

CHILD DEVELOPMENT GROUP of MISSISSIPPI GENERAL

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Jas F. McRee
Chairman
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DirectorWHAT THE EXPERTS SAY *

- Program for Children -

We have all been amazed at what your group has been able to accomplish in terms of bringing a large group of Child Development centers into reality. We've also been impressed by the motivation and amazing ingenuity shown by persons who work in these centers. In our way of thinking, the Child Development Group of Mississippi has shown great accomplishment and great potential in terms of improving the educability of the extremely deprived rural children of Mississippi." (Dr. Susan W. Gray, Director, Demonstration and Research Center for Early Education, George Peabody College for Teachers)

...I have worked with people engaged in education in forty countries.... Both my visits to the Child Development Group of Mississippi centers and my intensive workshop with 36 of your resource teachers and trainees have filled me with the hope that I have met the most inspiring situation down there.... I had been moved to find much by the competence shown by these women (and a few men) in handling challenges which could easily defeat many a qualified teacher working in cities.... Since I have had the first contacts with CDGM and the work it has done in Mississippi, I have had to revise my ideas about who should work with the children at the Head Start centers. I am now convinced that, rather than college education and scholarship, what is needed is innocence, open-mindedness, love, and patience, and belief in the natural goodness of children and in their natural powers. Many of the women I met at the (CDGM) centers and the workshop appeared to me to possess some of these qualities....I found the children in your centers relaxed, busy, well behaved, accepting of each other, sharing with each other and looked after with love and understanding." (Dr. Caleb Gattegno, Director, Schools for the Future)

A proposal for a Full Year
filed + Oversized Attachment

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"...The Child Development program in Moss Point and the other CDGM centers which I visited is without a doubt one of the most creative and progressive I have seen in my many years of early childhood education experience.... From my personal observation CDGM is doing an excellent job. Its program could stand comparison with any in the country - and remember, they are working under difficult circumstances." (Mrs. Lena Gitter, educational consultant, American Montessori Society)

"You have established a beachhead against ignorance and for knowledge both with our youngest and with some of our older citizens. This is no small accomplishment, and considering the enormous group of humans you are hopefully planning with and for -- I salute you.... The children I worked with in all centers were responding with excitement and intelligence. These Mississippi children of yours are ready for learning and your schools are providing it..." (Mrs. Frances Hawkins, Elementary Science Advisory Center, University of Colorado)

"We soon learned, as we became acquainted with your teachers (at a Head Start training course), that they had many strengths and fine personal qualities. We were and continue to be impressed with their strong desire to make a better life for children. We enjoyed their eagerness to learn and...(take back) procedures and techniques they thought they could use. They were excellent, as a number of our consultants noted, in participating in group discussions." (Mrs. Millicent Savery, University Training Director, University of Nebraska)

- Administration -

(from a statement by Richard Davies, President, Klein and Saks, Inc., management consultants) "Our firm has served for the last thirty years in helping to improve the administration of governments, industrial and financial corporations, and voluntary agencies. On our arrival at CDGM we were happily surprised that remarkable progress in administration had been made, and since the opportunity of working with the project we have witnessed additional improvement. We are most impressed that the program's administration is, for the most part, being carried out by local Missis-

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sippians and that CDGM has offered these people the opportunity to gain valuable administrative training in the process of their work. We feel assured that the project will continue to be administered in a successful way in the future."

(from a statement by A.N. Morgan, partner, Ernst and Ernst, who devised CDGM's accounting system and provide auditing services)

"As you know, various persons from the Office of Economic Opportunity and from the General Accounting Office have had occasion to visit your operation in Jackson, Mississippi, and the one in West Point, Mississippi, and it is believed that those who have visited and inspected the accounting system and the system established for internal control and check have found it acceptable and for the most part praiseworthy."

(from a report by Transolve, inc., who trained CDGM area staff in systematic problem solving techniques) "The trainees ...in the opinion of the Transolve Instructors, worked harder than the usual group encountered in business or higher education... The group saw that what it had learned was a way to realize the ultimate objective of the Head Start program.... Transolve believes that at least two-thirds of the group demonstrated superior competence in conducting...(their own) systematic problem solving training programs, and all trainees will become more competent with more practice."

(from a report by K.G. Olson and Associates, management consultants and trainers for CDGM) "Judging by the responses of the trainees (in administration) themselves, the program produced a satisfactory level of participation....To anyone unfamiliar with CDGM and the pressures under which its employees operate, the work load on the area administrators would seem excessive. Yet they managed to find significant amounts of energy to devote to training....The area administrators expressed an extremely strong desire for training and demonstrated a substantial capacity for learning. Such motivation and capacity clearly offset their previous educational deficiencies.... The strength of this motivation and capacity can be harnessed in future CDGM training programs and should bring about marked improvement in the administration of Head Start centers.

(from a report by Ashley Incorporated, management consultants)
"The Child Development Group of Mississippi is not a conventional project. Few organizations have every been created under the objectives, restrictions, and complex concepts of CDGM. In three months, a state-wide organization with a \$5.6 million budget was devised, staffed and made operational to involve 10,000 people and children....To accomplish the relatively successful status of the present, ...unusual but efficient multiple organizational structures were used..."

(from a report on personnel administration by Oscar Lott, Manpower Evaluation and Development Institute) "CDGM salary rates do not appear in general to be higher than salaries being paid for similar work in Jackson, or in the state."

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*Taken from reports, letters, and statements to CDGM by consultants contracted to provide services under the current grant period.