

# LEARN & GROW

## SELF REFLECTION GUIDE

*Are you and your program ready?*



**Learn & Grow**

*Alaska's Commitment to Quality Early Care & Learning*

# Is Learn & Grow a good fit for you?

## VISIONARY

What's the future vision for your program?

## OPEN MINDED

Are you curious?

Can you see things from different perspectives?

Do you respect other beliefs and forms of knowledge?

Are you aware that personal beliefs and biases as well as the beliefs of others can limit growth?

## ATTITUDE

Do you seek continuous improvement?

*"I'm good, but I dare to be even better!"*

## MOTIVATED

What inspires you to participate in quality?

What would motivate you to participate in Learn & Grow?



Learn & Grow

# How do you feel about change?

“A change is coming.” What emotion does that phrase provoke in you? Often the word *change* is associated with negativity, but that is not always true. Change can be very positive, such as a new baby, a wedding, a new house, or making changes to your early childhood education program with Learn & Grow. Being aware of your attitude toward change will help you be more successful in your journey with Learn & Grow. Take a moment to evaluate your attitude toward change. Place a check mark in the column that best describes you.

**1. You and a good friend made plans for the weekend, but she calls Friday afternoon and suggests changing the plans.**

- Bring it on! = 5 points
- Okay = 4 points
- So-so = 3 points
- A little nervous = 2 points
- Sweaty palms = 1 point

**2. Your normal hair stylist is out sick, and a brand-new stylist cuts your hair. She suggests a shorter length.**

- Bring it on! = 5 points
- Okay = 4 points
- So-so = 3 points
- A little nervous = 2 points
- Sweaty palms = 1 point

**3. You go to your favorite restaurant and notice the menu has changed. A new, talented chef is now in charge, but all your old favorites are gone.**

- Bring it on! = 5 points
- Okay = 4 points
- So-so = 3 points
- A little nervous = 2 points
- Sweaty palms = 1 point

**4. You worked hard planning a fun activity that the children in your program will love. Suddenly, it begins snowing and the children run to the window. They are very excited about the snow and have zero interest in the activity you planned.**

- Bring it on! = 5 points
- Okay = 4 points
- So-so = 3 points
- A little nervous = 2 points
- Sweaty palms = 1 point

**5. A child in your program is a biter. Another early educator suggests some new ideas for you to try to help stop the biting.**

- Bring it on! = 5 points
- Okay = 4 points
- So-so = 3 points
- A little nervous = 2 points
- Sweaty palms = 1 point

**25 to 30 points  
READY FOR CHANGE**

You are eager and ready to change. Your program will benefit from your willingness to adapt and take on new things with zeal. Learn & Grow is right up your alley.

**18 TO 24 POINTS  
CAUTIOUSLY OPTIMISTIC**

You have a very balanced approach. A positive attitude toward change mixed with a healthy dose of caution is a good fit for Learn & Grow.

**9 TO 17 POINTS  
COMFORTABLE WITH THE PREDICTABLE**

You typically shy away from change and stay with what makes you most comfortable. However, with time to adjust, you can embrace a new direction if you understand the benefits of doing so. Take your time to learn more and then you feel comfortable, we'll be here to partner with you.

**8 POINTS OR LESS  
CHANGE RESISTANT**

Close family or friends sometimes refer to you as “stubborn.” Change often seems more work than it is worth. Be careful not to miss great opportunities because of fear of the unknown. Remember, “fear kills more dreams than failure ever will.” Learn & Grow may not be the right choice for you at this moment, but keep us in mind in the future.

# Are you ready for Learn & Grow?

Below are two self assessments to help evaluate your program's readiness and current organizational climate. This information will help you complete the Continuous Quality Improvement Plan.

Questions	Yes	No	Unsure
Have you identified the primary reasons you want to partner with Learn & Grow?			
Do you have specific goals in mind?			
Are you willing to honestly assess your program and make necessary changes?			
Are you able to commit the time necessary to succeed?			
Do you believe your families will support your effort?			
Does your program have defined policies and procedures?			
Do you feel your staff is willing to learn additional skills to improve quality?			
Is your program in good standing with licensing?			
Are you ready to work on your space and materials?			
Is the turnover rate for your staff relatively stable? (not applicable for all programs)			

## ORGANIZATIONAL CLIMATE ASSESSMENT

Never	Seldom	Sometimes	Somewhat Regularly	Frequently	Always
0	1	2	3	4	5
_____ The program is well planned and efficiently run.					_____ Teachers help make decisions about things that directly affect them.
_____ Staff are friendly and trust one another.					_____ People feel free to express their opinions.
_____ Morale is high and there is a good team spirit.					_____ Staff are aware of and agree on school philosophy and educational objectives of program.
_____ Staff are encouraged to learn new skills and competencies.					_____ Meetings are productive, efficient, and promote team building.
_____ The center provides guidance for professional advancement.					_____ The work environment is attractive and well organized.
_____ Supervisor(s) are knowledgeable and competent.					_____ There are sufficient supplies and equipment for staff to do their jobs.
_____ Supervisor(s) provide helpful feedback.					_____ Staff are encourage to be creative and innovative in their work.
_____ Communication regarding policies and procedures is clear.					_____ The center implements changes as needed.
_____ Job responsibilities are well defined.					
_____ Salaries and fringe benefits are distributed equitably.					
_____ Promotions are handled fairly.					

What three words describe the climate of this center as a place to work? \_\_\_\_\_

What do you perceive to be the center's greatest strengths?

What areas do you feel could use some improvement?