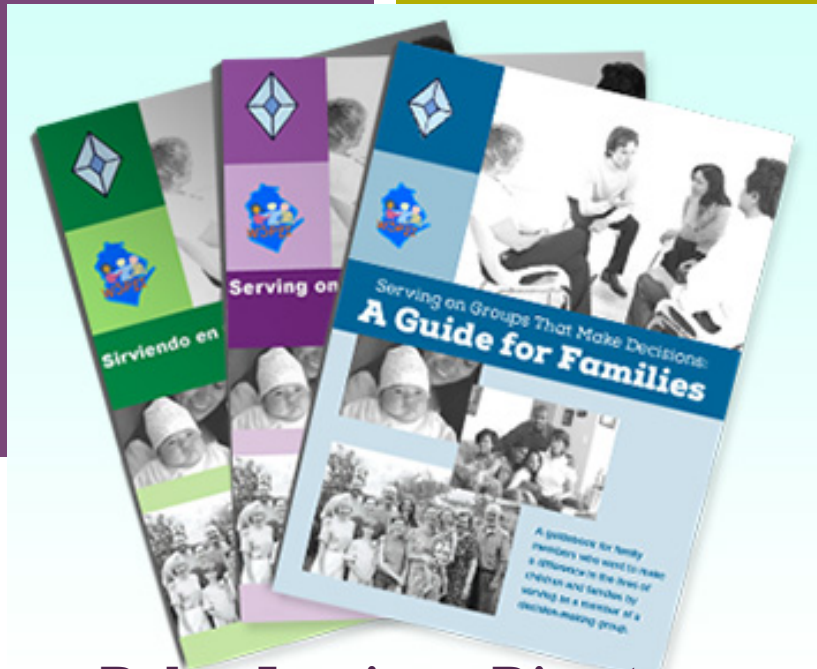




Building Parent Leadership Capacity for Serving on Decision-Making Groups



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**Center for Parent Information & Resources @ SPAN
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Building Parent Leadership



Today you will:

- Build an understanding about decision-making groups
- Learn ways to support and increase participation of families on decision-making groups
- Familiarize yourself with the *Serving On Groups Guidebook* resource and the contents within



+ Parents as Leaders



- Introduce yourself to a partner
 - Share 3 things you consider yourself to be good at
 - Jot the 3 things down, one to a post it note
 - Write your name on each post it note
- Now for your partner
 - Review the list of leadership skills and qualities
 - Match them to the things your partner said they were good at
 - Add the leadership skill to the post it note
- Introduce your partner to the group
 - Share one leadership skill/quality they are good at
- Stick your post it notes on the flip chart paper
 - Review the all the skills and leadership qualities of your team

+ Parents As Leaders

- What leadership skills and qualities do you have?
- What are some Leadership Roles for Parents?



+ Parents as Decision Makers

“**Decision-making** means a process of partnering, of shared views and actions toward shared goals... not just a power struggle between conflicting ideas.”

– Dr. Joyce Epstein





Why do we want families serving on decision-making groups?



- What are some of the benefits that we might see when parents serve on decision-making groups?
- What are some challenges parents might encounter as they serve on groups?
- What are some of the challenges for diverse, LEP, low-literate, and low-income parents to participate on decision-making groups?

+ Benefits when families are involved in decision-making groups

Results for Families:

- Awareness and input on policies
- Feelings of ownership
- Shared experiences and connections with other families



+ Benefits when parents are involved in decision-making groups (cont'd.)

For Professionals:

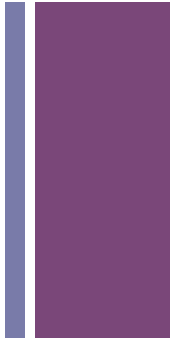
- Awareness of family perspectives
- Recognition of family representatives as equals in decision-making groups
- Acceptance of family representatives in leadership roles

From: Serving on Groups “Keys to Family Engagement “

+ Research supports a strong association between family representation on decision-making groups and positive outcomes

Family engagement in decision-making capacity contributed to positive gains, including:

- new and upgraded school facilities,
 - improved school leadership and staffing,
 - higher quality learning programs for students,
 - increased professional development opportunities for teachers,
 - new funding for health and safety programs,
 - family support programs,
 - and new academic programs.
- (Henderson and Mapp, 2003)





Dr. Joyce Epstein and others conducted research on the effects of Family Involvement.

They found:

- Children have better outcomes when families are involved in the decision-making process.
- There needs to be support for families in decision-making groups.



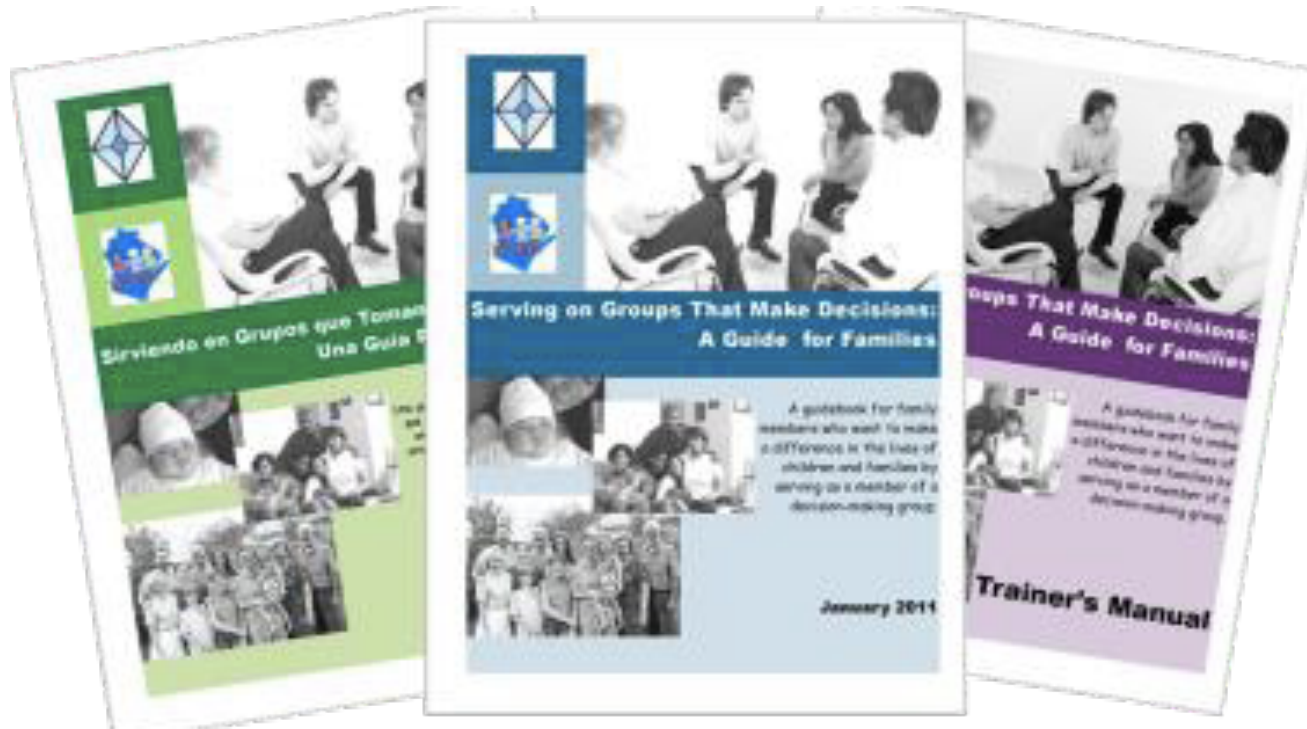
+ Statewide Parent Advocacy Network



**Empowered Parents
Educated, Engaged, Effective!**



www.servingongroups.org/



Downloadable Version of the Guidebook
Online version of the guidebook with links to additional resources



Sections of the Guidebook



- Section 1: Opportunities to Get Involved
- Section 2: Types of Groups
- Section 3: Processes Groups Use
- Section 4: Tools Groups Use
- Section 5: Tips and Strategies for Groups
- Section 6: Understanding Data
- Section 7: The Role of Families on Groups
- Section 8: Skills for Serving on Groups



1. Opportunities to Get Involved



- Where to Begin?
 - Learn about available resources.
 - Find an issue you care deeply about.
 - Connect to a group with the authority to make changes.
 - Prepare yourself to serve.
- Words of Wisdom
- Where Do We Go From Here
- Resources
 - National Center for Family and Community Connections with Schools <http://www.sedl.org/connections/>

Toolkits

- Collaborative Action Team (CATS) Toolkit
- Working Systemically: Engaging Family & Community

+ 2. Types of Groups

- Types of Groups to Get Involved In
 - Governing, Planning, Advisory, Evaluation, Leadership & Practice Groups
- Resource- Serving on Boards and Committees
 - <http://www.parentcenterhub.org/>
- Guidelines for Establishing Family Advisory Boards
- Questions to Check Your Understanding



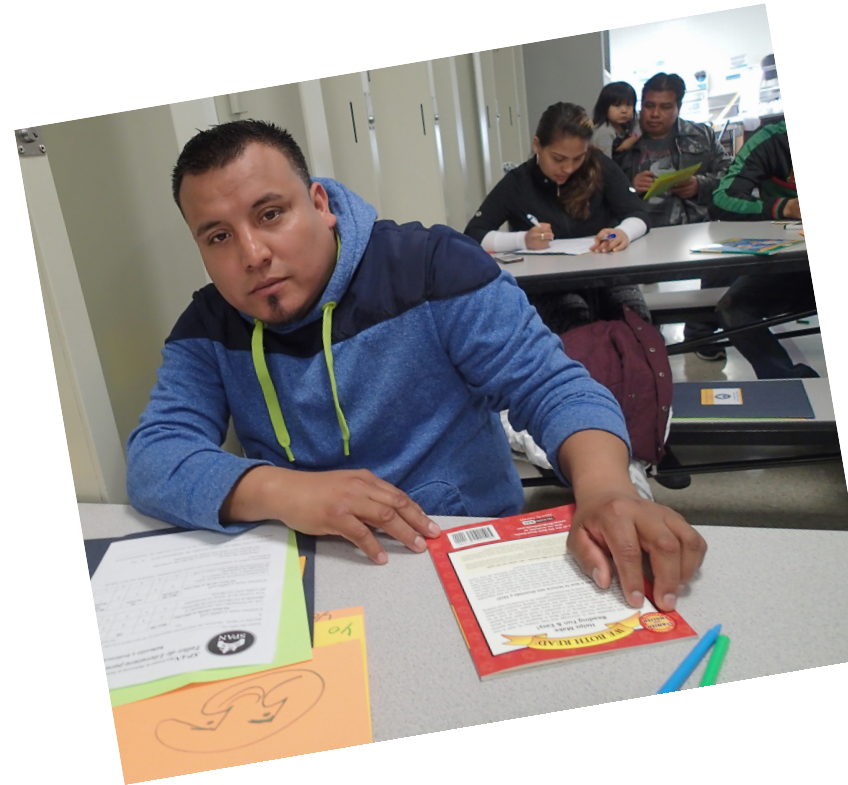
+ 3. Processes Groups Use

■ Principles that guide group processes

1. Shared Vision
2. Representation
3. Equal Partners
4. Collaboration
5. Shared Responsibility
6. Information Sharing
7. Producing Results

■ Questions to Consider

- Does your group follow the principles of shared decision-making?



+ 4. Tools Groups Use

- Tools Groups Use
 - Meeting Facilitator, Group Rules, Agendas, Meeting Minutes, Written Guidance, Open and Closed Meetings
- Sample Tools
 - Action Minutes- Template
 - Sample Agendas
 - Team Meeting To Do List
- Consider This
 - Take A Leave
 - Challenging Group Dynamics
 - Differences of Opinion



+ 5. Tips and Strategies for Groups

Tips for Effective Meetings

- Be prepared as a group
- Start and end on time
- Have the information needed to make decisions
- Make sure you are not missing someone who is critical to the discussion
- Follow a meeting agenda

■ Families Ask Questions

- How can your group increase the participation of families from all diverse backgrounds?



+ Increasing the Participation of Diverse Families

- Keep learning about the unique cultural values and beliefs of all the members of the group.
- Take time to recognize and honor racial and ethnic variations.
- Provide trained interpreters.
- Limit the use of jargon.
- Encourage members to mentor each other to build skills and confidence.



+ 6. Understanding Data

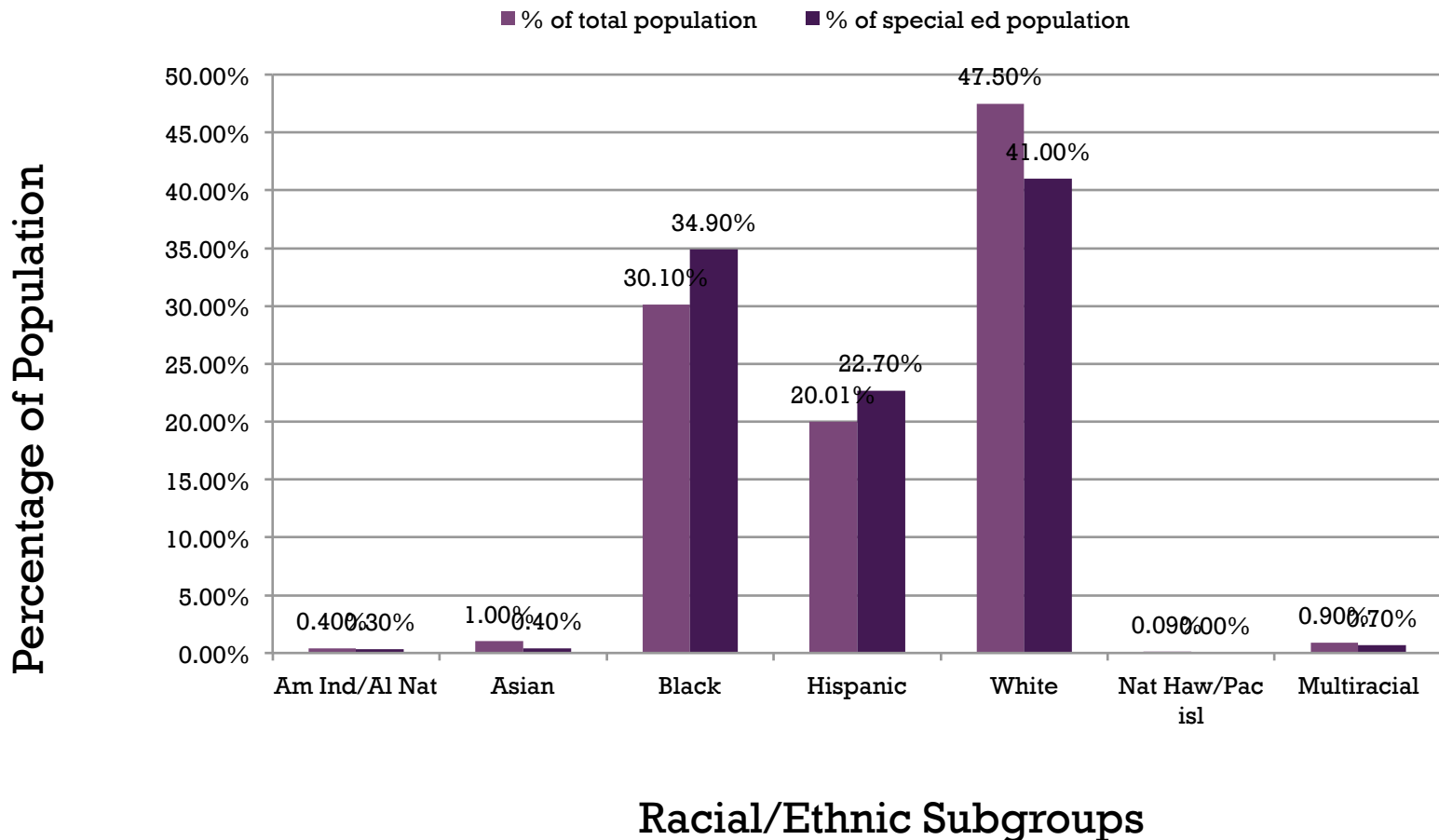


Data helps

- *Explain*
The importance of the issue
- *Present*
Facts
- *Sum up with*
Conclusions
- *Show*
Possible actions
- *Personalize the*
Actions decision-making groups can take

+ Determination of Disproportionality

Each subgroup's percentage in the total student population is compared to its percentage in the special education population

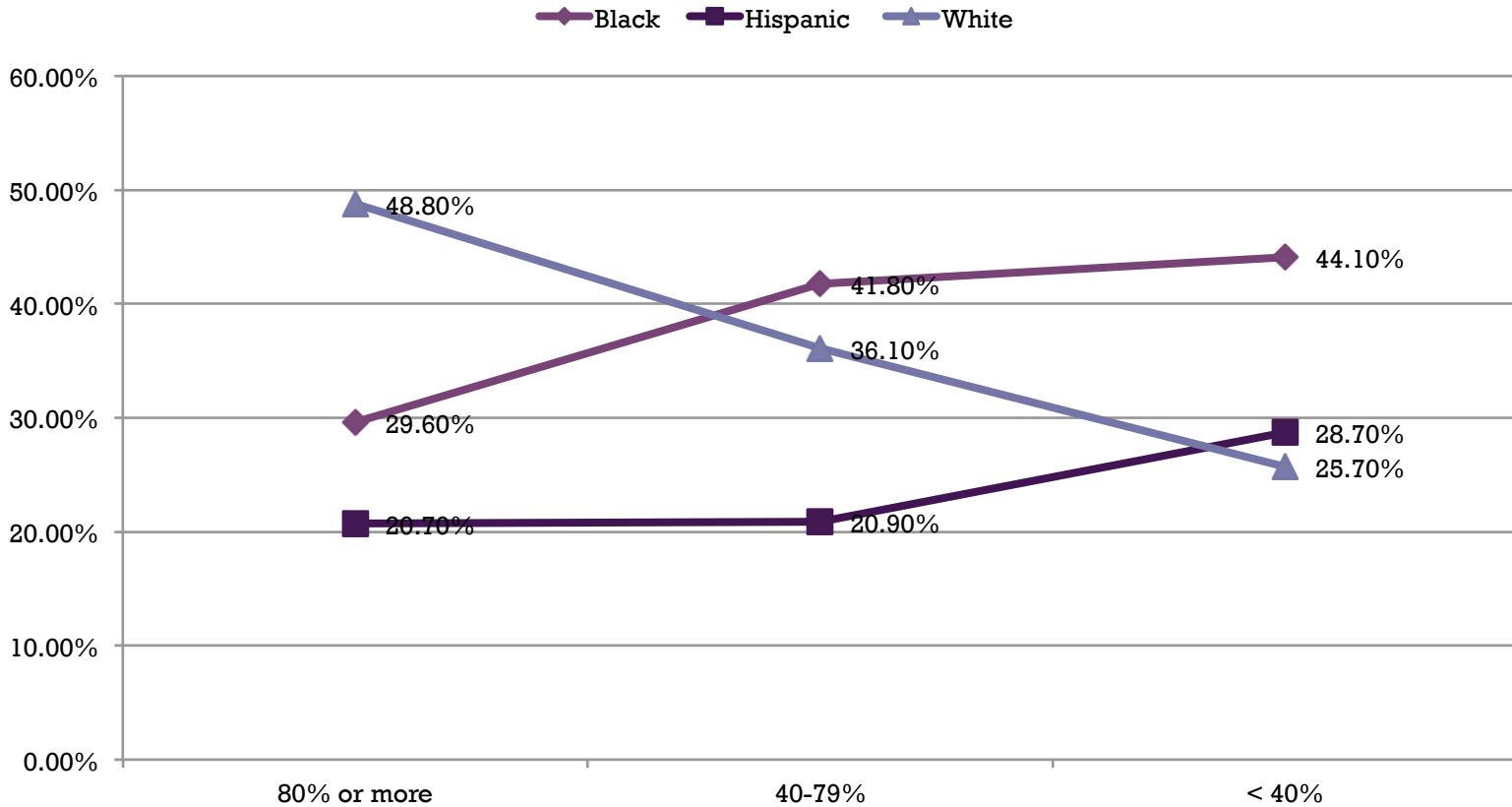




Disproportionality by Placement Category



Percentage of Subgroup in Placement



Placement as Percentage of Time in General Education Setting

+ Understanding Data



■ **Tool for Using Data**

- In groups review data on disproportionality and answer the questions on the handout, Tool for Using Data

■ **Reflection on the Activity**

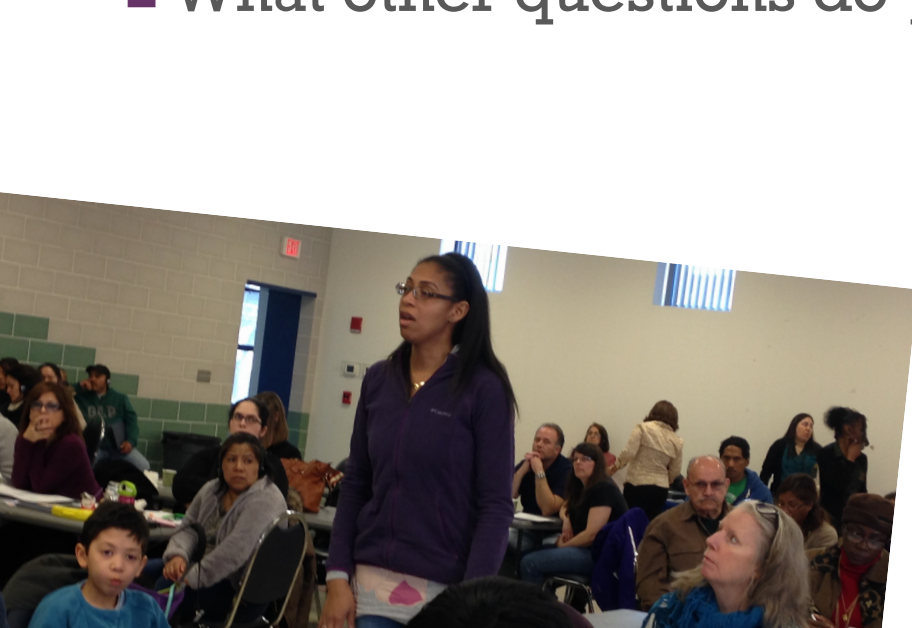
- What are some ways you can engage families in using data as members of decision-making groups?
- What are some strategies you can use to assist families in understand data and have an effective voice around decision-making related to disproportionality.



Data Based Decision-Making



- What information is unclear or needs more clarification?
- What conclusions are you making based on the data?
- What other questions do you have now?





7. The Role of Families on Groups



- **What do I need to know about my role?**
 - Connect with the parent who served before you.
 - Always come to the meeting prepared.
 - Find out if the group has documents that guide the way they operate.
 - Ask if reimbursements or a stipend is offered for family members.

- What information do I need to know about this group?

- Sharing Your Family Story

- **Video link:** EPIC - Every Person Influences Children

+ 8. Skills for Serving on Groups



Tips About Group Dynamics...

- Keep an open mind
- Don't take things personally
- Ask Questions
- Stay focused on the topic
- Take a break
- Remember the purpose of the group
- Creating Agreement Collection CADRE
- Resource: Community Tool Box

+ The Power of Three



1. What are three things did you learn today?

2. What are three things from Serving on Groups that you can use to build diverse parents capacity in the next week?

3. What are three things will you do in the next 3 months to build the leadership capacity of all parents in your community?

The first step I will take is...