

Community Agency:

Use this tool to evaluate where your agency is in relation to Manifesto 2.0: The Parent Edition

In the far-right column, circle one of the following icons to rate your growth in the described vision area:















Seed: Your community is just developing in this area.



Plant: Your community has been doing this for a year or more.



Fruit: Your community has a lot of experience in this area and evidence strategies are making an impact.

Vision			
<i>We envision a transformation in which early childhood systems of care are centered around families and responsive to our needs and ideas.</i>			
Agencies and systems are:	Accomplishments & Areas for Growth	Specific Examples – Program, service model or partnerships	Phase
<p>Collaborative:</p> <p>System leaders acknowledge barriers to parent engagement and respond by making changes and improving collaboration.</p>			  
<p>Diverse:</p> <p>Staff reflect the diversity of the community.</p>			  
<p>Accessible:</p> <p>Systems work to improve families' access, experiences and outcomes.</p>			  
<p>Equitable:</p> <p>All families—especially families who are Black and Brown, LGBTQ+, indigenous and immigrants, fathers, those living in poverty, and those caring for children with special needs—have access to opportunities, resources, and support in their communities.</p>			  

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Vision			
<i>We envision a transformation in which early childhood systems of care are centered around families and responsive to our needs and ideas.</i>			
Parents are:	Accomplishments & Areas for Growth	Specific Examples – Program, service model or partnerships	Phase
<p>At the Center:</p> <p>Agencies and systems center everything they do around families: listening to them, developing their leadership, engaging them at every level, and including them in decision-making.</p>			  
<p>Participating at All Levels:</p> <p>Planning and implementing ideas, programs and policies; making decisions, including how funds are spent; gaining career opportunities; and influencing policy and organizing in their communities.</p>			  
<p>Valued as Experts:</p> <p>Staff and service providers value parents of all cultures as experts. Parents know their rights and have the tools and resources to access opportunities for their children.</p>			  
<p>Powerful Leaders:</p> <p>Elected officials regularly engage with parents and the community and take action. Parents develop their leadership and run for office. In partnership with those most affected by racism, parents with privilege advocate for equity.</p>			  

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Commitment 1: Challenge Racism (Please write clearly so others can read your results!)			
Actions	Accomplishments & Areas for Growth	Specific Examples – Program, service model or partnerships	Phase
Provide resources that parents need to participate, such as translation and interpretation			  
Hire people from the community to reflect its diversity			  
Include pictures that reflect all families, especially fathers			  
Mandate antiracism training for staff at all levels			  
Create opportunities for diverse families to influence policies and programs			  

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Commitment 2: Embrace Parent Leadership			
Actions	Examples of policies, programs, practices	Specific Examples – Program, service model or partnerships	Phase
Provide intentional pathways for parents to become leaders			  
Provide stipends for parents' time and contributions			  
Help with child care and transportation			  
Follow-up on how parent voices made a difference (feedback loop).			  
Provide opportunities for parents to participate in decision-making			  

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Commitment 3: Prioritize Resources			
Actions	Examples of policies, programs, practices	Specific Examples – Program, service model or partnerships	Phase
Give parent leaders an overview of the budget and staffing to support family engagement work			  
Provide a process for parents to give feedback and request resources (meeting space, materials, etc.)			  
Survey parents regularly to identify barriers to participation			  
Provide parent leaders with opportunities for input on funding proposals and budgets			  
Have parent representation in budget decision-making and hiring of family engagement staff			  

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









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Commitment 4: Create Career Pathways			
Actions	Examples of policies, programs, practices	Specific Examples – Program, service model or partnerships	Phase
Provide parent leaders access to training and professional development			  
Provide certificates of completion, help with resumes, and letters of recommendation			  
Create part-time and flexible positions suitable for working parents			  
Provide extra support for parents who become employees to get used to office work and the ability to maintain the perspective of a parent leader			  
Allow parents to use life experience to qualify for positions that require advanced education			  

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Commitment 5: Promote Easy Access and Equitable Outcomes			
Actions	Examples of policies, programs, practices	Specific Examples – Program, service model or partnerships	Phase
Keep track of how well specific programs are serving each population in the community			  
Be transparent about what biases and barriers are discovered and address them promptly.			  
Hire diverse parents with experience in a particular system			  
Include parents and caregivers in decision-making so that changes reflect what they want and need			  
Design an early childhood system with families that coordinates access and continuously improves the quality of services			