allocate resources.

Current Vision Statement (Head Start): Building America's Future

Current Vision Statement (PATHS): None

PROPOSED VISION STATEMENT:

Children and families realize and reach their full potential.

Mission Statement

The mission statement of an organization is a brief declaration that clearly states the purpose of the organization. A mission statement answers the question, "Why do we exist?" This mission should guide the overall direction and activities of the organization and be used as a reference point for organizational activities. Management goals and strategies should be consistent with the organization's mission.

Current Mission Statement (Head Start): *The Hays Head Start team, consisting of families, community and staff partner to provide a comprehensive program based on individual strengths to enrich families.*

Current Mission Statement (PATHS): *PATHS staff members recognize parents as the first and most influential teacher of their child and support efforts towards reaching family goals*

PROPOSED MISSION STATEMENT

Early Childhood Connections: Empowering families to live the possibilities by nurturing children, family, and community connections.

Brainstorming

Create purposeful changes for children and families
Helping families to help themselves
Families connected with themselves and the world around them
Preparing children to be great in society
Building foundations
Helping children navigate the future
Helping children to be successful and thrive
Connecting children and families for success
Empowering children and families to connect with the greater society
Empowering children and families to create strong foundations to be great in society
Empowering children and families to reach their potential
Empowering children and families to realize/reach/connect with their potential
Help children to succeed
Children and families connected in the community and with each other
Preparing children and families to succeed as world/life long learners
Opportunity/confidence to be a contributing member of society
Children and families see the possibilities
Children and families live the dream/potential
Laying the foundation
No limits
Ready for school
School ready
Life ready
Create the best life long learners
Empowering children and families to be great in society
Best possible start
Connecting children and families to empower them to reach their full potential
Supporting connections with children and families to empower them to reach their full potential
Connections with children and families empowering them to reach their full potential
Children and families reach their full potential
Nurturing connections with children, families and community to empower individuals to live the possibilities
Nurturing children families and connections: empowering families to live the possibilities/