

Appendix C: Readiness Reflection

Communities replicate the evidence-based Parents as Teachers model within an organizational context that has the staffing, capacity, and community relationships necessary for successful implementation and achievement of outcomes.

We are pleased that you are interested in implementing the PAT model to address the needs of families in your community. The following questions are intended as reflection or discussion points to maximize the success of a new PAT affiliate. It is not necessary to submit responses to the Parents as Teachers national office. Organizations should use the Readiness Reflection to assure that they are well positioned to develop the Parents as Teachers Affiliate Plan.

Since compliance with the Essential Requirements is necessary to become a PAT Affiliate, please ensure that key decision makers review the Parents as Teachers Quality Assurance (QA) Guidelines. The QA Guidelines clearly lay out the expectations for replication of the PAT model with an emphasis on meeting the Essential Requirements.

Community Context: Needs & Relationships	How have you determined a need for Parents as Teachers in your community?
	Are you aware of other similar services in your community? If so, how will Parents as Teachers complement and extend these services?
	If you are blending Parents as Teachers with another early childhood or family support model, how will you integrate the replication and data reporting requirements?
	What community relationships (groups, agencies, etc.) does your organization have presently? How do you collaborate with them?
	What community relationships do you plan to cultivate as you develop your Parents as Teachers affiliate? How might you utilize these relationships to help build your affiliate (e.g. advisory committee members, referral sources, resources for families)?
Organizational capacity	<p>Does your organization have or are you putting in place the necessary capacity and systems for successful implementation of the Parents as Teachers model? For example:</p> <ul style="list-style-type: none"> • Leadership: direct supervision of parent educators, administration, advisory committee, etc. • Resources allocated to technical assistance, quality and evaluation • Information technology • Financial planning and oversight • Mechanisms/strategies to promote sustainability
Staffing: Parent Educators & Supervisors	<p>Thinking about the Essential Requirements and the communities you will be serving, are there specific skills, capabilities and qualities that your staff and supervisor(s) should have? Consider the following:</p> <ul style="list-style-type: none"> • Appropriate educational background and work experience • Fit with the needs and characteristics of the populations to be served • Reflective supervision and administrative skills
	What assets are already in place in your organization and what resources might you bring in to strengthen the staffing component?

Readiness reflection: next steps

Once you have completed the Readiness Reflection and are ready to become a PAT affiliate, the next step is to complete the Affiliate Plan (download at www.parentsasteachers.org located on the Training Gateway). The Affiliate Plan must be completed and approved by the national office or approved state office prior to registering staff for certification training. To become certified parent educators, staff must successfully complete both the Foundational and Model Implementation Trainings.

There is significant value in being affiliated with Parents as Teachers. As a PAT affiliate, your organization becomes a partner with an evidence-based home visiting model with numerous studies demonstrating positive outcomes. A successful and sustainable program must clearly demonstrate its evidence and research base, as well as mechanisms for establishing and maintaining model fidelity. Parents as Teachers provides this foundation to your organization- and more.

If, after completing the Readiness Reflection and reviewing the Essential Requirements, your organization determines that it simply cannot meet the requirements for affiliation, the Approved User status is an option to consider. Your staff can be trained in the Parents as Teachers approach by registering for Foundational Training. This training lays the foundation for home visiting as a methodology within the early childhood system and connects the theoretical framework of Parents as Teachers with practice. Staff that complete this training become approved users of the Parents as Teachers Foundational Curriculum. For more information, go to the the Parents as Teachers website.

***Questions about becoming a Parents as Teachers Affiliate with certified parent educators?
Contact your Parents as Teachers state office or the Affiliation and Program
Assistance Department at Parents as Teachers National Center.***