

**From Survive to Thrive – Webinar**

**Chapter 7**

**Webinar Chat**

2:30:37 From Jenna Pettinicchi to Everyone : Hi everyone! Jenna Pettinicchi PDI Leadership Initiative

12:30:44 From Laura Aderhold to Everyone : Laura Aderhold Community Action Organization GowandaNY

12:30:51 From Kim Lodico to All panelists : Welcome, Kim LoDico WNY Leadership Initiative

12:30:52 From Sharon Baldwin to Everyone : Sharon Baldwin The Tabernacle

12:30:59 From Sonia Zang to Everyone : Good afternoon, Sonia Zang EHS CAO Memorial Temple

12:31:06 From Michele Sciolino to Everyone : Michele Sciolino

12:31:07 From Lisa Convery to All panelists : Lisa Convery CAO of Western New York, Inc

12:31:31 From Tracy Cicero to All panelists : Hello

12:31:31 From Susan Amatuzzo to All panelists : Hello everyone! Susan Amatuzzo, CAO Head Start Area Manager

12:31:44 From Denise Carter-Fritzke to Everyone : Denise Carter-Fritzke CAO Grace Academy

12:31:50 From Asmahan Zayed to All panelists : Asmahan Zayed from americorp with early childhood program

12:32:30 From Sarah Fujiuchi to All panelists : Sarah Fujiuchi from EduKids

12:32:53 From Barbara Stone Reden to Everyone : Hi! Barbara Stone Reden, JCC 10565

12:33:18 From Colleen Strough to Everyone : Hello everyone - Colleen from Cantalician Center for Learning

12:33:21 From Brandi Costner to All panelists : Brandi Costner CAO HS 1461 Academy

12:33:26 From Jill Boeck to All panelists : Jill Boeck

12:33:46 From Jenna Pettinicchi to Everyone : [leadershipinitiative.Westernny@earlychildhoodny.org](mailto:leadershipinitiative.Westernny@earlychildhoodny.org)

12:37:42 From Kim Lodico to Everyone : welcome everyone, as you enter please change the chat to all panelist and attendees, sign in, say hi and where you are from.

12:38:11 From carmel catalano to Everyone : Hello

12:38:24 From Diane Semrau to All panelists : Good afternoon

12:38:47 From Beverly J McArthur Beverly J McArthur to All panelists : Good Day!! Beverly McArthur from Niagara Falls

12:39:25 From Marybeth Simoneit to All panelists : Sorry I was late, tech issues!

12:39:27 From Erin Alonzo to Everyone : Hello from Erin Alonzo at Grow and Explore LLC in snowy WNY

12:39:54 From Diane Semrau to Everyone : Good afternoon, Diane Semrau from CAOWNY Head Start

12:39:57 From Jenna Pettinicchi to Everyone : We are happy to have you all here! thanks for joining this important conversation

12:41:52 From Lynnette Haley O'Stewart to All panelists : Hi all! Lynnette Haley O'Stewart, Director of Early Childhood Initiatives, Niagara University

12:42:15 From Jenna Pettinicchi to Everyone : as you respond to this question make sure your chat is switched to all panelists and attendees! :-)

12:42:19 From Barbara Stone Reden to Everyone : Applying for grants!

12:43:04 From Sharon Baldwin to Everyone : applying for waivers at the height of Covid last spring and summer.

12:43:05 From Sarah Fujiuchi to All panelists : We are trying our best to keep staff in one classroom and not be moved around to keep any possible covid transmission down

12:43:07 From Marybeth Simoneit to All panelists : I created teams of staff per room to cover if staff members were out sick or quarantining.

12:43:09 From Lynnette Haley O'Stewart to All panelists : I know some programs we work with applied for and received Payroll Protection. this has helped them.

12:43:19 From Barbara Stone Reden to Everyone : We also temporarily cut our hours to allow time for cleaning.

12:43:29 From Sharon Baldwin to Everyone : waivers allowed groups to be combined

12:44:01 From Marybeth Simoneit to All panelists : PPP allowed for bonuses!

12:51:19 From Kim Lodico to Everyone : [Kimberly.lodico@cuny.edu](mailto:Kimberly.lodico@cuny.edu)

12:51:59 From Sharon Baldwin to Everyone : Indeed

12:52:33 From Diane Semrau to Everyone : agency website

12:52:39 From carmel catalano to Everyone : we are using indeed but it is not working as well as before covid

12:52:41 From Marybeth Simoneit to All panelists : I have hired moms who came into to help in the classroom, College student teachers

12:52:43 From Lynnette Haley O'Stewart to All panelists : We help our local child care/early childhood providers by posting jobs in our career development center and send to our recent graduates or students looking for jobs.

12:53:07 From Barbara Stone Reden to Everyone : We use Indeed and the College Connection. The applicant pool has been terrible. We have gotten a couple good people who are friends of teachers.

12:53:17 From Lisa Convery to All panelists : reach out to the district

12:53:32 From Sharon Baldwin to Everyone : agreed it has been terrible lately

12:53:35 From Sarah Fujiuchi to All panelists : Indeed here too, but agree that there's not been as many candidates as we need

12:53:51 From Tracy Cicero to All panelists : I have always used word of mouth....

12:54:13 From Tracy Cicero to All panelists : I do not use indeed

12:54:56 From Marybeth Simoneit to All panelists : I'm not currently hiring but I think people should look at retired teachers

12:55:06 From carmel catalano to Everyone : I was thinking of posting on my facebook page but im not sure if I should

12:56:33 From Jill Boeck to Everyone : I see people on community FB pages looking fro worm.

12:57:27 From Jenna Pettinicchi to Everyone : yes! I see a lot on community facebook pages

12:57:30 From Jill Boeck to Everyone : A comprehensive Orientation that lasts as long as your probationary period can aid in retention

12:57:36 From Jenna Pettinicchi to Everyone : here is the link the Institute's employment network:

12:57:37 From Jenna Pettinicchi to Everyone : [https://www.earlychildhoodny.org/cdsc/employment\\_network-orgs.php](https://www.earlychildhoodny.org/cdsc/employment_network-orgs.php)

13:00:37 From Marybeth Simoneit to All panelists : I just filled the snack bar!

13:00:42 From Sharon Baldwin to Everyone : Regular face to face interactions throughout the work week

13:00:52 From carmel catalano to All panelists : We give employees the work schedule they want

13:01:25 From carmel catalano to All panelists : Holiday parties

13:01:29 From Sharon Baldwin to Everyone : celebrate the small wins and create fun mini events like a text gift giveaway game

13:02:16 From Barbara Stone Reden to Everyone : Open door, daily visits to every classroom morning and afternoon. I budgeted substantial raises for the lead teachers this spring so they are making more than the assistant teachers.

13:02:16 From Sharon Baldwin to Everyone : find ways to supply the small needs in a timely manner

13:02:38 From Marybeth Simoneit to All panelists : That is very important

13:07:56 From Kim Lodico to Everyone : <https://www.earlychildhood.org/pdfs/CoreBody.pdf>

13:12:45 From Kim Lodico to Everyone : <https://www.earlychildhoodny.org/pdfs/Policy%20Brief%20-%20Early%20Childhood%20Institute%20-%20Coaching%20-%20201809.pdf>

13:19:31 From Sharon Baldwin to Everyone : Meet one on one but always have one of my admins in the meeting

13:19:53 From carmel catalano to All panelists : We try to sit down to talk to staff when there is a conflict but with being so short staffed its hard

13:20:19 From Barbara Stone Reden to Everyone : First I discuss options for teachers to work it out themselves. If necessary, I sit down with them together and facilitate.

13:20:55 From Sonia Zang to Everyone : Team meetings where they can share their challenges.

13:21:38 From carmel catalano to All panelists : I like the idea of team meetings

13:21:52 From Sharon Baldwin to Everyone : actively listening to the challenge to make sure I understand

13:22:11 From Michele Sciolino to Everyone : I meet with every staff member half way through the year. I ask them to privately share any concerns or issues with me. It's a safe space. Then I can figure out the best way to address these issues whether personal or with the program.

13:27:03 From Lynnette Haley O'Stewart to All panelists : Need quality staff, not just a warm body. We need to support new employees to be successful with strong onboarding and mentoring.

13:27:18 From Kim Lodico to Everyone : <https://www.earlychildhood.org/pdfs/CoreBody.pdf>

13:28:45 From Kim Lodico to Everyone : <http://nysaeyc.org/childrens-program-administrator-credential/>

13:29:44 From Jenna Pettinicchi to Everyone : Western NY Leadership Initiative

<https://earlychildhoodny.org/leadershipinitiative/westernny>

QUALITYstarsNY

<http://www.qualitystarsny.org/>

Western NY Regional Early Childhood Career Development Center

<https://earlychildhoodny.org/cdsc/westernny/>

The Institute Blog

<https://earlychildhoodny.org/blog/>

13:31:33 From Jenna Pettinicchi to Everyone : please take a moment to take our survey:

<https://www.surveymonkey.com/r/6JNH3PB>

13:31:34 From Jenna Pettinicchi to Everyone : thank you!

13:32:13 From NY Early Childhood Professional Development Institute to Jenna Pettinicchi(Direct Message) : Hi Jenna, I have to hop off to start another Zoom but I made you host so the Zoom recording will keep going.

13:32:23 From Diane Semrau to Everyone : Thank you

13:32:39 From Susan Amatuzzo to All panelists : Thank you!

13:32:45 From Sharon Baldwin to Everyone : Thank you!