

WAGES CHILDREN AND FAMILIES



Head Start • Early Head Start • NC Pre-K



Volunteer Recruitment

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Volunteer Recruitment Plan



Charleston Terrell wins North Carolina's Governor's Award for outstanding volunteer and community service.

Volunteers are critical to the success of Head Start. The participation of volunteers has been an effective way of mobilizing community resources to strengthen Head Start services.

Volunteers provide the extra attention that helps children thrive as learners and grow to be strong healthy individuals. Volunteers provide the energy to make things run smoothly throughout the program. Volunteers can make a huge contribution to the success of Head Start and Early Head Start in both human terms and financial terms.

WAGES Head Start and Early Head Start will encourage family and community members to participate in program planning and decision making activities as well as in activities for Head Start children and families.

Parents will be encouraged to volunteer at Parent Orientation, enrollment, and throughout the year. A child's enrollment will not be contingent on the voluntary participation of the parent.

The Family Engagement Coordinator (or designee) will distribute brochures within the community, outlining volunteer opportunities along with a list of appropriate contacts. When program staff is contacted by outside entities for volunteer opportunities, they should refer the potential volunteer to the assigned Family Engagement Coordinator (or designee).

The Family Engagement Coordinator (or designee) will also utilize the following recruitment techniques:

- Mass media (brochures, flyers, etc.)
- Public speaking
- Outreach to membership or professional organizations
- Articles in local newspapers and newsletters of other organizations
- Referrals from individuals associated with other organizations
- Volunteer fairs
- Internet websites

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- Volunteer center referrals

The WAGES Children and Families Division requires that persons volunteering on a regular basis (contributing 20 or more hours per week) will receive an orientation from the Family Engagement Coordinator. This orientation must familiarize volunteers with the agency and its philosophy. The Center Supervisor will provide additional orientation regarding the center.

All regular (non-parent) volunteers MUST complete a Volunteer Packet which includes the following documentation:

- Volunteer Emergency Information
- Volunteer Data Sheet
- WAGES Statement of Confidentiality
- Confirmation of Volunteer Orientation
- Health Status Form
- Volunteer Job Description
- Discipline Policy



Regular (non-parent) volunteers (volunteering more than 20 hours per week) will also be required to have a TB test, criminal records check, and a fingerprint check. Volunteers will not be left alone with children at any time, both for the protection of the volunteer and of the program.

Due to grantee liability issues, children volunteering in Head Start must be at least 15 years of age, unless their volunteer efforts are part of an organized school program and the sponsoring school provides liability coverage.

Classroom and management staff will track volunteer hours. A monetary value will be assigned to volunteer activities and this value will be tracked as non-federal match to meet the 20% required match for federal grants.

Classroom Volunteers

- Parents, family members, and community members will be encouraged to participate in the classroom as volunteers, taking an active part in the daily schedule of activities with children.
- Professional community members will be asked to visit classrooms to talk to children about their job, or to participate in other program activities. This may include police and fire departments, medical and dental personnel- anyone with something to share.

Program Volunteers

- Parents, family members and community members will be encouraged to participate in program efforts to maintain facilities and playgrounds. This may include painting, carpentry, repair work, landscaping, and general cleanup.
- Volunteer opportunities will be offered to individuals interested in helping in the office, preparing educational materials for the classroom, editing and publishing newsletters, and other activities that would benefit the program.

Volunteer Testimonials

Below are some testimonials from a few of our parent volunteers. We are so appreciative of the time and effort our volunteers put into our program.

Nikki Holley-Brice

“I am so thankful for WAGES. My family benefits greatly from the support and services rendered. WAGES is a big part of my children’s education and social well-being. I have a big family and do not have much one-on-one time with my children as I had when my family was smaller. I can leave my children in the care of WAGES and know they are going to be nurtured as well as educated. I am big on family, mathematics, and reading. WAGES integrates all of these in and out of the classroom. The trainings offered through WAGES as well as conferences the parents are sent to learn from are so valuable in bettering myself as well as helping me be my children’s very best first teacher. I would not want my children anywhere else at this time. I enjoy being a part of the Parent Committee and the Policy Council. **It’s a great opportunity for me to be involved in my children’s education, nutritional plan, and overall health.** Learning about the governing of the program is an essential benefit as well. The open door policy gives me security that WAGES has nothing to hide from parents and can be trusted. WAGES offers support, community resources, networking opportunities, as well as a family bond that cannot be broken. I’m proud to be a part of the WAGES family. I have a child in Early Head Start, one in Head Start, and one graduating from WAGES NC Pre-K Partnerships sites, and a teenager who has graduated from WAGES years ago, but will always be a WAGES baby. I will always encourage parents to bring their children to WAGES and become part of a relationship and family that will last a lifetime!”

Abia Debro

“Hello, I’m Mrs. Abia Debro. Our family has been a part of the WAGES family for three years now. During this time, our two precious children have excelled from home-based to center-based. My husband of five years, Lamont Debro, has really made a change through the Male Involvement group. We are both representatives on the Policy Council and my husband is a representative on the Board of Directors. We are both a part of the CSBG program. Not to go too deep into our lives, our oldest Ky’mar is autistic. He was non-verbal and behavior was always his worst way of communicating. Our WAGES family assisted us in the best way possible to get all the

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right services and treatments. Needless to say, Ky'mar is now 4 and attends NC Pre-K. Racquelle, our 3-year-old, has been a part of the program since 6 months ago, is truly a precious doll. She is such an independent little lady. I see so much life in my children and that makes me strive to be all I can be. From the trainings, Parent Committee meetings, conferences, and volunteering, **I've had the lovely honor to meet amazing people that have been game changes in my life.** It starts with you. Changing yourself and making a difference you want to see or be. Thank you for reading my journey.”

Kristina Vick

“As a proud parent who has now had four children walk through the doors of a WAGES Head Start/Early Head Start classroom, I can honestly say that I am beyond grateful and blessed to have my babies at WAGES. The teachers are amazing and I always feel like I can talk to them or ask questions about anything. **I feel welcomed in my kids' classrooms, whether it's to eat breakfast or lunch with them or just to give my time back by volunteering.** I try to volunteer as much as possible. I care about the relationship with the teachers and I love to be involved in my kids' learning. Plus, it allows me to see how they interact with the other children and their teachers. I see for myself that they thrive to make sure every child succeeds and is ready for kindergarten. There is a lesson plan in the classroom that I sign and can look at any time. It shows activities for a two week period for each developmental area. I love the home visits and parent/teacher conferences because it gives me time to sit down and really talk about my child's progress and make new goals. WAGES Head Start/Early Head Start is an excellent program and I am forever indebted to them for all they have done and still do for my family.”

Itsa Sanchez

“What I love about volunteering is that you interact with the children in the classroom. The teachers do an awesome job at teaching colors, shapes, ABCs, etc. When I volunteer I teach my languages. I speak Spanish and know Sign Language, and children pick them up quickly. They love to learn new things. They always have questions about things they don't know about. **What I see when I volunteer are smiling faces when they are learning something new.** As a volunteering parent, I also help the teachers. They have about 16-19 children in a classroom so an extra hand is always welcome any time. I encourage other parents to volunteer; they will have a great experience.”

Jacqueline Gamble

“Hello my name is Jacqueline Gamble, and since being at WAGES my child, Shayne, has learned her ABCs, 123s and is now potty trained. She's two years old and enjoys her teachers as well as her class. She looks forward to every morning group time and signing. **I volunteer a lot due to it being very interesting,** the children and their little personalities; little people never cease to amaze me. My social worker, Mrs. H. Best is a great encourager; I just recently finished my CNA refresher course since I've been at WAGES. I have two children that have attended WAGES, one is 6 now and the other is 2. They are very independent girls and they have learned to deal with children of different ages. Long story short, WAGES is a great program and the children love the

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program. I would tell you that WAGES is great for everybody. The staff and teachers are very amazing. They just don't care about the children; they also care about the whole family."

Katrena Coley

"My name is Katrena Coley and I'm writing this essay to tell you how WAGES has played a major role in my life. From the first day my son started at the Belfast Center, our journey began because not only were they reaching him, I was also learning myself.

I felt truly blessed to have been able to experience the many opportunities that have been bestowed upon me and my son. These include me volunteering, Parent Committee Meetings, Nutrition Advisory, GED classes, the WAGES Small Business Fair, parent trips, and the wonderful staff and more. I appreciate everyone I've come in contact with. I've made new friends, they have opened so many doors for me and I can't figure out how I can ever repay them. They made me a better parent and person. This program gave me something to look forward to everyday. Before WAGES, I felt myself wasting away. I was just a simple housewife raising two kids, plus my husband drove trucks. The more I came, the more information I received. I was truly blown away and even though my son didn't do a whole year, if I could I would do it all over again, I definitely would. So even though my son is going to kindergarten, I will continue to volunteer. That's the only way I know how to give back because they gave me so much and I'll never forget. Seeing the smiling faces of every child, parent, and teacher made my day every day. Can't wait until the 2016-2017 school year begins so I can continue to give back and volunteer for the WAGES group and now I'll be volunteering for the Wayne County Public Schools. I appreciate, thank, and love every individual that's out to make a difference in every child's life, including mine."

Charlston Terrell

"I served as the WAGES 2015-2016 Parent of the Year and I'm committed to the promotion of Parent Involvement and WAGES, while serving as a parent volunteer. I started volunteering once my son entered the WAGES Early Head Start program. I spend time in the classroom assisting teachers. I read to the children and help the teachers during recess time by playing and interacting with the children. I recruit fathers at WAGES and throughout the community to join the WAGES Male Involvement Program which consists of fathers meeting to discuss personal and professional topics, while obtaining information presented by a trainer. I'm the assigned leader for the Male Involvement Meetings and work hard assisting the Male Involvement Coordinator with the coordination of the meetings. I currently serve as the Head Start Policy Council co-chair and regularly attend the Policy Council meeting, Parent Committee Meetings, and Parent Trainings. I was nominated for the NC Governor's Award for outstanding volunteer and community service, and was one of the Governor's Award winners in May 2016. **I get a joy from volunteering and helping others.** I have also gained some valuable skills such as patience and taking the time to understand the needs of others. WAGES is a great place. I have become a better father and person as a result of my experience at WAGES."

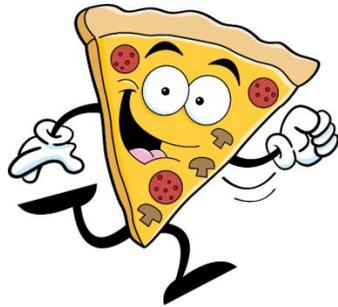
Volunteer Opportunities at WAGES

Come volunteer with WAGES today! We are currently in need of volunteers in the following areas:

- Classroom
- Transportation
- Kitchen
- Family Services
- Meals on Wheels
- CSBG Program
- Health Services Volunteer
- Disabilities Services
- Male Involvement Program



Volunteer Incentives



We will be offering a **pizza party** to the center with the most classroom volunteer hours! The pizza parties will be held twice during the school year. The first will be given in January and will count volunteer hours occurring between September and December. The second will be given in May and will count volunteer hours occurring between January and April. All center staff and volunteers (parents and non-parents) will be able to attend the pizza party.

If you are interested in volunteering, please contact Tiffany Lucky at 919-734-6411, ext. 207.

Appendix

- Parent-Child Home Activity In-Kind Log
- Family Together Read Time Log Sheet
- News Article from Goldsboro News-Argus

WAGES HEAD START/EARLY HEAD START/EHS CHILD CARE PARTNERSHIPS
PARENT/CHILD EDUCATIONAL HOME ACTIVITY IN-KIND LOG

Child's name: _____ Month/Year: _____ Staff Initials: _____ Class: _____

Parent's name: _____ Program (circle one): Head Start Early Head Start EHS Child Care Partnerships

****Please record amount of time you spend each day working with your child on educational goals listed below. Please return completed sheet to your child's teacher.***

	Week 1							Week 2							Total Min.
Social/Emotional Development	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	
Goals:															
Activities:															
Physical Development	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															
Cognitive Development	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															
Math/Science Development	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															
Health/Nutrition/Self-Help	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															
English/Spanish Language Acquisition	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															
English/Spanish Literacy	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Mon	Tue	Wed	Thu	Fri	Sat	Sun	Total Min.
Goals:															
Activities:															

Parent/Guardian Signature: _____ *To be completed by Staff only: Total minutes _____ x 13.50= Total in-kind value: _____*



**WAGES Head Start/Early Head Start/EHS Child Care Partnerships
FAMILY TOGETHER READ TIME LOG SHEET
(DIARIO DE LECTURA EN UNION FAMILIAR)**

PROGRAM (circle one): **Head Start** **Early Head Start** **EHS Child Care Partnerships**
Programa (círculo):

CENTER (Centro): _____ **CLASS (Salón):** _____

CHILD'S NAME (Nombre del Niño): _____

PARENT'S NAME (Nombre del Padre/Madre): _____

BOOK SELECTIONS:
(Libros que eligieron):

Time Spent:
(Tiempo dedicado):

1.	_____	_____
	(title) (título)	(author) (autor)
2.	_____	_____
	(title) (título)	(author) (autor)
3.	_____	_____
	(title) (título)	(author) (autor)
4.	_____	_____
	(title) (título)	(author) (autor)
5.	_____	_____
	(title) (título)	(author) (autor)

****When you and your child have completed the activities above, please sign below and return this form to your child's teacher. The TOP 5 children, who have the most books read to them during each month, will receive a \$10 gift certificate from DOMINO'S PIZZA!!**

**** (Cuando usted y su hijo han completado las actividades de arriba, por favor firme abajo y devuelva este formulario a la maestra de su hijo. Los 5 niños que han leído los más libros durante cada mes, recibirán un certificado de regalo de \$ 10 a partir de DOMINO'S PIZZA !!)**

Parent Signature (Firma del Padre): _____

Date (Fecha): _____



Patricia Beier takes the lead as WAGES director

New executive director grew up participating and then leading in the program.



Patricia Beier, the new executive director of WAGES, brings a unique perspective to the role, having spent the bulk of her childhood as a recipient of some of its services, including Head Start.

Patricia Beier knows firsthand how community action agencies like WAGES help people in poverty — she is a product of its services. Born and raised in Wayne County, she takes over the role of WAGES executive director on Friday, in many ways a full circle moment for the former client who has worked there for the past 18 years as director for children and families.

“I feel like I’ve grown up at WAGES — from 4 years old all the way until now,” she said with a laugh. “Of course, my early education was here, but even as a young professional, you know, the fact that this has been my training ground, literally, but I’ve been able to be exposed to so many things, locally, regionally, nationally, because of my affiliation with WAGES. “That makes the story more special and meaningful.”

Encouraged to apply for the leadership role, she said she also has a deep-seated loyalty and commitment to the mission of WAGES, or Wayne Action Group for Economic Solvency. “I believe that I was just predestined to help people in some form or fashion,” she said. “I believe in everything that WAGES does to improve the quality of life — trying to reduce poverty, trying to make sure there’s educational opportunities for children because we know that education and employment, education particularly, is the key to eliminating poverty or for families to improve their situation who are in poverty situations. “I always say that I believe in the premise and the promise of community action for a lot of reasons but one is because I’m a direct beneficiary of it so I know it works.”

She pursued her own advanced education at N.C. Wesleyan, where she earned a Bachelor of Arts degree in justice and public policy. She received a master’s in administration from Central Michigan University with a concentration in business administration. Mrs. Beier holds additional certifications, including one in non-profit management from Duke University. She is also one of the few certified community action professionals in the state of North Carolina, a national designation.

Spending the bulk of her life, both personally and professionally, connected to the community action agency developed in the 1960s, she knows well the value of its programs, which range from Head Start to Senior Companions, from weatherizing homes to Meals on Wheels.

“There’s a lot we see every day,” she said. “With the economic downturn a few years ago, there were families who never thought they would need any support from WAGES and really were not familiar because they lived middle class existences. But then the economic downturn and they needed things like support with child care, they needed things like support with employment and job training or other things. This is not something that was familiar to them. “So poverty can be generational but it can also be situational.”

Moving from being director of children and families, the largest division of WAGES, to its executive director, will allow her to broaden what she gets to do, she says. “I want to continue the legacy of WAGES and being at the forefront for advocating for people in poverty, for helping to address the issues related to poverty and to eventually reduce and eliminate poverty,” she said.

It helps, she adds, that she also has a rich history working there. “I felt like because I had a knowledge of WAGES and have been intimately involved with all these things, it was a great fit, not just for myself personally but the staff, the community and the people that we serve,” she said. “I think sometimes when you have a transition, there is a comfort. Even though there's a change, there's comfort in having a knowledge and a familiarity with the person who's going to be in leadership.”

The things she most looks forward to, she said, is working with the “very active” and involved board of directors, as well as the community and its many partnerships.