

First Things First - Arizona



2010 Summit

“Working at the Speed of Trust”

John Gordon, ASBA

As the presenter, my objectives include:

- **Examples of “How to Grow as a Team”**
- **Clarify how to build trust to move from individual “ideating” to systems-based thinking**
- **How to build Servant Leadership**
- **Help to build “Unity of Purpose” through “Shared Understandings”**
- **How to stay out of trouble (OML, COI)**

Please Share:

- **The reason I volunteered to be a regional council member was:**
- **It is your choice:**
- **Personal Vision?**



Friday_vs_Monday.wmv

Purpose: Each member of the Regional Partnership Council is an **integral** part of the leadership team providing **direction** and **vision** toward the achievement of the goals of the First Things First within **their** region.

Council members are responsible for conducting the duties as defined under the law (**A.R.S. 8-13-1161**), making recommendations and setting implementation policy toward a successful system to **improve early childhood development and health**. Regional Councils oversee efforts for their region in partnership and with oversight of the State Board.

“The Drivers”

MISSION

To increase the quality of, and access to, the early childhood development and health system that ensures a child entering school comes healthy and ready to succeed.

VISION

All Arizona children birth through age five are afforded opportunities to achieve their maximum potential to succeed in school and life.

FTF System Outcomes!

- **All children have access to:**
 - **high-quality early care and education**
 - **high-quality preventive and continuous health care**
 - **Highly qualified child development and health professionals**
 - **Families actively engaged in children's success**
 - **Comprehensive, well coordinated and sustained programs**

How FTF Works Together

- The **Regional Partnership Councils**, thirty one in total, represent a voluntary governance body responsible for planning and implementing activities to improve the early childhood development and health outcomes for children within a defined geographic area of the state (a region).

**First Things First
State Board**

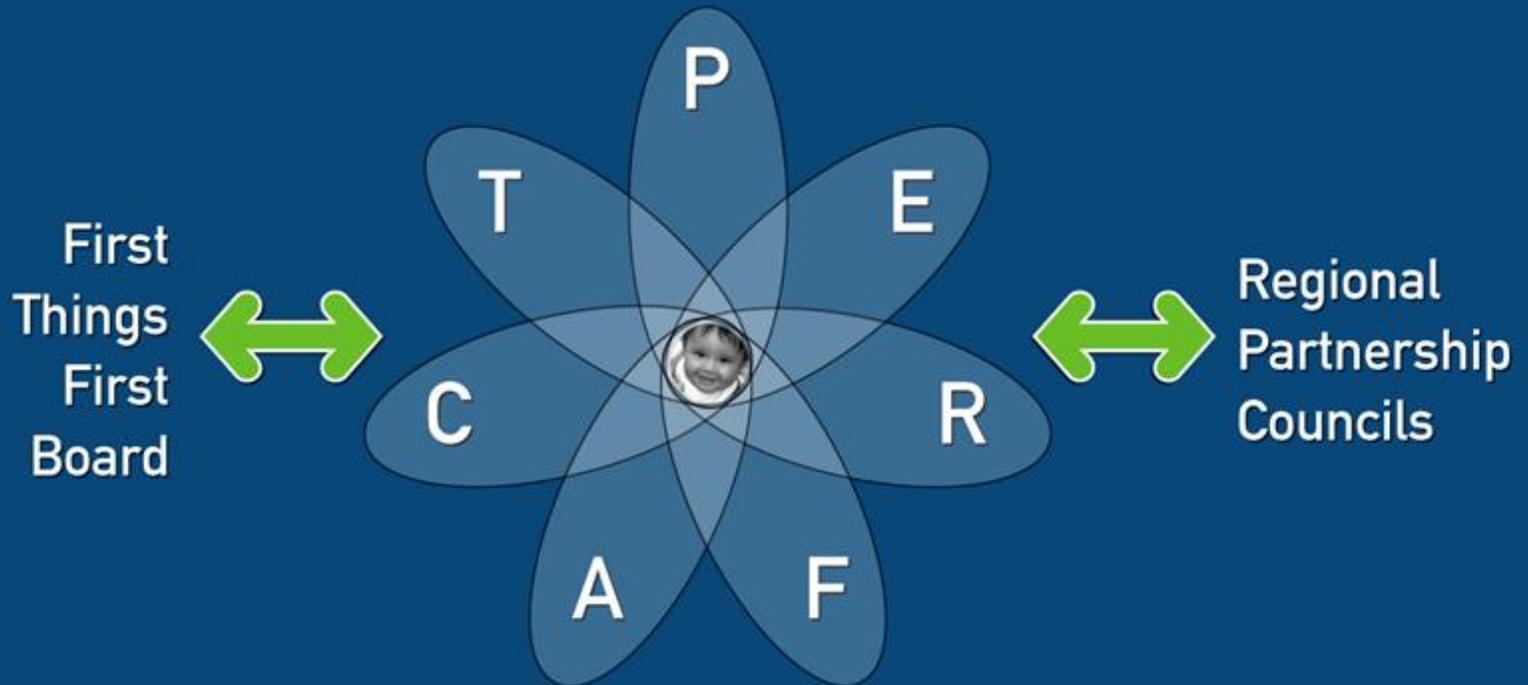


**First Things First
Regional
Partnership Councils**

Staffing Support Structure



FIRST THINGS FIRST



Policy | Evaluation | Regions | Finance | Administrative Services | Communications | Program and Business Services/Technology

Regional Partnership Council Responsibilities

Regional assessment

Regional funding plan

Solicit grant proposals

Recommend grant proposals to the Board

Implement and/or monitor programs

Increase parents' / providers' information

Solicit private funds



Decisions Are Made

- **By involving public and private partners and communities**
- **By focusing on desired outcomes for all children**
- **By emphasizing local planning and implementation**
- **By utilizing ongoing and rigorous qualitative and quantitative data, proven best practices, and system and program outcomes**

Servant Leadership

- ***“When the leaders lead well, the people say they did it themselves.” ~Lao Tsu***
- Servant leadership cannot occur unless you have the voice of those whom you represent... and you can't have the voice unless you... ***(finish the quote!)***

How do we do “the work?”

- By Establishing Trust

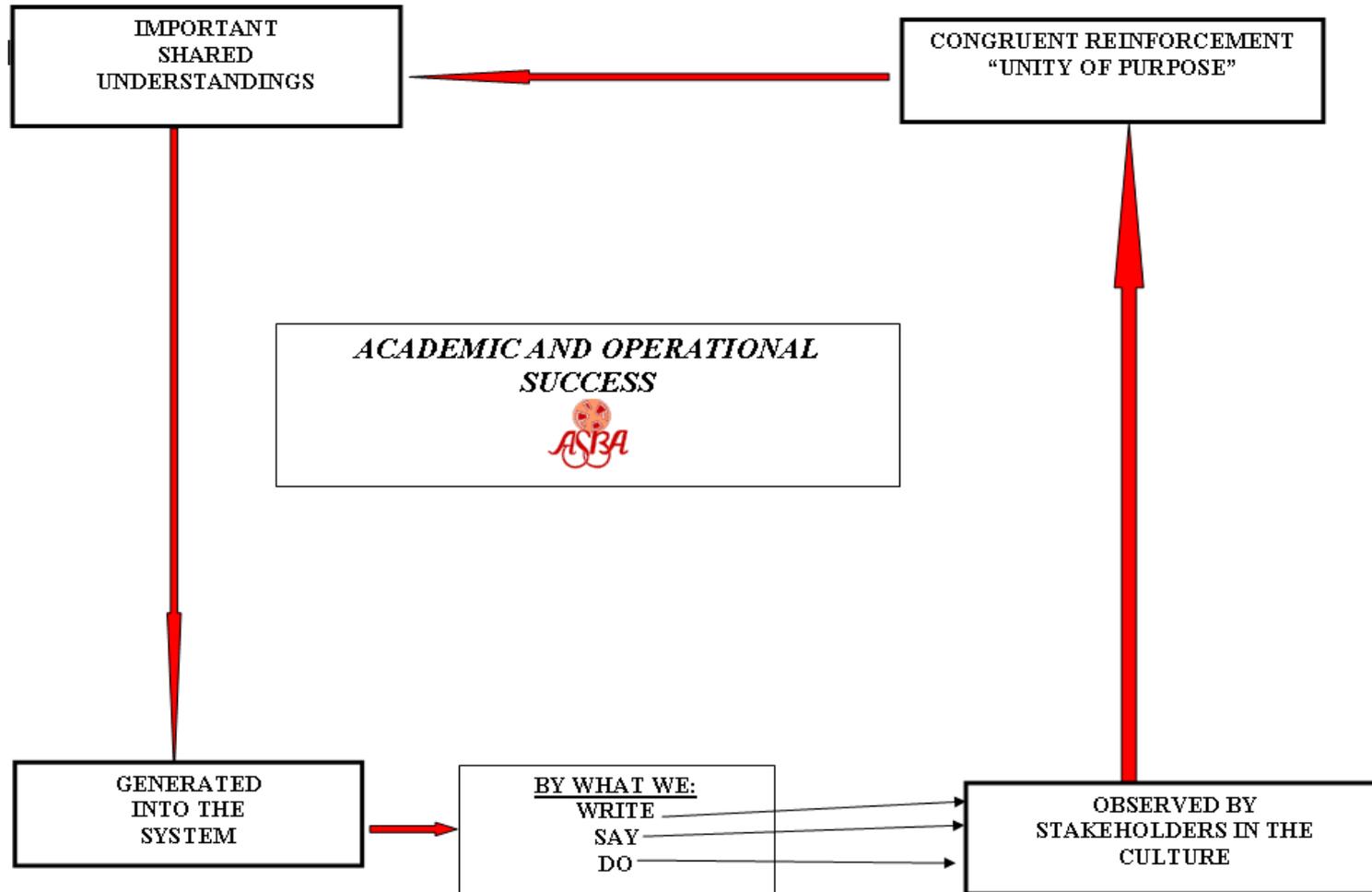
- You build trust by taking a journey

Old Mongolian Proverb: *“To be a friend, you must go on a journey together.”*

- By sitting at the table long enough to build trust
 - By having a shared understanding on how to perform... including roles

By Becoming a “TEAM”

Regional Councils



Key to “Trust at the Speed of Right”

- **Talk Straight**
- **Demonstrate Respect**
- **Create Transparency**
- **Right Wrongs**
- **Show Loyalty**
- **Deliver Results**
- **Get Better**
- **Confront Reality**
- **Clarify Expectations**
- **Practice Accountability**
- **Listen First**
- **Keep Commitments**
- **Extend Trust**

Take a Moment to Share

- **Currently, as a Regional Council Member what area of “the work” are you struggling with?**

Ten Characteristics of Right

- Purpose
- Priorities
- Roles
- Decisions
- Conflict
- Personal Traits
- Norms
- Effectiveness
- Success
- Training

Some behaviors to avoid although sometimes have to live through..

- **Resisting compromises**
- **Attitude changes, especially about leadership**
- **Defensiveness**
- **Competition**
- **Not appreciating diverse contributing**
- **Jealousy**
- **Impatience (progress)**
- **Actions taken (not supporting)**
- **Relying solely on personal or professional experience and training**
- **Resisting collaboration**
- **Unreal expectations**

Open Meeting Law (briefly)

Yes!

- Properly posted
- Agenda
- Minutes
- Quorum of members
(present?)
- Accessible
- Rules for Exec Sessions
(7)

No!

- Proxy Voting
- Serial Conversations
- Email forwarding
- Approve minutes
- Adding agenda items
after 24 hours time
- Speak to comment
made

Conflict of Interest

Title 38-503

- Any public officer or employee of a public agency who has, or whose relative has, a substantial interest in any contract, sale, purchase or service
- Shall make known and refrain from voting upon or participating in any manner
- Must go through competitive bidding, etc.

Questions to be answered:

- Are you clear about?
 - How do I have input to our meeting agenda?
 - How do I have to prepare for meetings?
 - How do I get the information I need to make decisions?
 - When someone in our council area brings something to my attention, what do I do?

More Questions

- When is a council problem or situation serious enough to share with others?
 - How do we share?
 - Through what means do we share?
 - What can I expect after I share?
 - Other?

To summarize....

- Treat them well...
they may
become your
boss!



| Board

School Board

Home> School Board> Jesús Hernández

s/Procedures

