

VIRTUAL kit: STAFFING AND RETENTION

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At the very foundation of every exceptional program are exceptional staff. The processes of recruitment and retention can make or break a program. Directors must take this process seriously, as it not only takes valuable time, but money as well. When recruiting staff, every step of the process should be considered, including job postings, selecting candidates, interviewing, hiring, and orientation. Once you find quality providers, it doesn't stop there! Retention is just as important. In a field with notoriously high turnover rates, how do you keep good staff on board? Retention, especially the retention of high-quality employees, is critical for program stability. In this virtual kit, you'll find many resources for supporting the processes of hiring and retaining quality employees.

SHOW ME NOW – I NEED IT TOMORROW

[How to Find the Best Early Childhood Educator Job Candidates](#) (Article)

[37 Daycare Teacher Interview Questions \(with sample answers\)](#) (Article)

[Five Questions Asked at Every Teaching Interview](#) (Article)

[Retention of Staff in the Early Childhood Workforce](#) (Research Article)

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

[The Early Childhood Workforce: Recruiting and Hiring Toolkit](#) (Editable Document)

[The Complete Guide to Hiring and Retaining Early Childhood Educators](#) (Digital Handbook)

[Hiring the Best Early Childhood Teachers in Today's Digital Age](#) (Webinar)

[Building Your Building: How to Hire and Keep Great Teachers](#) (Book)

WHAT DOES THE ECRC HAVE ON THIS TOPIC

Bloom, P. (2016). *A great place to work: Creating a healthy organizational climate*. New Horizons. ISBN: 978-0982708279

Albrecht, K. (2002). *The right fit: Recruiting, selecting, and orienting staff*. New Horizons. ISBN: 096-2189464

HOW CAN I FIND TRAINING/TRAINING MATERIALS ON THIS TOPIC?

- [KCCTO Courses](#)
 - Leadership Series: Inspiring Early Childhood Educators
- [KCCTO-KITS ITSN Community Based Training](#)
 - Live Virtual-Director's Alliance: Staffing and Retention
- Visit these links for collaborative training calendars:
 - [KCCTO Training Calendar](#)
 - [KITS Training Calendar](#)

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

IF YOU THOUGHT THIS WAS HELPFUL YOU MIGHT ALSO LIKE:

[Virtual Kit: Staff Morale](#)

WHAT IF I STILL NEED HELP?

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/JM8NBPX>

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HiMama. (n.d.). The complete guide to hiring & retaining early childhood educators. Retrieved from: <http://go.himama.com/rs/184-QZH-075/images/Complete%20Guide%20to%20Hiring%20%26%20Retaining%20Early%20Childhood%20Educators.pdf>

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- Keshen, M. (2019). How to find the best early childhood educator candidates. Retrieved from: <https://blog.himama.com/how-to-find-the-best-early-childhood-educator-job-candidates/>
- Kullar, J.K. & Cunninham, S. A. (2019). *Building your building: How to hire and keep great teachers*. Solution Tree. ISBN: 978-1947604810
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- Murray, K., & Johnsen, J. (2016). Hiring the best early childhood teachers in the digital age. [Video]. Retrieved from: <https://www.earlychildhoodwebinars.com/webinars/administrators-guide-finding-hiring-best-teacher-candidates-todays-digital-age-kris-murray/>