



RCMA HOY

Redlands Christian Migrant Association

We Can Make
A World of
Difference

Helping Our Youth



May 2001

Issue 97

OUR MISSION: Helping Parents Restart, Giving Kids a Head Start, Helping Staff Develop

Five teachers honored as tops

There was something very important going on in May! Hillsborough county Early Childhood Association and the Naples Alliance for Children would be recognizing the best early childhood teachers in their counties.



In Collier county there were four nominees who were selected as Apple Blossom finalists, Florencia Carreno, Rollason CDC Infant, Maria Medina, Family Child Care Provider, Darita Jaimes, Rollason CDC

Annex. The finalists were invited to a fancy dinner at a local Country Club with about 200 other guests. Once the field was narrowed and finalists had been selected from all over the county, it was time to announce the winners.

Irene Perez sat next to her husband applauding her co-workers as they were called to the stage. All of a sudden the speaker began to tell the personal story of one of the finalists. Irene's husband leaned over and said, "I think that's you". She listened for awhile and decided it couldn't be a coincidence. Then her name was called with the distinguished title that followed, Family Child Care Provider of the Year in Collier County. "Now I know how they feel when they win an Emmy. It was a short walk but it seemed like forever when all those people were standing and applauding." When asked how she felt about the important job of caring for



and educating children she said, "You know how when your little and people ask you what you want to be when you grow up, I always said I wanted to be a teacher. I could never do an office job, it would never fulfill me. I have always wanted to do what I am doing now, it's nice to be recognized."



Darita Jaimes had a similar experience as she sat next to her husband and watched her peers get called up. She didn't even believe it when they started reading her nomination story. Darita had this to say about her moment in the spotlight, "I've been working with kids for only two years, I feel very honored to have this recognition. When asked what she likes most about teaching she says, "The curiosity of the kids, and the fact that I can always go back and act like a kid myself. I never had a childhood, I was always in the fields with my family."

In Hillsborough county there were three deserving winners, Adelita Treviño, Plant City MHS, Gloria Young, Ruskin Migrant Education and Maria Baez, Plant City Infant. In Hillsborough the winners were chosen by the most nominations that they received from parents and their peers. When the votes were counted these dedicated educators of young children were named Teachers of the Year in their communities. To celebrate the occasion all three were invited to a swanky luncheon at the University of South



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FROM THE DESK OF BARBARA



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DEL ESCRITORIO DE BARBARA



"Esto es claro que estamos haciendo muchas cosas bien."

So many things are happening that it is hard to decide how to share and not leave anything out!! Let me just say that the various area celebrations thanking our partners, sharing fellowship with staff and remembering the past – with all our accomplishments have been wonderful. Although I was not able to attend each one, I received reports on all and thank the staff you who worked hard to make them a success. You are a tribute to RCMA.

We also made it through our Federal Review with flying colors!! After thirteen people from all over the US spent a week with us, visiting centers, talking to staff, parents, community partners, Board members and observing the Policy Council in action we received a good report. There were three or four small items we need to address, but none of them had to do with the very high quality services provided in all our centers. Our attention to parents and work to improve our male involvement were given very high marks. I couldn't be prouder of all of you.

To make sure we keep on doing the right things for children, parents and staff, we just completed our fourth annual Strategic Planning Retreat. Board and staff worked on our activities for the future for our goals: Program Quality, Professional Development, Communication, Technology, and Community Relations. We have learned, planning matters. If you don't know where you are going, how will you know when you get there?

And to top off all this with whipped cream and a cherry, five of our own were recognized in the early childhood field as tops. In Hillsborough County, Plant City teachers Adelita Treviño and Maria Baez, and in Ruskin, Gloria Young were all Teachers of the Year. In Collier County at the Apple Blossom Awards, one Family Child Care Home Provider, Irene Perez, and Rollason Child Development Annex Center teacher, Darita Jaimés won top awards. It is clear, we must be doing lots of things right. Thank you staff, Board, Policy Committee and Policy Council for joining hands to make sure we keep on opening the doors to opportunities. I am proud to be a part of RCMA.

Estan sucediendo tantas cosas que no puedo decidir que contarles sin excluir algo. Dejenme decirles que es maravilloso compartir las celebraciones de nuestras diferentes areas, darle gracias a los socios comunitarios compartiendo un buen tiempo con los empleados y recordando el pasado y los logros que hemos realizado. Aunque no pude atender a cada uno de estos eventos, recibí reportes sobre ellos y les agradezco a todos los que trabajaron para que esto fuera un exito. Ustedes son un tributo para RCMA.

Pasamos la prueba del equipo de revision federal! Ellos nos dieron un buen reporte de la revision. Los trece miembros de este equipo vinieron de diferentes partes del país y pasaron una semana con nosotros visitando centros y platicando con los padres, socios de la comunidad, los miembros de la mesa directiva, tambien observaron el Concilio de Poliza en accion. Hubo tres o cuatro pequenas fallas que necesitan correccion, pero ninguna tuvo que ver con la alta calidad de servicios que proveemos en los centros. Recibimos altas calificaciones por nuestra atencion a los padres y mejorar el involucimiento de los hombres. No podria estar mas orgullosa de todos ustedes.

Hemos regresado de nuestro cuarto anual retiro donde planeamos la estrategica para seguir haciendo las cosas bien para los niños, padres, y empleados. La mesa directiva y los empleados trabajaron con actividades para el año entrante y las metas: Calidad de Programacion, Desarrollo Profesional, Comunicacion, Tecnologia, Y Relaciones Comunitarias. Hemos aprendido que planificar es importante. Si no sabes a donde vas, como sabras cuando llegaste?

Y para hecharle mas cremaCinco de los nuestros fueron reconocidos en el programa de Early Childhood en un alto nivel. En el condado de Hillsborough, las maestras de Plant City Adelita Trevino y Maria Baez y de Ruskin, Gloria Young fueron reconocidas como maestras del año. En el Condado Collier a las Provedora de Cuidado en su Hogar Irene Perez y la Maestra Pre-escolar Florencia Carreno del centro Rollason Child Development ganaron el Premio Apple Blossom. Esto es claro que estamos haciendo muchas cosas bien. Gracias a los empleados, Miembros de la mesa directiva, Comite de Polizas y el Concilio de Polizas por unir nuestras manos para seguir abriendo puertas a las oportunidades. Estoy orgullosa de ser parte de RCMA.

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Florida with over 300 in attendance. Each winner was called to the stage and recognized with a flower and a framed certificate for their outstanding work as Teachers of the Year.

Maria Baez had this to say about her special award, "I didn't know that my peers and parents felt this way about what I do. It was a big surprise that made me real happy, that they think of me as a good role model."

Gloria Young has 22 years of experience as a teacher at RCMA. When asked what advice she would like to give other teachers she said, "Get your mind set on what your going to do and don't let anything stop you!" Gloria is committed to getting her Associates degree before she retires.

The HOY was unable to speak with Adelita Treviño. Adelita is a second time winner. She was featured in a 1996 HOY issue as Hillsborough's only Teacher of the Year.

We stand and applaud all RCMA teachers for the love, caring, compassion and dedication that they provide daily to RCMA children and families. All of you are truly opening the doors to opportunity!

It Takes a Village...



A SEASON TO CELEBRATE

Parents gather together to prepare chicken, along with staff of the Wahnetta and Parkview centers who were part of a hardworking volunteer squad for the 35th drawing celebration. A TV is delivered to a winner, a dessert party is planned at the Lake Placid CDC. At Smith Brown a lively Cinco de Mayo celebration takes place for chil-



dren, families and staff! A special thanks goes out to all staff and parents who give of their time and talents to make our celebrations special!

Three 35th Anniversary winners claim their prizes!



GRAND PRIZE WINNER

Alfonso Cambray of Zolfo Springs – 2001 Dodge Neon

SECOND PRIZE

Aurelio of the Mascotte Area – Computer

THIRD PRIZE

Rosalia Rios of the Plant City Area – Color Television

TOP INDIVIDUAL TICKET SALES

Irma Chappa	800 tickets	Ruskin	\$100 prize
Catalina Diaz	590 tickets	Palm Beach	\$ 75 prize
Miguel Zelaya	561 tickets	Dade City	\$ 50 prize
Maria Cruz	441 tickets	Dade City	\$ 25 prize
Mary Espinoza	378 tickets	Palm Beach	\$ 10 prize

TOP TWO AREA TICKET SALES

Dade City Area	4,433 tickets	Area Plaque
Palm Beach Area	4,357 tickets	Area Plaque

THANK YOU TO ALL OF OUR TICKET SELLERS WHO HELPED RAISE \$17,161 FOR LOCAL MATCH!

**Congratulations on your Achievements
Wahnetta Migrant Head Start Staff!**

Leticia Lopez, Yolanda Betancourt, Alicia Herrera, Miriam Garcia and Tracey Valle are proud to have received their CDA Equivalencies. Martha Ricuarte and Veronica Lopez worked hard successfully obtain their High School Diplomas!

Survey reveals quality of work life favorable

RCMA's Annual Employee Feedback Surveys (Quality of Work Life) have been received and are being evaluated. So far we have grouped the responses into 10 sections and calculated the responses for each section, favorable (agree) and not favorable (disagree). Here are the results:

Vision, Mission and Goals	98% Favorable	2% Not Favorable
Leadership	91% Favorable	9% Not Favorable
Management Support	93% Favorable	7% Not Favorable
Planning and Scheduling	89% Favorable	11% Not Favorable
Performance Management	92% Favorable	8% Not Favorable
Rewards, Recognition and Pay	82% Favorable	18% Not Favorable
Training and Development	95% Favorable	5% Not Favorable
Communication	85% Favorable	15% Not Favorable
Job Satisfaction	94 % Favorable	6% Not Favorable

The results tell us that most RCMA employees who completed the survey believe they are treated well. The bad news is we only heard from 620 RCMA staff (46%), 705 staff did not return their surveys. This is not bad for our first survey, but we can not be certain that this is a real picture of how most of our employees feel. You can see that we did have a small number of employees who were dissatisfied with the way they have been treated.

For those of you who took the time to respond to RCMA's Annual Employee Feedback Survey (Quality of Work Life), thank you. We want to assure you that your responses are anonymous. **There is no name or Social Security number linked to any response!** After we printed the address labels and assigned a tracking number to each survey the names and Social Security numbers were deleted from our computer file.

We assigned a tracking number to each survey so we could keep the responses anonymous, but still be able to group the responses by location, job, ethnicity and gender. Grouping the responses would be our only way of knowing how many employees in a particular location, job, ethnicity or gender felt

about working for RCMA. Not being able to look at a particular group to determine if the responses were favorable or not favorable would make it impossible for us to determine if we needed to look closer at a group of employees to find out why there is dissatisfaction.

We did have a small number of staff who were not convinced that the survey was anonymous, perhaps even more if you count some of the staff who chose not to complete the survey. About 60 employees removed the tracking labels from their surveys. We respect their concern about staying anonymous, but it limits the action we can take if we do not know what group they belong to. This is very unfortunate.

You will be receiving more information in the HOY about the survey as we evaluate the responses. As a result of the responses we did receive we will take a look at solutions to the "I am paid fairly for my work", question which received the highest number of unfavorable responses (29.5%). We are planning to do the survey each year in February. All of us have the opportunity to help RCMA improve our work place so we can be the best that we can be for all of our employees! Help by filling out a survey!

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Any time, any day, any problem. When you need someone to talk to, LifeBalance is there.
1-800-811-2849



As the growing season comes to an end in Florida we wish all a safe, healthy and happy Summer!