Implementing a Culture of Safety

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Poll
Who's here today?

- Directors
- Managers
- Teachers
- Teacher Assistants
- Home Visitors
- Coaches
- Support Staff
- Others



Objectives

- Establish a common understanding of child health and safety incidents and ways to prevent them.
- Describe strategies to help leadership and staff strengthen their systems and promote best practices in child safety and well-being.
- Explore resources to support leaders, staff, children, and families create a culture of safety.

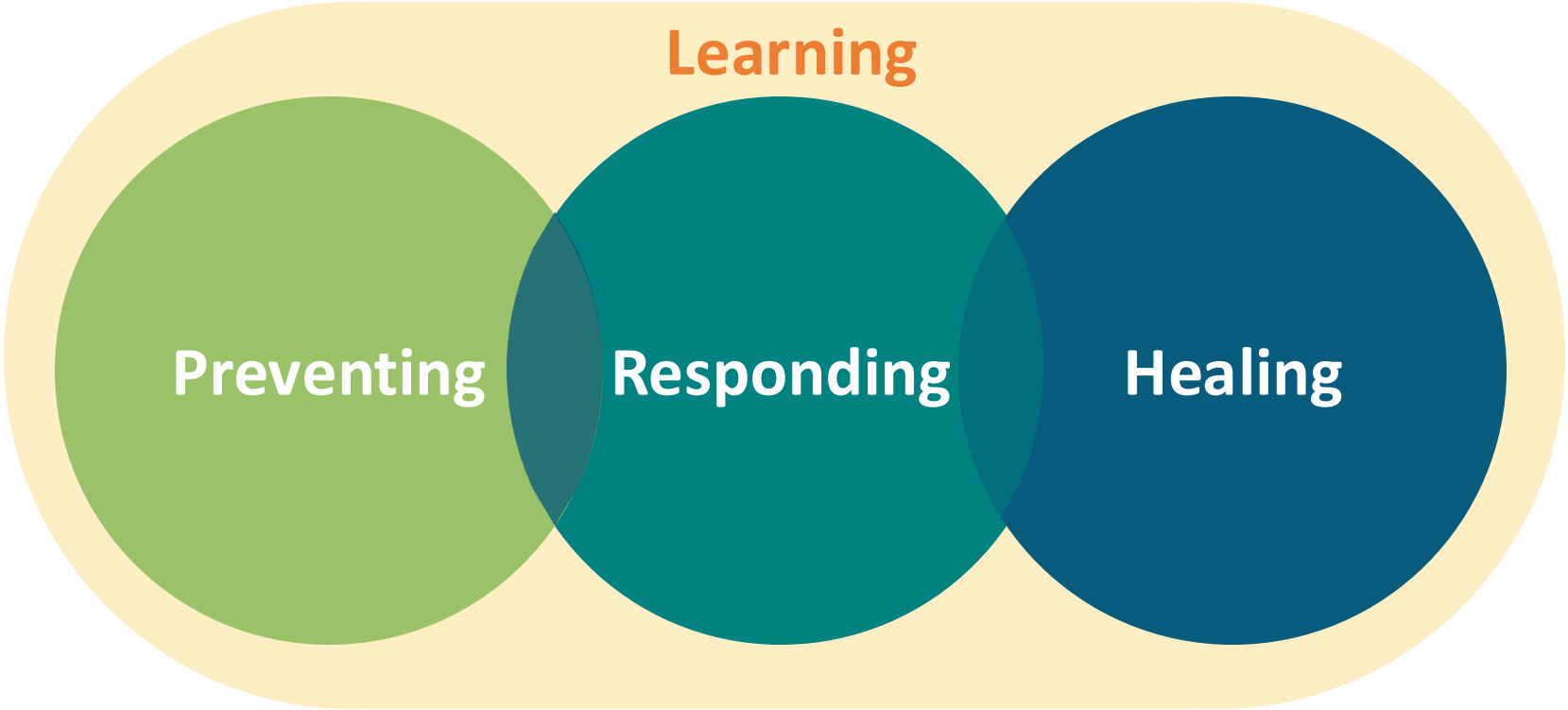
Preventing Child Health and Safety Incidents



Safety practices, 45 CFR §1302.47(b)(5)

Personnel polices, 45 CFR §1302.90(c)

Learning Across a Continuum of Child Health and Safety Incidents



Core Messages on Child Incidents



Head Start leaders support children's safety and well-being by creating safe program environments.



Positive guidance supports social and emotional development and promotes engagement in the learning environment.

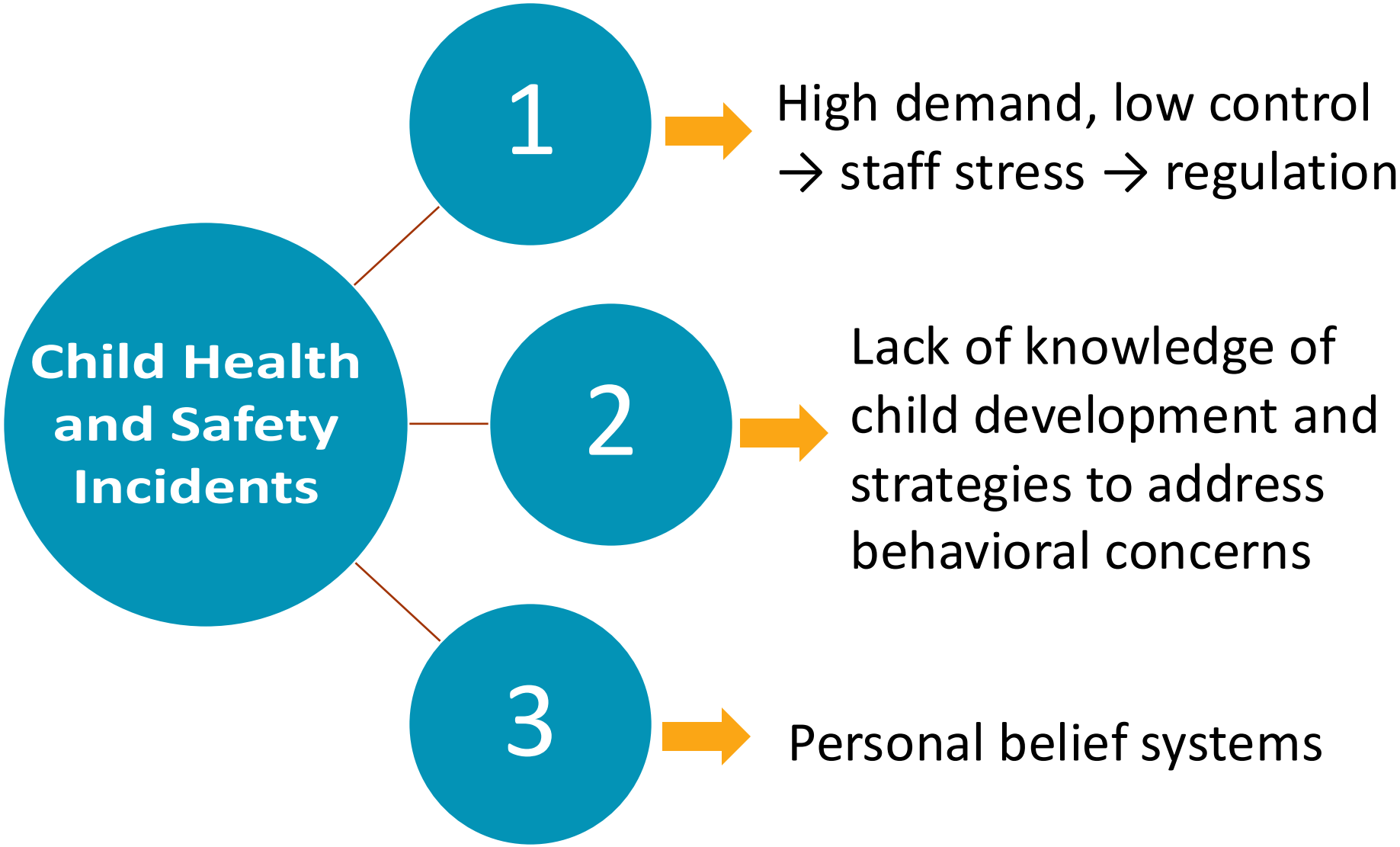


Head Start leaders cultivate an organizational culture that sets an expectation for child safeguarding and that builds trust, transparency, accountability, and empathy for staff and families.

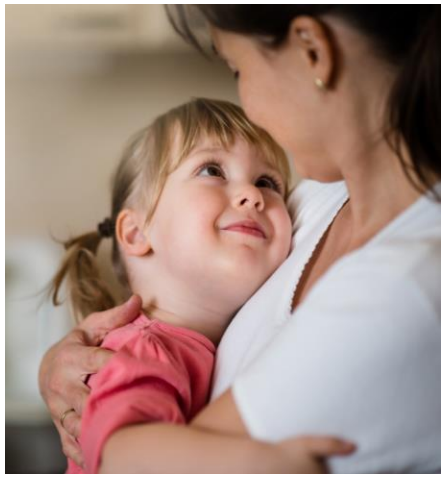


Everyone who works in Head Start programs adheres to the Head Start standards of conduct.

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Child Health and Safety Incidents
1
High demand, low control → staff stress → regulation
2
Lack of knowledge of child development and strategies to address behavioral concerns
3
Personal belief systems

Staff wellness and child safety are connected.







Children need consistent, sensitive, caring, and stable relationships with adults.

Adults who are well, physically and mentally, are more likely to engage in positive relationships.

Supporting staff well-being promotes children's physical and emotional safety.

Implement a culture of safety.

An organization that is committed to safety at all levels, from frontline providers to managers and executives

https://psnet.ahrq.gov/primers/primer/5/culture-of-safety











What is a culture of safety?





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In a culture of safety, everybody has a role in keeping children safe.






In a Culture of Safety, Everyone:

- Observes the environment and identifies safety concerns before harm occurs
- Speaks up when they have a safety concern
- Acts quickly to remedy an unsafe situation
- Supports others to openly discuss mistakes as a source of learning
- Works together to change practices so safety incidents do not reoccur

https://psnet.ahrq.gov/primers/primer/5/Culture-of-Safety



Steps to Realize a Culture of Safety

1. Establish policies and procedures.
2. Train all staff, consultants, contractors, and volunteers.
3. Implement effective health and safety practices.
4. Enforce effective implementation through ongoing monitoring.

Establish policies and procedures.

- Do policies include a rationale that clearly connects to child health and safety?
- Do they include procedures that describe clearly how to implement the policies, so everyone knows what to do and does it the same way?

Training is the bridge to implementation.



Train on policies and procedures.

How do programs ensure everyone can:

- Describe **what** the key messages are in a policy?
- Explain **why** the policy is important?
- Show **how** to implement the procedures correctly to ensure children's safety and well-being?

Implement policies effectively.

- How do programs ensure staff have the knowledge, resources, and time to complete procedures correctly?
- Do they ask staff for feedback about what is or is not working?
- Do they address questions and concerns honestly and assign someone with authority to follow up?



Enforce implementation through ongoing monitoring.

- Who monitors health and safety practices?
- How do they monitor?
- When do they monitor?
- How often and with whom do they share the results?
- What do program leaders do with this information?



Culture of Safety Resources



https://headstart.gov/safety-practices/10-actions-create-culture-safety/10-actions-create-culture-safety

10 Actions to Create a Culture of Safety

1. 

Use Data to Make Decisions

2. 

Actively Supervise

3. 

Keep Environments Safe and Secure

4. 

Make Playgrounds Safe

5. 

Transport Children Safely

6. 

Report Suspected Child Abuse and Neglect

7. 

Prepare for Changes that Affect Safety

8. 

Model Safe Behaviors

9. 

Collaborate with Families About Safety

10. 

Know Your Children and Families

Video Series

https://headstart.gov/safety-practices/10-actions-create-culture-safety/10-actions-create-culture-safety

6 Strategies in Active Supervision













https://headstart.gov/safety-practices/article/keep-children-safe-using-active-supervision

Psychological Safety

A shared belief among members of a team that the team is safe for interpersonal risk taking.

Why do most employees keep silent?

The primary reason for not reporting an issue	
I thought no action would be taken.	26%
I was afraid of retaliation.	21%
I previously reported an issue, and it was not a good experience.	10%
I was not sure it was a violation.	9%
I addressed the issue directly and tried to resolve it.	8%
I didn’t want to get anyone in trouble.	4%
I didn’t know how to report the issue.	3%
I thought someone else would report it.	3%
It was too much of a hassle.	3%

https://www.gallup.com/workplace/318197/culture-drives-ethics-compliance-reporting-ratio.aspx

Virtual Lab School

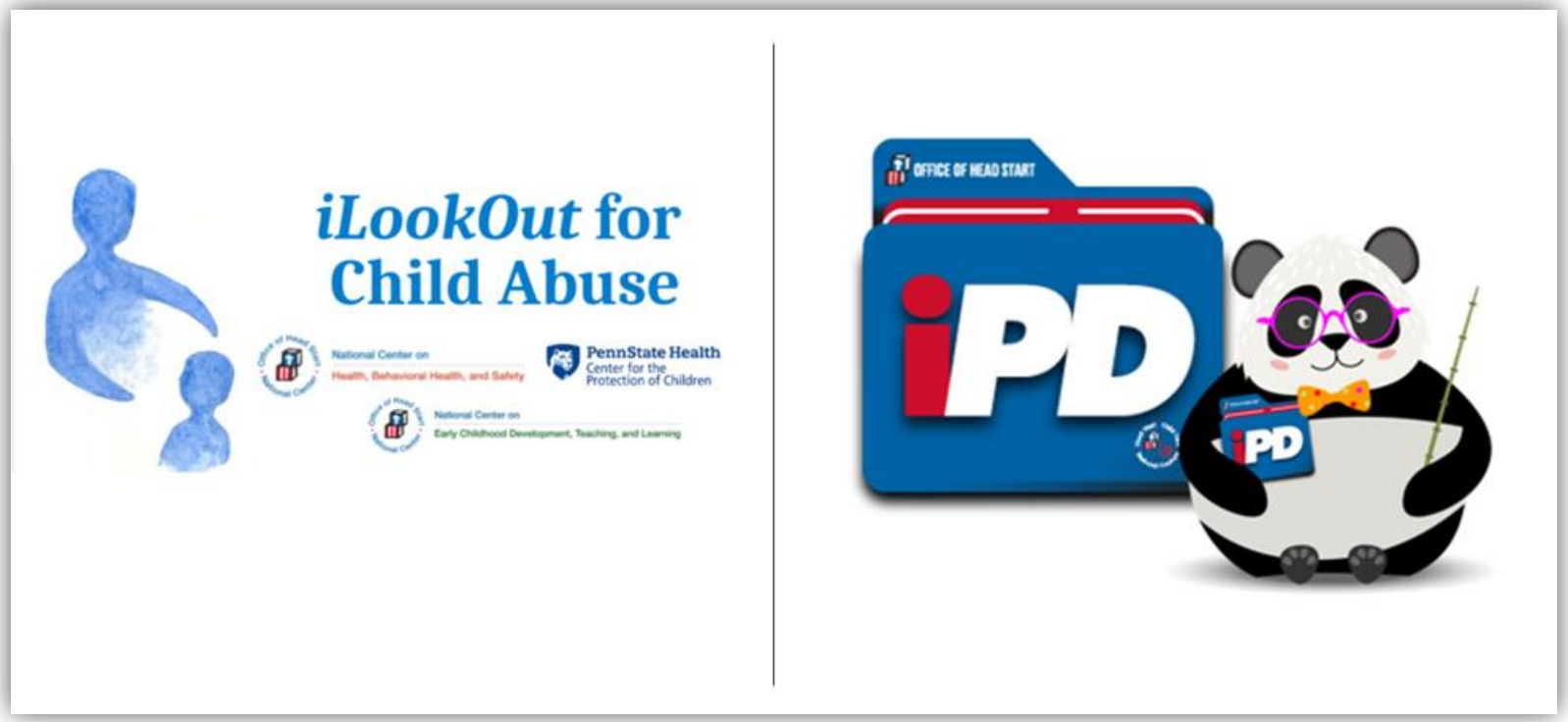


Problems in Child Development Centers
The Department of Defense Child Development Virtual Lab School at Ohio State University
https://www.virtuallabschool.org/preschool/safe-environments/lesson-7

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Everyone who works in a Head Start program is a mandated reporter.

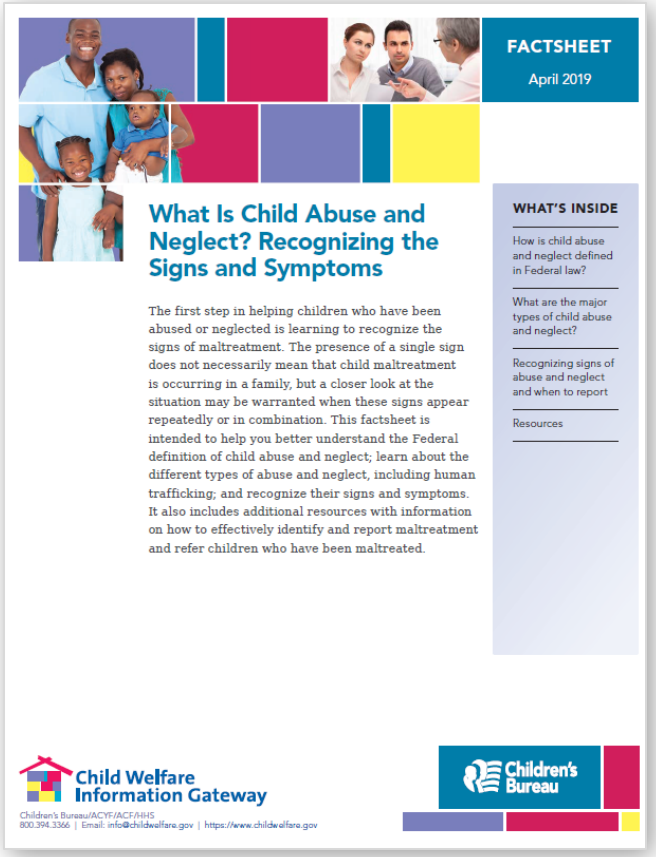
Training and professional development, 45 CFR §1302.92(b)(2)



https://headstart.gov/safety-practices/article/head-start-faqs-ilookout-child-abuse

Resources from the Children's Bureau





https://www.childwelfare.gov/topics/systemwide/laws-policies/statutes/manda/

https://www.childwelfare.gov/pubs/factsheets/whatiscan/

https://www.childwelfare.gov/resources/?fmat=900&limit=50&o=alphabetical&rt=1342