

## HEAD START MANAGEMENT FELLOWS PROGRAM

Developed by:

OMB Control Number: 0970-0401

Expiration Date: 5/31/2021

# Head Start Management Fellows Program End-of-Program Feedback Survey (for 2020 cohort)

Thank you for participating in the Head Start Management Fellows (HSMF) Program, conducted by the UCLA Anderson School of Management. To help ensure the quality of our services, we ask that you complete the following feedback survey about the HSMF Program in its entirety. This brief survey is voluntary and all feedback will be kept private. To further protect your privacy, please refrain from including personally identifiable information in open-ended responses.

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*on this collection of information, please contact Jesse Escobar at the Office of Head Start at [Jesse.Escobar@acf.hhs.gov](mailto:Jesse.Escobar@acf.hhs.gov).*

# Overall HSMF Program Evaluation

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**Q1. What is your primary role within your organization?**

- Director
- Assistant Director / Associate Director
- Manager / Coordinator
- Chief Financial Officer
- Other, please specify: \_\_\_\_\_

**Q2. How many years have you served in this role?**

- Less than 1 year
- 1 to 2 years
- 3 to 4 years
- 5 to 9 years
- 10 or more years

Q3. As a result of participating in this program, to what extent do you feel as though you are equipped to do each of the following? If it is too early to tell or if the statement is not applicable to you, please check the appropriate circle.

	To a large extent	To a moderate extent	To a small extent	Not at all	Too early to tell	NA
Create a vision and identify strategies to guide teams and stakeholders towards that vision	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Articulate your vision in a way that inspires and engages others to action	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Think strategically	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utilize the tools and frameworks learned to <i>enhance personal performance</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Utilize the tools and frameworks learned to <i>solve business problems</i>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Analyze and/or manage data more effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Foster communication between management and fiscal staff	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Navigate a shifting early education landscape	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lead and motivate teams	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Adapt leadership styles to build commitment to goals	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Create alliances, partnerships, and networks	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Problem solve and manage conflicts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other: Please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Q4. Please indicate the extent to which you have changed as a result of participating in the UCLA Head Start Management Fellows (HSMF) Program. If it is too early to tell or if the statement is not applicable to you, please check the appropriate circle.

	To a large extent	To a moderate extent	To a small extent	Not at all	Too early to tell	NA
I have learned about different approaches to leadership	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I enhanced my knowledge of issues facing Head Start organizations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I developed useful leadership skills	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I have broadened my access to a network of leaders and resources within Head Start	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I am more confident in my ability as a Head Start director/manager	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Other: Please specify _____	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Q5. I was satisfied with the overall quality of the Head Start Management Fellows (HSMF) Program?**

- Strongly Agree
- Agree
- Neither Agree or Disagree
- Disagree
- Strongly Disagree

**Q6. What about the training detracted from your satisfaction?** *[Reviewer's note: this question will only be displayed if respondents either disagree or strongly disagree with Q5].*

**Q7. Would you recommend the program to other Head Start directors and managers?**

- Yes
- Yes, with reservations
- No

**Q8. As a result of participating in the UCLA Head Start Management Fellows (HSMF) Program, what impact do you think your leadership will have on your organization? What are the key takeaways from the HSMF Program that you will apply to the organizations and/or programs that you work with?**

**Q9. In considering your experience with the HSMFP, please describe which parts of the program could be improved for future cohorts?**

**Q10. Any last comments?**