

Reducing Turnover by

Creating a Positive Environment

How to create a climate of care, trust and respect with your early childhood staff and families.

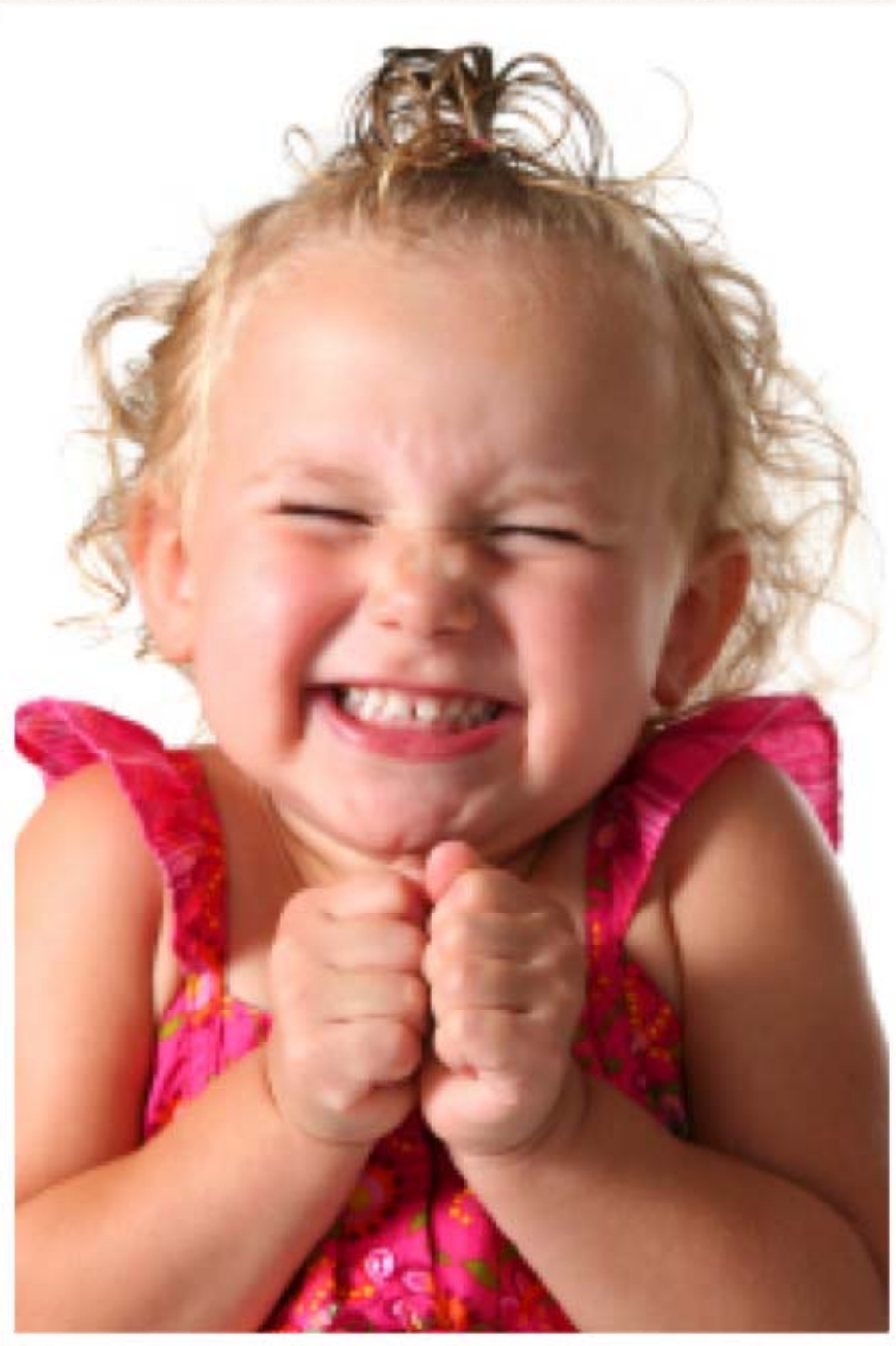
Care, Trust & Respect.

- ❖ As early childhood administrators, our number one responsibility is creating a climate of care, trust, and respect for our children, our families, and our staff.



What does it take?

1. We must demonstrate care for individuals and families.
2. We must develop feelings of community and partnership.
3. We must create a climate of good communication.
4. We must optimize everyone's potential - children, families, and staff.



How do we do this?

Modeling
Facilitating
Building Community

Love

And you must love the LORD your God with all your heart, all your soul, and all your strength. Deuteronomy 6:5 (NLT)

Peace

May the Lord show favor toward you, and give you peace. Numbers 6:26 (NLT)

Faithfulness

Great is Your faithfulness. Lamentations 3:23b (NASB)

My heart leaps for joy and I will give thanks to him in song. Psalm 28:7 (NIV)

Joy

Goodness

Surely goodness and mercy shall follow me all the days of my life: and I will dwell in the house of the LORD forever. Psalm 23:6 (KJV)

Gentleness

Pursue a godly life, along with faith, love, perseverance, and gentleness. 1 Timothy 6:11b (NLT)

Patience

Meanwhile, the saints stand passionately patient, keeping God's commands, staying faithful to Jesus. Revelation 14:12 (The Message)

Self-Control

A person without self-control is like a house with its doors and windows knocked out. Proverbs 25:28 (The Message)

Kindness

But the fruit of the Spirit is love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control. Galatians 5:22-23a (NIV)

Modeling

What personality traits do you exhibit?

Warmth

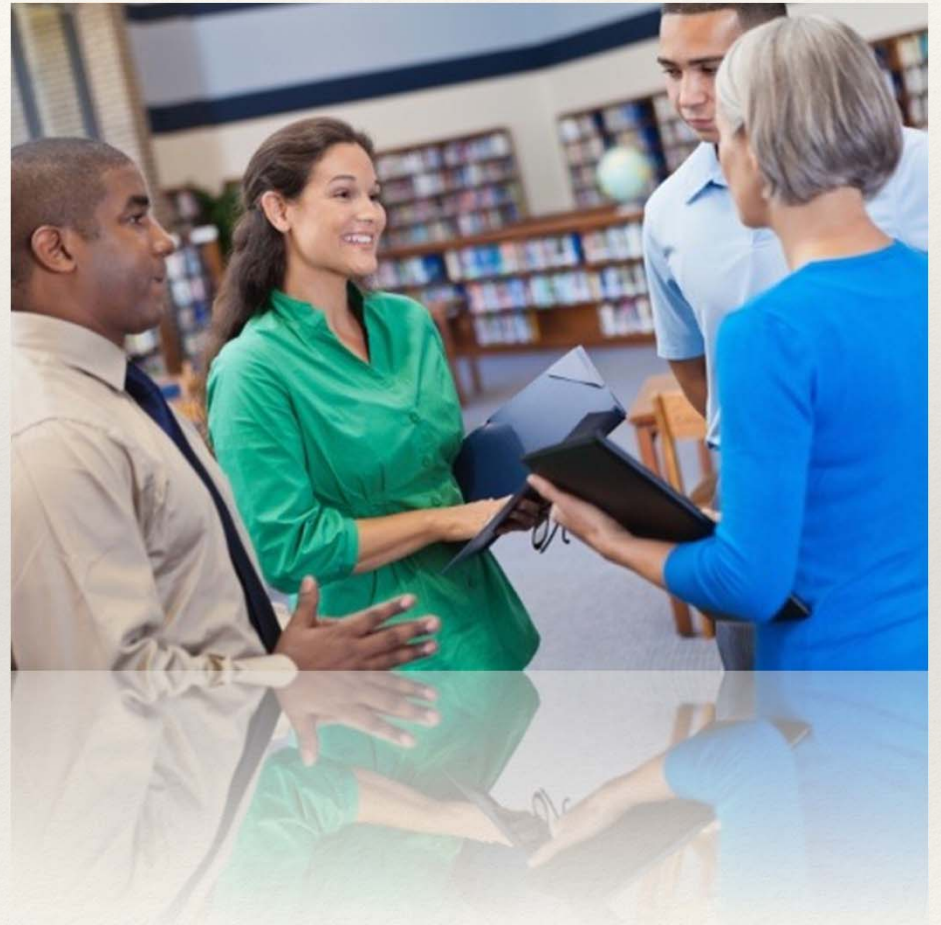
Caring

Acceptance

Honesty

Trust

Open mutual trust and respect grows in an environment where respect is earned.



The best way to earn respect is to show respect!

So in everything, do to others what you would have them do to you,
for this sums up the law of the Prophets.

Matthew 7:12

Be devoted to another in love . Honor one another above yourself.
Romans 12:10

When he had finished washing their feet, he put on his clothes and returned to his place. “Do you understand what I have done for you?” he asked them. “You call me ‘teacher’ and ‘Lord,’ and rightly so, for that is what I am. Now that I, your Lord and Teacher, have washed your feet, you should wash one another feet. I have set you an example that you should do as I have done for you. Very truly I tell you, no servant is greater than his master, nor is a messenger greater than the one who sent him. Now that you know these things, you will be blessed if you do them.”

John 13: 12-17

What ideas do you have about how to apply this passage in your setting?



**How do you serve the
teachers
who serve your program?**



What motivates your teachers?



Major Sources of Satisfaction and Frustration

Child Care Exchange: Personnel Management

In a survey of 64 teachers in 24 New England child care programs, the following were identified as their major sources of satisfaction and frustration in their work. (They are listed in the order of frequency.)

Sources of Satisfaction

1. Observing progress in children
2. Relationships with children
3. Challenge of work
4. Pride in performing a service
5. Relationships with parents
6. Recognition shown by staff

Sources of Frustration

1. Rate of pay
2. Prospect for advancement
3. Physical work environment
4. Style of supervision
5. Number of hours worked
6. inflexible personnel policies

What characteristics do strong leaders possess?

- ❖ Caring
- ❖ Emotionally stable
- ❖ Mature
- ❖ Positive
- ❖ Strong sense of self

**Be the kind
of leader
that you
would
follow.**



- ❖ When we set examples we motivate others to imitate warmth and acceptance in all their interactions.

Developing and Administering a Child Care and Education Program
By Dorothy June Sciarra, Ellen Lynch, Shauna Adams, Anne G. Dorsey

Facilitation

Modeling begins with the first encounters.

What are some of the tool/tactics that you use to show respect and acceptance?

How do you facilitate personal and professional growth?

How do you show an interest and curiosity for learning?

How do you communicate it with each staff member and encourage them to set professional goals?

If we don't value growth and invest our own time and energy in it for ourselves & our staff, we can't expect them to do it.

When we serve as a resource they will be stimulated to improve themselves as people and as teachers.





What resources are available to you?

FL/GA List serve, website and district office
Your Early Learning Coalition - varies per county

Department of Children and Families

[www. Teach-](http://www.Teach-)

[FL.org](http://www.FL.org)

www.ccie.com

www.childcareexchange.com

www.earlychildhoodteacher.org

www.earlychildhoodnews.com

www.teacherquicksource.com

www.naeyc.org

www.teachecnationalcenter.org

www.highscope.org

OUR SCHOOL

Building Community

As administrators we must develop a “WE” feeling amongst staff, families, and children. If they have a sense of “ownership” they will feel more responsibility to take positions of ownership.



Describe Care and Community

PATIENCE

CARING

EMPATHY

MUTUAL RESPECT

LEADING BY EXAMPLE

COMPASSION

LOVING

JOY

OPEN-MIND

GODLY

SERVING

COMMON GOAL

RESPONSIVE

UNITY

FINDING SOLUTIONS

LISTENING

ACTIONS SPEAK LOUDER THAN WORDS

Staff will do what they are supposed to do as well as invest in learning more and taking on more responsibility.

This sense of ownership “WE” must radiate to families. It must become “OUR” center, “OUR” program not “YOURS”, and not “MINE”. They need to feel like they play an important role , they own a piece of the program and contribute to it’s failure and it’s success.

Staff, families, and children must feel that they play an important role in the entire program. What they have to offer is important. They are the reason we exist.

Community Building Strategies

When community is vibrant and healthy you feel it. While every program's story is different, some common elements contribute to a caring community.

Neither care or community happens without strategy. Care can only be cultivated with vested time and listening ears.

What are your strategies?

❖ **community building attitudes?**

Are you trying on their shoes?

❖ **community building practices?**

Are you intentional?

❖ **community building activities?**

Events and Activities?

If I speak in the tongues of men and angels, but have not love, I am a noisy gong or a clanging cymbal. And if I have prophetic powers, and understand all mysteries and all knowledge, and if I have all faith, so as to remove mountains, but have not love, I am nothing. If I give away all I have, and if I deliver up my body to be burned, but have not love, I gain nothing.

Love is patient and kind, love does not envy or boast, it is not arrogant or rude. It does not insist on its own way; it is not irritable or resentful; it does not rejoice in wrong doing, but rejoices with the truth. Love bears all things, hopes all things, endures all things.

Love never ends. As for prophecies, they will pass away; as for tongues, they will cease; as for knowledge, it will pass away. For we know in part and we prophesy in part, but when the perfect comes the partial will pass away. When I was a child, I spoke like a child, I thought like a child, I reasoned like a child.

When I became a man I gave up childish ways. For now we see in a mirror dimly, but then face to face. Now I know in part; then I shall know fully, even as I have been fully known.

So now faith, hope, and love abide, these three, but the greatest of these is love.

—Corinthians 13

Reflection

- ❖ Think of this passage in light of the community in which you serve: your classrooms, your co-workers, and your families. How would you apply the Bible's words?

- ❖ How could you paraphrase the passage to express your commitment to those in every part of your community?

Reflecting on the week of February 1, 2016

- ❖ This is how I prayed for my co-worker this week:
- ❖ This week I learned more about the story of a co-worker and my perspective is enlarged in this way:
- ❖ I participated in maintaining unity in this way:
- ❖ I practiced kindness by:
- ❖ I wrote a thank you note to _____ for:
- ❖ I practiced listening this week and learned this about myself and the other person:
- ❖ I modeled courtesy to my children when I:
- ❖ I complimented another staff member to a parent with these words:

This powerpoint is based on my experience as a director
and my journey with the workbook

Attentive & Attuned
Knowing and Serving in the Early Education Program

–D’Arcy Maher and Leanne Leak and Pat Baer

available through [amazon.com](https://www.amazon.com)

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