BUILDING READINESS AND CAPACITY

SYSTEMS, PARENTS LEADERS, AND ORGANIZATIONS

There are three areas we identify in capacity building. The first area is inside a system. This system develops the strategic planning, racial impact analysis, data driven evaluation, and the necessary funding for the external implementation structure. The external implementation structure is known as Dual Capacity Building which has two prongs. Each prong implements a different set of strategies and activities *BUT* they are implemented simultaneously.

The first prong is the investment in the developmental work required to build a Parent Network that reflects the demographics of the families served. This is a critical component if you want Parent Leadership as a key Equity strategy. The Parent Network provides the lived experience and expertise for system change and is the underlying component in Parent Leadership work.

The second prong is the strategies and activities implemented to provide technical assistance to support an initiative, advisory board, or organizational structure to welcome and develop authentic partnerships with parent leaders. Equal partnerships with parents are what generate the *IMPACTS* and *RESULTS* which *EMBED* parent leadership and produce meaningful system change.

System Level Capacity Building

- Develop Goal for Parent Leadership
- Develop a Strategic Plan
- Conduct Racial Impact Analysis
- Develop Data-Driven Evaluation Plan
- Develop Policies and Procedures for Parent Payments
- Identify Funding for External Partner to Implement Dual Capacity Building

Dual Capacity Building - *State Level Responsibility*
Provide: Training, Facilitation, Consultation, Coaching, Resources and Tools

Capacity Building for Parent Leaders
- Basic Training for Potential Parent Leaders
- Opportunities for Parents to Join Planning/ Decision-Making Groups
- Parent Peer-to-Peer Network
- Equitable Financial Supports that Pay Parents for TIME and REIMBURSE Childcare and Transportation Expenses

Capacity Building for Organizations
- Readiness Assessment
- Will Building Activities
- Identify, Recruit and Orient Potential Parent Leaders
- Facilitation Training for Coordinators
- Community of Practice for Coordinators