

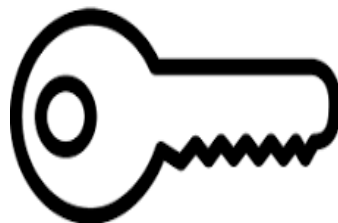
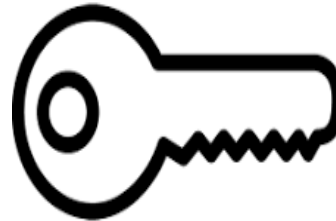
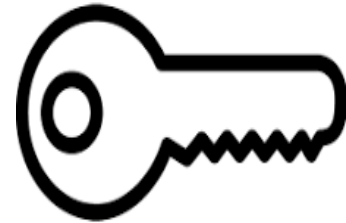
Epstein's Model for Parental Involvement

- 1. Parenting.** Assist families with parenting skills, family support, understanding child and adolescent development, and setting home conditions to support learning at each age and grade level. Assist schools in understanding families' backgrounds, cultures, and goals for children.
- 2. Communicating.** Communicate with families about school programs and student progress. Create two-way communication channels between school and home.
- 3. Volunteering.** Improve recruitment, training, activities, and schedules to involve families as volunteers and as audiences at the school or in other locations. Enable educators to work with volunteers who support students and the school.
- 4. Learning at Home.** Involve families with their children in academic learning at home, including homework, goal setting, and other curriculum-related activities. Encourage teachers to design homework that enables students to share and discuss interesting tasks.
- 5. Decision-Making.** Include families as participants in school decisions, governance, and advocacy activities through school councils or improvement teams, committees, and parent organizations.
- 6. Collaborating with the Community.** Coordinate resources and services for families, students, and the school with community groups, including businesses, agencies, cultural and civic organizations, and colleges or universities. Enable all to contribute service to the community.

Advancing Leadership Opportunities

Involving parents in authentic “decision-making” moves parents from merely being involved to begin engaged.

The 3 R's of People Management:



RECRUIT,
RETAIN,
RECOGNIZE

1. Align

Set Talent Strategy
Metrics & Reporting
Succession Planning

2. Recruit

Workforce Planning
Source & Select Talent
Contingent Labour Plan

3. Retain

Reward & Recognize

4. Develop



- **Recruit**
- **Retain**
- **Recognize**



TEAMWORKS

Santa Ana Partnership



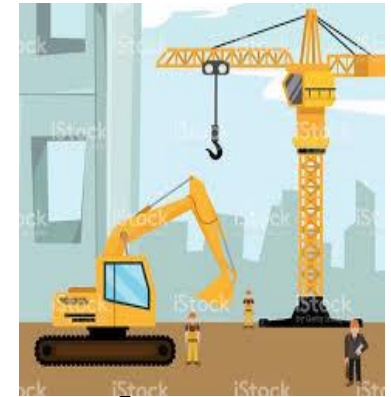
1. Retaining parents

- Reflect on what attracted them in the beginning
- Keep them wanting to come back
- Build personal relationship to develop trust
- Help them see how they add value to the work
- Involve them in the decision-making process
- Acknowledge their talents



2. Recognizing parents

- Make it specific and authentic
- Make it personal
- Make it visible
- Make it regular



3. Building a management structure to support leadership growth

- Engage the parents in creating a sustainable structure – start small but strong
- Consider models already in GEAR UP and models established by other organizations
- Consider compensation for parents
- Engage parent leaders in GEAR UP leadership structure