

**From Survive to Thrive – Webinar**  
**Chapter 7: Staffing**  
**Webinar Chat**

12:00:15 From Cristina Medellin to Everyone : Welcome everyone!

12:01:01 From Jenna Pettinicchi to Everyone : Hi Everyone! Jenna Pettinicchi PDI Leadership Initiative

12:01:38 From erin shannon to Everyone : Erin Shannon St. Josephs College/Freeport UPK

12:02:10 From Kim Abrusci to Panelists : Hello-Kim Abrusci from Pierce Country Day School. My microphone is not working but I can hear everyone.

12:02:14 From Lorraine Rubin to Panelists : Lorraine Rubin Boys & Girls Club Oyster bay East Norwich :)

12:03:51 From Jenna Pettinicchi to Everyone :  
[leadershipinitiative.longisland@earlychildhoodny.org](mailto:leadershipinitiative.longisland@earlychildhoodny.org)

**Chat prompt: What are some of the strategies you have utilized, particularly in light of the challenges brought on by COVID and budget issues, to support your staffing model?**

12:13:43 From Patricia Taggart to Panelists : more staff meetings (zoom)

12:14:06 From Patricia Taggart to Panelists : frequent individual check ins

12:14:23 From erin shannon to Everyone : it has been difficult to find staff honestly

12:14:36 From Jennifer Lamaina to Everyone : Cutting down on operational hours.

12:14:37 From Patricia Taggart to Panelists : asking about their children and check in how everyone is feeling and coping

12:15:05 From Kim Abrusci to Panelists : Email daily reminders to staff to keep everyone in the loop since we can't meet in person as a group during the day.

12:15:36 From Paula Wall Paula Wall to Everyone : Our program has reassessed our schedule based upon ratios at certain times of the day as well as the health needs of everyone. Providing one additional person in the event that someone should need to quarantine in a pod has been very helpful.

12:16:40 From Lorraine Rubin to Panelists : Checking on each group throughout the day and

monthly meetings to discuss issues or concerns. We offer COVID camp days for days when schools are closed for those who were not contacted as needing quarantine.

12:18:51 From Lorraine Rubin to Panelists : We also have sanitizing staff to go around to clean all technology and touched surfaces throughout the program time.

**Chat prompt: What recruitment strategies have you used and which have been most successful?**

12:25:37 From erin shannon to Everyone : the most successful has been partnering with the district we work with on OLAS

12:25:38 From Paula Wall Paula Wall to Everyone : May I ask about how to safely modify the candidates interaction with children during this pandemic. I have had candidates that have interviewed impressively with staff, but then have presented weakly in the classroom

12:25:54 From Yolanda Caldeira to Panelists : Hiring staff has always been a major problem for me

12:26:10 From Jennifer D'Ambrosio to Panelists : I have had luck with Indeed in the past but lately it has not been as helpful

12:26:13 From Denise Masone to Panelists : Can't do it now but hosted an on site mini job fair

12:26:19 From Lorraine Rubin to Panelists : I ask them to tell me what they would do for an activity if they had not schedule to follow.

12:26:35 From erin shannon to Everyone : indeed often has slim choices, agree

12:27:00 From Lorraine Rubin to Panelists : High schools, college job boards, and local agencies for youth.

12:27:03 From Paula Wall Paula Wall to Everyone : Recruitment strategies have included visiting college job fairs and reaching out to the local library public board

12:27:13 From erin shannon to Everyone : we are a college based program and still a challenge

12:27:38 From Jennifer D'Ambrosio to Panelists : I have posted to job boards at local colleges but have not received any candidates from it.

12:28:21 From erin shannon to Everyone : do you have an email or contact for that network?

12:28:36 From Paula Wall Paula Wall to Everyone : We offer an incentive to our staff - a sort of finder's fee - that is awarded to a member of staff should their recommendation be hired and retained for longer than the 90 day probation period.

12:28:37 From Lorraine Rubin to Panelists : Out biggest hurdle is that all positions are part/time

12:29:12 From Jennifer D'Ambrosio to Panelists : Cristina, how long do our postings remain with you? Or how often do we need to renew?

12:29:39 From Cristina Medellin to Everyone : They usually expire after 3 months. I can send you your personal employer link where you can update them as needed.

12:30:09 From Jennifer D'Ambrosio to Panelists : I believe you have sent it to me before but I would love it again so that I can post new jobs that just recently became available :-)

12:30:17 From Cristina Medellin to Everyone : As employers- you will be able to create a employer profile and list all possible positions. We actively share postings to any interested client.

12:31:05 From Jennifer D'Ambrosio to Panelists : Same here Paula!

12:32:23 From Jennifer D'Ambrosio to Panelists : I use my camera system, stand in the doorways, and usually have them demo with a staff member whose opinion I value and trust to get a better feel.

12:34:39 From Paula Wall Paula Wall to Everyone : CDA practice exams are available on line. We actually circulated one among staff to refresh their knowledge and to break the ice. This also led seasoned staff in coaching other members/CDA candidates

**Chat Prompt: What are ways that you incentivize staff to stay with you?**

12:38:50 From Jennifer Lamaina to Everyone : Providing lunch on Fridays

12:39:04 From Patricia Taggart to Panelists : creating a positive environment

12:39:04 From Jennifer Lamaina to Everyone : Celebrating birthdays.

12:39:07 From Paula Wall Paula Wall to Everyone : Yearly holiday bonus scheme (prior to Covid)

12:39:07 From erin shannon to Everyone : making sure the work environment is also nurturing for staff

12:39:12 From Jennifer D'Ambrosio to Panelists : We offer a Tiered system that build upon PTO & Paid Holidays the longer they stay employed.

12:39:22 From Patricia Taggart to Panelists : book club

12:39:43 From Paula Wall Paula Wall to Everyone : Lottery tickets that were passed out in the moment that someone was observed doing something exceptional

12:39:51 From Yolanda Caldeira to Panelists : Being able to take time off

12:41:51 From Patricia Taggart to Panelists : Holiday and end of year staff gathering  
12:42:17 From Paula Wall Paula Wall to Everyone : Center wide team spirit activities (pajama day, pay it forward day, etc.)

12:45:35 From Jenna Pettinicchi to Everyone :  
<https://www.earlychildhood.org/pdfs/CoreBody.pdf>

12:49:59 From Jenna Pettinicchi to Everyone :  
<https://www.earlychildhoodny.org/pdfs/Policy%20Brief%20-%20Early%20Childhood%20Institute%20-%20Coaching%20-%20201809.pdf>

13:00:33 From Jenna Pettinicchi to Everyone : please take a moment to take our survey

13:00:34 From Jenna Pettinicchi to Everyone : <https://www.surveymonkey.com/r/6SX6QXL>

13:02:22 From Cristina Medellin to Everyone : Thank you all for joining us. I hope to see you at the learning community on April 22nd

13:03:06 From Patricia Taggart to Panelists : thank you,

13:03:10 From Patricia Taggart to Panelists : ,

13:03:25 From Jennifer D'Ambrosio to Panelists : Thank you!

13:03:41 From Jennifer Lamaina to Everyone : Thank you