

of conflict in philosophy and teaching procedure. The sharing of mutual experiences tended to build common bonds and common goals for the welfare and happiness of the four-year-olds in the Head Start program.

The team approach also gave the teacher and the aide an opportunity to know one another and to gain respect for the unique talents and abilities that each had to offer. The full utilization of these talents and abilities makes for a richer Head Start program.

Pairing the professional and paraprofessional teachers in Head Start training programs appeared to give the paraprofessional a feeling of prestige. Gradually the old concept of the teacher as the professional and aide as the underling began to fade. Both were needed to serve the children well.

The paraprofessional's most significant contribution, however, was the rapport with the understanding of the community and the problems children face while growing up in poverty areas.

One subjective measurement of the effectiveness of the training programs is the personal reactions of the participants. This form of evaluation cannot take the place of scientific evaluation, but it does indicate to what extent personal needs have been met and the feelings of the participants toward the program.

Time did not permit written evaluations of the one-week training program, but included in the report are selected responses from personnel participating in earlier Head Start training programs.

The following comments are direct quotations from teacher aides:

"Where else but in America, could we sit in one room, under one roof. We came from many sections of our great Los Angeles and Los Angeles County. We came with many hurts, yet we set and listen. Also when we were not pleased we had the liberty of talking against it. We sat next to each other, we laughed, we talked, we became angry, we cried, but together for two weeks and under one roof, in one room. Only in America."

"Because of Head Start picking such specialized persons to teach and to instruct us and also getting qualified speakers that understand poverty to speak to us, I have my heart in it that this Head Start program is going to be very successful."

"When I was told I could paint as many pictures as I wanted, I felt free and happy. I was so used to people telling me when and how to do things that I was overjoyed. Imagine how the children will react."

"This has been to me a constant reminder that the welfare of all children will forever be important and this (Head Start) is a way of showing the children as well as their parents and the community that some one cares—there is still hope."

"Head Start is the beginning to a long road back to a beautiful dream of what we mean when we say American Democracy. So many things have happened to bring shame, heartaches and tears to some of us, and left some without plans for a future. Head Start is the long arms of fulfillment, not only for poverty families, but all Americans everywhere. I have enjoyed every hour in this program and have already applied my learning in my own family. And I can say thanks to Head Start for enriching my knowledge to live, love and enjoy the life we have in the good old U.S.A."

"The Head Start training program has helped me to have better understanding of the problems that will arise in the development and molding of lives of the children that will be under our care. I greatly appreciate the efforts of our consultant Training Teachers, who provided outstanding speakers, films, songs, and also the 'buzz' discussions in which we were all able to participate."

"This training program I feel was most successful, because it made me open my eyes to see the great need there is in helping poverty stricken children and their families to gain their self-confidence, respect and dignity."

The following comments are direct quotations from teachers:

"The training program should always remain a requirement for Head Start. Both the theory and the practical side were most beneficial to me."

"I feel that a comprehensive program such as we have been given during the past two weeks, increased our knowledge of children's needs, and gave us better methods to help in guiding them to the fulfillment of these needs. Thank you for a most inspirational session."