

A BUSINESS GUIDE TO SUPPORT EMPLOYEE AND FAMILY INVOLVEMENT IN EDUCATION pdf

1: What Research Says About Parent Involvement | Responsive Classroom

This guidebook provides business leaders and their education and community partners with information and guidance about policies and practices that can be used to promote employee and family involvement in education, address students' needs, and support education initiatives with communities.

Learn how to promote family-friendly policies in businesses and government. Why should you promote family-friendly policies in the workplace and government? Who should promote family-friendly policies? When should you promote family-friendly policies in the workplace and government? How do you promote family-friendly policies in the workplace and government? Luz was finding her life extremely difficult. Her job as a housekeeper at the hospital was hard, and that and caring for her four children always had her falling into bed exhausted at the end of the evening, only to get up at five to do it again. Even so, she always managed to get her kids to school and babysitters and herself to work on time. She did her job well and with good humor, and her boss told her he was going to recommend her for a promotion to team leader. Now, however, she was faced with a complication. Her three-year-old had just been diagnosed with asthma, and her cousin, who took care of him, was afraid to continue. Her cousin had been babysitting for free, out of love and family obligation. Luz had no idea where she would get the money for child care - as it was, every penny she had went into food, rent, utilities, and clothing and other expenses for the children. In desperation, Luz persuaded her cousin to continue babysitting for a few more days, and decided to talk to her boss, the housekeeping supervisor. When she explained the situation, he looked serious. Luz was in tears now. They were going to announce it next week. That will mean a big increase in salary, and should be enough so that you can get child care until the hospital day care center opens. For a lot of real people, however, situations like this are not easily resolved. The chances are that, at many hospitals or other places of business, Luz would have either had to quit, and perhaps end up on welfare, or to somehow find enough money to pay for child care. The fact that her employer had decided to institute a family-friendly solution to a problem common to many employees made all the difference. Family-friendly workplaces and a family-friendly society are goals for a healthy community. What are family-friendly policies? There are really two definitions to the term "family-friendly" in this section. One has to do with the operation of the workplace, the other with government policies that affect that operation: A family-friendly workplace or employer is one whose policies make it possible for employees to more easily balance family and work, and to fulfill both their family and work obligations. While this definition often applies to government, a major employer, as well, government has another function in promoting family-friendly policies. Many of the family-friendly policies of government are those laws, regulations, and social policies that recognize the importance of families to society, and act to meet, directly or indirectly, the needs of children, parents, disabled family members, and the oldest generation. Family-friendly workplace policies can take many forms. What could be more directly aimed at the needs of working parents and their children than day care that is convenient and secure, allows parents to be there instantly if something is wrong, and provides a high quality experience for the child? In-house day care, especially free in-house day care, is hardly the most common of family-friendly policies, however. There are, however, a large number of other policies, many of which can be adopted even by small, mom-and-pop businesses, that help employees to balance work and family. Some are directly aimed toward family-friendly outcomes, while others may be only incidentally family-friendly. In either case, they make a workplace a better place to work. Some possible family-friendly workplace policies: For employees with family obligations, control of their time may be the most valuable benefit an employer can give. Flex-time - a flexible work schedule - allows people to choose when they work, as long as they put in their hours every week. Depending upon the employer, that may mean complete freedom to design their own work schedule, or being able to choose from among several set options a four-day, rather than a five-day week, for instance, or days off mid-week instead of on the weekend, or starting and ending the workday several hours earlier or later than normal. In that way, people can hold, or

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continue to hold, the position they want, and still have time to spend with children or aging parents, or take care of other family responsibilities. Temporary or permanent switch to part-time. A full-time employee might be allowed to change to a part-time position - either as part of a job share, or simply as a reduction in working hours - and still continue in the same position. Allowing work away from the worksite. An employee may work from home or some other remote site some or all of the time. He may communicate and discuss work issues with colleagues and supervisors by spending particular days or a set amount of time at the worksite every week, or he may "telecommute" by using telephone and e-mail. Telecommuting allows people to work at locations anywhere in the world, regardless of the location of the actual workplace. The exception to this is the type of job often advertised in the classifieds - "Work at home! The employee also has to be trusted to work efficiently and independently. Part of an employee benefit package may be paid or unpaid leave for the birth, adoption, or acceptance of the foster placement of a child. A combination of paid and unpaid leave is also a possibility. The guarantee is that, if you take such a leave, your job - and your seniority - will be waiting for you when you return. An employee would use this kind of leave to take care of an aging parent or a family member with a long-term illness, or to tend to her own chronic or temporary medical problems - anything from cancer treatments to arthroscopic surgery to mental health. Once again, it might be paid or unpaid, or some combination, and is usually limited to a certain number of weeks or months. Such a leave, in most cases, is also covered by FMLA. This offers a certain number of days a year to attend to medical or other emergencies, usually with pay. Employee and family health benefits. Although very few employers, if any, actually provide elder day care or home care, many provide resources and referrals - and even subsidies - for such care. Some employers, particularly smaller ones, make it possible for people to bring their children to the workplace from time to time when necessary. Tuition for employee education. Including family issues as part of an employee assistance program. An employer may offer seminars and workshops on parenting, keeping kids off drugs, education, and other family-oriented topics. There are really two ways that government can be family-friendly. The first is to institute family-friendly policies, like those described above for other workplaces, for its own employees. The other way that government at any level can be family-friendly is to encourage - by laws or other methods - family-friendly policies in business and public life in general. Some of the ways it might accomplish this purpose include: Mandating that businesses institute family-friendly policies. The FMLA is one example. A local Board of Health banning smoking in places normally frequented by children and pregnant women, in order to avoid exposing them to second-hand smoke, is another. Mandating a health insurance plan for all families. As has been discussed for years, there are many ways to do this, including a single-payer plan where the government or some other entity acts as the insurer for everyone, or a plan where all employers must provide health insurance as a benefit to employees. Using tax breaks and subsidies to encourage businesses and other entities to adopt family-friendly policies. Providing public funding for family-friendly interventions and services. Granting subsidies and funding for public education are obvious ways to achieve this, but funding such services as Parents Anonymous support groups for formerly abusive parents, family literacy programs, WIC the Women, Infants, and Children family nutrition program, and long-term elder care are equally valuable. Funding and maintaining family-oriented public facilities. In addition to medical facilities and the like, government - especially local government - may build or run skating rinks, swimming pools, community centers, public parks, and other facilities where families can gather for community activities. Encouraging family-and youth-friendly policy among public agencies and services. Rather than allowing - or ordering - police to arrest or disperse skateboarders, for instance, a local government could set aside areas where skateboarders could practice without being disturbed or disturbing anyone else. A local government entity could arrange for lifeguards or other safety features at a popular family bathing spot, rather than merely prohibiting swimming. It could put railings along the walkways in a local park, to make it easier for elders to use them. Using its influence to encourage family-friendly policies. Government-sponsored studies or commissions that point out the advantages of a family-friendly stance by businesses and other entities can have some effect on how those entities function. Individual advocacy by influential politicians can

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have even more effect. The government of the United Kingdom, for instance, funds studies supporting family-friendly workplace policies, helps businesses and organizations construct such policies, and engages in other activities supportive of family-friendliness. Why promote family-friendly policies? Family-friendly policies are, in general, part of a win-win situation: Some of the specific reasons why family-friendly policies are worth striving for: They allow parents to spend more and better time with their children. It leads to better parenting, because it allows parents to interact with their children without the burden of guilt over not spending enough time with them or the stress of time pressure I really should be working on that report; I have to leave for a meeting. An argument can be made that, by reducing stress around the issue of parenting, family-friendly policies make it possible for parents to see their children as a pleasure as well as a responsibility, This reduces the potential for child abuse and increases the potential for close relationships among spouses as well as among parents and children and positive results for children as they grow. There are other child-friendly results to some specific family-friendly policies. If the situation is a good one, then quality day care is assured. They can be at the soccer games and theater performances that are so important, particularly to younger children. All of this contributes to peace of mind for everyone, and means when parents are at work, they can concentrate on work without being distracted by the demands of family. Family-friendly policies reduce stress not only for parents, but for anyone caring for a family member, or coping with a difficult personal medical problem. Studies show that a certain amount of controlled stress can be productive, but too much can be a killer. Keeping stress at a reasonable level helps maintain health and contributes to healing, and increases the amount of energy the employee can give to both work and family obligations. They allow more choices, making it possible for employees to exercise more control over their lives. A high-stress job is not necessarily a problem as long as the employee also has a good deal of control over what she does. Those with high stress and very little control in their jobs, however, are most at risk for stress-related illnesses, and for leaving their jobs. Employees taking advantage of family-friendly policies are more productive.

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2: The Enduring Importance of Parental Involvement

Note: Citations are based on reference standards. However, formatting rules can vary widely between applications and fields of interest or study. The specific requirements or preferences of your reviewing publisher, classroom teacher, institution or organization should be applied.

Larry Ferlazzo We need to relate to families not as clients, but as partners in school and community improvement. This is his English teacher, Mr. John has had a rough day. Unfortunately, research and experience show that these attitudes do not lead to the kind of school-family connections that raise student achievement. However, the right kinds of school-family connections—those built on relationships, listening, welcoming, and shared decision making—can produce multiple benefits for students, including higher grade point averages and test scores, better attendance, enrollment in more challenging courses, better social skills, and improved behavior at home and at school Southwest Educational Development Laboratory, Such school-family connections address important nonschool factors—such as health, safety, and affordable housing—that account for about two-thirds of the variance in student achievement Rothstein, To create the kinds of school-family partnerships that raise student achievement, improve local communities, and increase public support, we need to understand the difference between family involvement and family engagement. One of the dictionary definitions of involve is "to enfold or envelope," whereas one of the meanings of engage is "to come together and interlock. A school striving for family involvement often leads with its mouth—identifying projects, needs, and goals and then telling parents how they can contribute. A school striving for parent engagement, on the other hand, tends to lead with its ears—listening to what parents think, dream, and worry about. The goal of family engagement is not to serve clients but to gain partners. Almost all the research says that any kind of increased parent interest and support of students can help. Empowering Families and Communities Effective family engagement requires the school to develop a relationship-building process focused on listening. Unfortunately, in many urban neighborhoods, the only public entities that usually send representatives to visit are the police and child protective services. Schools can fill this void and send a different, more positive message. At Luther Burbank High School, an urban school serving 2, students in Sacramento, California, scores of teachers, counselors, and classified staff make hundreds of home visits each summer. We visit the homes of all incoming freshmen, as well as all older students who have not yet passed the California High School Exit Exam. These visits are not just to tell students and their parents what to expect when they enter high school or to harangue them about the need to work harder to graduate. Our primary goal is to listen to the wisdom that parents have gained in more than 14 years of raising their children. We want to learn about their hopes and dreams for their children and discuss how the school can work with them to make those dreams a reality. The school coordinates its home visits with the nationally recognized Parent Teacher Home Visit Project www.independentevaluations.org. Independent evaluations of this project have shown that such visits result in numerous academic benefits for students Cowan, Bobby, St. The listening process can take many forms. The home visitors sometimes respond to the concerns that parents express by encouraging them to connect with one another and move toward broader action. For example, during one of our home visits with a Hmong immigrant family a few years ago, the father told us how impressed he was with the online literacy program the school was using to help his son. He added that he wished he could afford to have a computer and Internet connection at home so that he and the rest of the family could also use the program to learn English. The teacher visitor suggested that if the father knew other parents who had a similar interest in getting access to the literacy program, he might want to bring them together in a meeting with school staff members to explore ways to address this need. Initially, we used discarded computers and obtained a private foundation grant to pay for Internet access. Later, the school district allocated federal grants so refugee students could purchase new computers and continue the program. Students whose families participated in the project had a fourfold increase in their English assessment scores, and the International Reading Association gave the

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project its Presidential Award for Reading and Technology. Some parents expressed an interest in learning more about how the schools operate. Parents then came together with school staff and representatives from a local university to develop a curriculum that parents wantedâ€”not a predesigned agenda constructed by others. These monthly classes, which often attract as many as parents, offer simultaneous translation in Hmong and English and include sessions on naturalization and citizenship, high school graduation requirements, and college readiness and financing. Successful engagement efforts like these are similar to the work of traditional community organizers. People first tell their stories and then share them with others. The group develops a different vision of what might be possible and then takes collective action. Using the community organizer model, schools have worked with local religious congregations, businesses, neighborhood groups, and labor unions to tackle community problems. For example, schools have built partnerships to help stop toxic incinerators from being built nearby, assisted in getting approvals for local affordable housing, and challenged officials to increase public safety in entire neighborhoods, not just on the school grounds. The Annenberg Institute for School Reform has extensively documented a multiyear study showing the positive effects community organizing can have on students, schools, families, and neighborhoods Mediratta et al. Schools have a long history of developing and deepening relationships among different entities in the community. In fact, the term social capital, which describes the societal and economic value of building connections among people, was developed by a school superintendent nearly years ago. Hanifan , a state supervisor of public schools in West Virginia, coined the phrase while promoting a parent engagement strategy that yielded numerous benefits. Hanifan concluded, I am firmly convinced that the supervisor and teachers whose achievements I have described have struck bedrock in community building. It is not what they did for the people that counts most in what was achieved; it is what they led the people to do for themselves that is really important. Tell the people what they ought to do, and they will say in effect, "Mind your own business. After all, most family involvement programs can have a positive effect on student achievement, and they are generally easier to implement than engagement models. Unfortunately, some of the most well-publicized family involvement efforts right nowâ€”tempting as they might beâ€”are likely to have negative consequences. For example, some school districts in Texas and Delaware are planning to pay parents to participate in more school events, despite the fact that New York City ended a similar program because it did not achieve the desired results Bosman, In a similar initiative, Detroit schools are working with businesses to offer store discounts to parents who visit school parent centers. As Daniel Pink has shown in his book Drive, financial incentives may work in the short term to motivate people to do mechanical tasks such as showing up for a meeting , but they will do little to stimulate more cognitively challenging work such as making it a priority to ask children about their school day or assist them with their homework. In fact, paying parents for participation can actually reduce motivation for doing these more challenging tasks. And when the incentives are gone, everyone is worse off than before. Compared with the work required for schools to develop reciprocal, long-lasting relationships, this information-gathering effort is certainly easierâ€”and somebody else is paid to do it. As a result, it produces no sustainable long-term benefits. Expanded Possibilities Consider the methods your school uses to invite parents to participate. Invitations for parent involvement often come through one-way forms of communicationâ€” notes home, automated phone calls, or requests for assistance for a particular project. Does your school tend toward doing to or doing with families? Does the staff do more talking or more listening? Is the emphasis on one-way communication or on two-way conversation? Some people see power as a finite pie: If you get more, that means I have less. The vision of family engagement described here, however, views power in a different way. As families move from being school clients or volunteers to being leaders in education improvement efforts, they gain more power. As a result, the whole pie gets bigger, and more possibilities are created. Schools can help create those expanded possibilities. City will stop paying the poor for good behavior. The home visit project. Sacramento City Unified School District. Building parent engagement in schools. The rural school community center. Organized communities, stronger schools: A preview of research findings. The surprising truth about what

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motivates us. How to fix our schools Issue brief A new wave of evidence: The impact of school, family, and community connections on student achievement.

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3: A Business Guide to Support Employee and Family Involvement in Education | The Conference Board

A Business Guide to Support Employee and Family Involvement in Education (from the Conference Board,) A Compact for Learning: An Action Handbook for Family-School- Community Partnerships America Goes Back to School: Partners' Activity Kit , , ,

Adapt your benefits to address the needs of your work force, and watch as stress is reduced, work-life balance is enhanced, and satisfied, happier employees are driven to succeed in their roles. Happy hours and supportive childcare do not exactly cater to the needs of older employees, who are often accustomed to the earlier, more traditional workplace culture that was less oriented towards serving its employees. This creates a disconnect that can exacerbate any generational gaps, and push older employees towards retirement unnaturally or prematurely. Why does this matter? A huge segment of the US workforce is aging, with the threat of a massive wave of Baby Boomer retirement looming over. Losing older employees also means missing out on highly skilled, organized, dedicated employees with experience , who also represent a significant portion of the consumer population. The best way to retain an awesome workforce is to serve the needs of your employees so that they can best serve your organization. With some simple tweaks, work-life balance can be sustained to meet the needs of seniors and keep them employed. Here are some things you can offer your senior employees—although the best part is that all of these benefits can be made to serve all of your employees, directly and indirectly: Provide good health coverage for all employees, even part-time — Ask your employees what they would like to see improve about their health and life insurance coverage, and act on it. Wellness benefits including gym memberships, healthy snacks, and even massage treatments can help all of your employees, but they are particularly important for elderly employees who might not otherwise pursue or afford these measures in their downtime. Preventive benefits account for the real human need for increased health intervention after age . If your current health insurance policy does not cover measures like colonoscopies or prostate exams, consider adding these benefits. Self-care benefits like personal care, legal services particularly targeting wills and estate planning , and discount programs can also address the concerns of senior employees and enhance their life. Flexible hours — The perfect complement to working remotely is also offering flexible scheduling. Additionally, older employees can guide training for less experienced workers, providing tested knowledge and transferring experience. One option for this is even a phased retirement model, which allows employees to work part-time while also drawing out a portion of the retirement income — stretching out their salaries and benefits further. Encourage employee training, workshops, and education. Help employees master new tech by supporting training and workshops. Embrace that learning feeds the mind. Whether at a local college or even online through MOOCs like edX or Coursera , there are plenty of ways to support your employees to keep learning. Ways to Encourage Balance in the Office Project managers have a unique role in helping companies and employees work together to accomplish a reasonable work-life balance. These professionals are often tasked with the responsibility of supporting team development and challenging industry working condition standards. Ultimately, these are tasks that are crucial to individual and organizational productivity in the workplace. To help you begin fostering a culture of balance in the workplace, here are 10 ways to encourage work-life balance among your employees. Maintain Structural Consistency It is important to maintain a sense of consistency and organization in your company structure because employees generally feel less anxiety if they know what to expect day-to-day as often as possible. Offer Community Engagement Opportunities Another great way to connect the dots between work time and out-of-work time is to offer community engagement activities that are meaningful and beneficial. For example, you could consider offering eight hours per year of paid volunteer time to your employees as an incentive to get involved in important community causes. Create a designed quiet space in your office where employees can take a mental break when they need to. This space should be uncluttered and free of all company materials. Instead, fill it with luscious plants and flowers, comfortable seating, some light reading

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material, and perhaps some soft music. Establish a precedent that this space is not an employee lounge that welcomes chatter, laughter, venting, or meetings. This should be a calming space for silent reflection that respects solitude and peace. However, it is another thing entirely to give your employees the option to work remotely when they really need to because of an emergency that requires them to make up time later. If your employees feel like they can depend on each other for support, they will feel like they have someone to go to when feeling stressed out or overwhelmed. Employees who work at small companies and growing start-ups often feel the most pressure to work every day without regard to personal time and self-rejuvenation. The human body was not designed to sit still and stare at a screen for eight hours, and doing so can lead to a wide variety of health issues. Taking breaks at work also makes employees better at their jobs because they are more focused, less burned out, and more productive in the long-term. Allow Unpaid Time Off for Life Events Some life events merit paid time off, but other life cycle needs are a bit more complicated. Ask Employees for Guidance Who better to consult about what employees in your office truly need than the employees themselves! If you get a sense that your employees are struggling with work-life balance, ask them what changes around the workplace might help. You might be surprised what you hear and collaborate on some mutually beneficial strategies together as a result. To facilitate these discussions, which can often be difficult ones to bring up, consider having regularly scheduled meetings either as a group or as one-on-one discussions to talk about balance issues. These types of meetings can be held quarterly, semi-annually, or annually depending upon the size and individual needs of your workforce. Be a Good Model for Balance No one likes to take life advice from a hypocrite, so make sure that your words and actions are in line. If managers in your company are responding to emails while on vacation, it sends a message to employees that they are expected to do so as well. Be sure to respect the balance and privacy of your employees and avoid contacting them after normal work hours unless it is an absolute emergency. Putting Ideas into Practice As you can see, the long-term benefits of encouraging employees to find a balance between their work and home lives greatly outweigh any temporary inconveniences and policy changes. Employees who feel unrecognized or dissatisfied at work can lead to burnout, and this type of exhaustion at work can be a health and safety hazard.

4: Involvement or Engagement? - Educational Leadership

DEFINITIONS OF FAMILY INVOLVEMENT DRAFT 5/18/ Family: The term "family" in family involvement is defined according to the meaning assigned by the individual receiving services.

5: Resources for Parents and Families - Child Development (CA Dept of Education)

The Impact of Family Involvement on the Education of Children Ages 3 to 8. A Focus on Literacy and Math Achievement Outcomes and Social-Emotional Skills.

6: 10 Ways to Encourage a Healthy Work-Life Balance for Employees - Pingboard

Family involvement serves to promote and support the social, emotional, physical, academic, and occupational growth of youth. Successful family involvement relies on meaningful collaboration among youth, families, schools, employers, and agencies.

7: Importance of Employee Engagement in | Bambu by Sprout Social

Family engagement and support also involves schools supporting families. For example, parents may engage in schools through their involvement in family support groups, parent education.

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