



Values Activity #1

As a group, brainstorm the “adjectives” participants would like to see the program embody. (If group members don’t participate equally, consider use of a Round Robin procedure initially to assure the thought of each member are represented.) The descriptor words should be positive and proactive. Words like “dynamic” “flexible” “culturally competent” indicate the group is looking toward a change and a family centered approach. Use flip charts to record the group’s response.

ACTION
WITHOUT
VISION JUST PASSES TIME.

When all ideas have been shared, ask the group to prioritize the top 10 descriptors. (Depending upon the size of your group, this may require breaking up into smaller groups so that each person may be assured of registering priorities. The information from the small groups must then be combined and tallied to reflect the top 10 descriptors of the entire group.) During group discussion, determine if any descriptors are duplicative, could be restated more clearly, etc. 10 descriptors should not be seen as the “law.” Some groups may have more; others less.

Values Activity #2

Break into small groups. Give each group two descriptors to enlarge into a value statement for the program. Values statements should be clear, concise and reflect only one idea (descriptor). These statements guide the practices for your program. Examples of value statements include: IFSPs are “flexible” to meet the changing interests and priorities of the children and families we serve. Listening to family members, answering their questions, and posing reflective questions are components of a “dynamic” assessment.

VISION WITHOUT ACTION IS
MERELY A **DREAM**



Vision Activity #1

Using the values identified by the group members, the group is ready to synthesize their values about the program(s) into a vision statement. A vision statement is an action oriented, values based description that guides the decision making process of the group. When a question regarding an activity of the program or a problem with the program is raised, the group or any member should be able to compare the alternative answers with the question or solutions to the problem to the vision statement and establish the “best” answer or solution according to its synchrony with the vision statement. To assure it’s utility to the group, members should “test” the vision statement against recent or previous questions or problems raised regarding their program or services.

VISION WITH ACTION CAN CHANGE THE



Vision Activity #2

Living the vision identifies strategies for taking the vision from a paper activity and turning it into an observable, measurable change process. As a group, identify five to seven key behaviors required to accomplish the vision (i.e., always offer at least three options as to how services should be delivered. Respect the decision made by the consumer – don’t change it; don’t place barriers to access.)

Make the behaviors “visible.” Post them on walls; shrink them into wallet size documents to insert into group members calendars; send the list weekly in your e-mail system or by post card.

Communicate regularly about behaviors. Congratulate and celebrate successes.