

Virtual kit: Staff Morale



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The atmosphere at your facility begins with you. First and foremost, you must take care of yourself, if your cup is empty you cannot fill the cup of others. Think of what activities you love to do, what brings you joy? Take time out of your busy schedule to spend some time on something you love, reading, exercising, cooking, whatever it is that brings you happiness. When you feel good about yourself it shows in the work you do with others.

When you hire a new staff member you are investing in them, and making them part of your team from the time of the interview and long beyond. It is important to take the time to get to know them, get to know each person's like and dislikes, strengths and weaknesses. We want to make teachers and additional staff feel appreciated, respected and most of all a valued part of the team by providing a positive work environment. Showing appreciation doesn't have to be elaborate or expensive, it just needs to be sincere and consistent. When you have high staff morale it will reflect in the classroom. Staff will feel confident and take ownership of their classroom, and the children in their care. They will bring the environment to life if they feel as if their time and efforts are accepted and noticed. When you create a community where staff feel safe to express concerns, feel heard, and feel their opinions are valued, they feel heard and listened to. When you have staff meetings, make them fun and relaxing by having themed potlucks, or providing activities such as yoga or chair massages. Provide team building activities that foster a sense of community and relationships.

Boost staff morale by having an employee of the month as well as staff appreciation day. Recognize staff with a small gift, such as their favorite candy bar, candle, lotion, or drink, or even letting them off work a few minutes early, or an extra-long lunch break occasionally. It can also be something as simple and valuable as a picture prepared by the children. You can ask parents to help lead these events, as it takes the appreciation to another level of feeling valued. Have a wish well box for the staff; parents, children, and other staff members can leave little positive comments for each staff member.

Nothing is as valuable as professional development, providing continuing education for your staff shows that you value their education and what they are teaching in their classroom. Investing in them in the first month of employment helps build the bond needed to feel part of the team, but continuing to provide support and encouragement throughout their employment will pay for itself over and over.

Remember make all staff feel valued and important!

SHOW ME NOW! (I NEED THIS TOMORROW

[Enhancing Staff Morale- More Than Pizza and Donuts](#)

[Boosting Staff Morale In Your Childcare Center](#)

[Five Sure-Fire Ways to Boost Daycare Center Employee Morale](#)

[Creative Ways to Motivate Employees in Child Care Centers](#)

[Team Building and Motivating Staff](#)

WHAT DOES THIS LOOK LIKE IN PRACTICE? (I HAVE A LITTLE MORE TIME TO READ ABOUT THIS)

[You Can Boost Employee Morale](#)

[Enhancing Staff Morale](#)

[Staff Morale](#)

[Sustaining High Staff Morale](#)

[9 Fun Ideas for Employee Recognition at your Center](#)

[Nurturing Staff Wellness](#)

[28 Fun Ideas to Motivate Your Staff](#)

[Motivating Staff](#)

[6 Ways To Increase Employee Morale And Performance \(Without Giving A Raise\)](#)

WHAT DOES THE ECRC HAVE ON THIS TOPIC?

Seligman, Martin E.P. (2006). [Learned optimism: how to change your mind and your life.](#)
<https://opac.libraryworld.com/opac/standard.php>

HOW CAN I GET TRAINING ON THIS TOPIC?

Visit these links to collaborative training calendar:

[KCCTO Trainings](#)

[Virtual Lab School](#)

WHAT COURSES DOES KCCTO OFFER ONLINE?

[Leadership Series: Developing People](#)

[Leadership Series: Inspiring Early Childhood Leaders](#)

(To inquire about a specific class, contact the KCCTO office 785-532-7197 or visit KCCTO.org)

WHAT COMMUNITY-BASED COURSES DOES KCCTO-KITS ITSN OFFER?

Peer to peer coaching. The effect way to team build

(To inquire about a specific class, contact the KITS office 620-421-6550 x 1618 or email kskits@ku.edu)

WHAT IF I STILL NEED HELP?

Kansas Early Care and Education providers you may request technical assistance from the KCCTO-KITS Infant Toddler Network Specialists by calling the KCCTO office at 800-227-3578.

EVALUATION

Please take a minute to complete a brief survey to let us know what you think about this virtual kit, and what other topics you would like to see addressed in the future.

<https://www.surveymonkey.com/r/7HSV7W3>

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