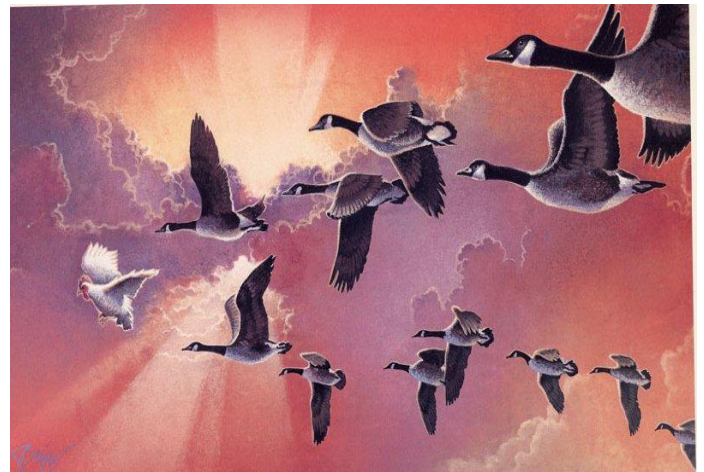




Every year, **Time** magazine publishes a report on "**10 Ideas for the Next Ten Years.**" This year's 10 ideas were provocative as always, including #6, "In Defense of Failure: Making Mistakes is a Great American Freedom." The proponent of this idea, Megan McArdle observes... "It sounds like a dubious aspiration, but one of the more pressing priorities for America this decade is to preserve our cherished freedom to fail.... America allows its citizens room to fail — and if they don't succeed, to try, try again. Somewhere between two-thirds and three-quarters of all Americans report that they have considered starting their own business, whereas in Europe that number is only 40%.... "But after the financial crisis of 2008 and the recession that followed it, many Americans are no longer feeling so exceptional. At this point, freedom to fail probably ranks right around freedom to remove your own appendix. That's a pity, because failure is one of the most important tools we have. The goal shouldn't be to eliminate failure; it should be to build a system resilient enough to withstand it."



Being the Leader makes you different from those you lead!

Taken from Dennis Vicars' article on setting quality priorities...

"If you look at the true quality priorities that we all strive for in creating a great place for young children, it can be spelled out in the acronym SCOPE (Safe, Clean, Organized, Professional, and Educational). These five priorities (which, by the way, are the same priorities in order of importance that are repeated on parent surveys and focus groups) can be the central theme, which all staff can rally around and keep as their central focus. Whenever one of my directors seemed oversaturated with conflicting priorities and demands, I only had to say one word, 'SCOPE.' That one word allows everyone to refocus on what is really important. If SCOPE becomes the central focus of your operation, your strategic plan, training, recruiting, time management, and daily activities will automatically fall in line. No one should ever have to ask, 'What are my priorities today?'"

Targeted Leadership: Building a Team that Hits the Mark, School-Age Notes

Publisher Tracey Ballas, along with Christopher Novak, provide insights on many aspects of leading an early childhood organization, including how to keep good people from leaving...

"...according to a Saratoga Institute survey of nearly 20,000 exit interviews, 89 percent of employers believe that people who voluntarily leave the organization do so for more money. The actual number of employees who leave for money is 12 percent. The disparity highlights the delusion leaders cling to that employees mostly leave for better pay rather than recognize the fact that far more leave for reasons more personal and avoidable. People don't leave jobs, they leave supervisors.

"In that same survey, 'lack of career growth and advancement opportunities; no perceivable career path,' was the second most cited reason for an employee leaving, following poor management.... Imagine that for a moment: The second most significant reason driving voluntary turnover is the employee did not see her future there because no one communicated it to her. Good employees leave when no one notices they are there and when no one communicates to them what they can accomplish. They stay not because they see a paycheck, but because they see a future."

Our Pledge: The KY T/TA State Office pledges to provide timely, current, and interesting monthly newsletters for the Head Start and Early Head Start communities and others interested in the field. In keeping with our mission to be more "green," we will provide our easy to read newsletter via email.

We would like to hear from you and encourage your suggestions for newsletter content. Contact the editor: Christine Killen
[mailto: @stginternational.com](mailto:@stginternational.com)

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