

# Ditch the drama!

**Strong team + positive climate = successful business**



Presented by:  
Adriene, Owen, Dr. Teri, & Dr. Britt

# Hello!



# Who are **your** sponsors

- A bit about **Famly**
- A bit about **Impact Early Education**

# Agenda and objectives

|        |                                                                             |
|--------|-----------------------------------------------------------------------------|
| 10 min | What is <b>organizational climate</b> ?                                     |
| 15 min | Explore <b>10 dimensions</b> of organizational climate                      |
| 10 min | Evaluate <b>our roles and contributions</b> to the climate                  |
| 5 min  | Analyze <b>specific action steps</b> that can be taken to make improvements |
| 5 min  | How <b>Family</b> promotes communication & professional development         |
| 10 min | Questions?                                                                  |

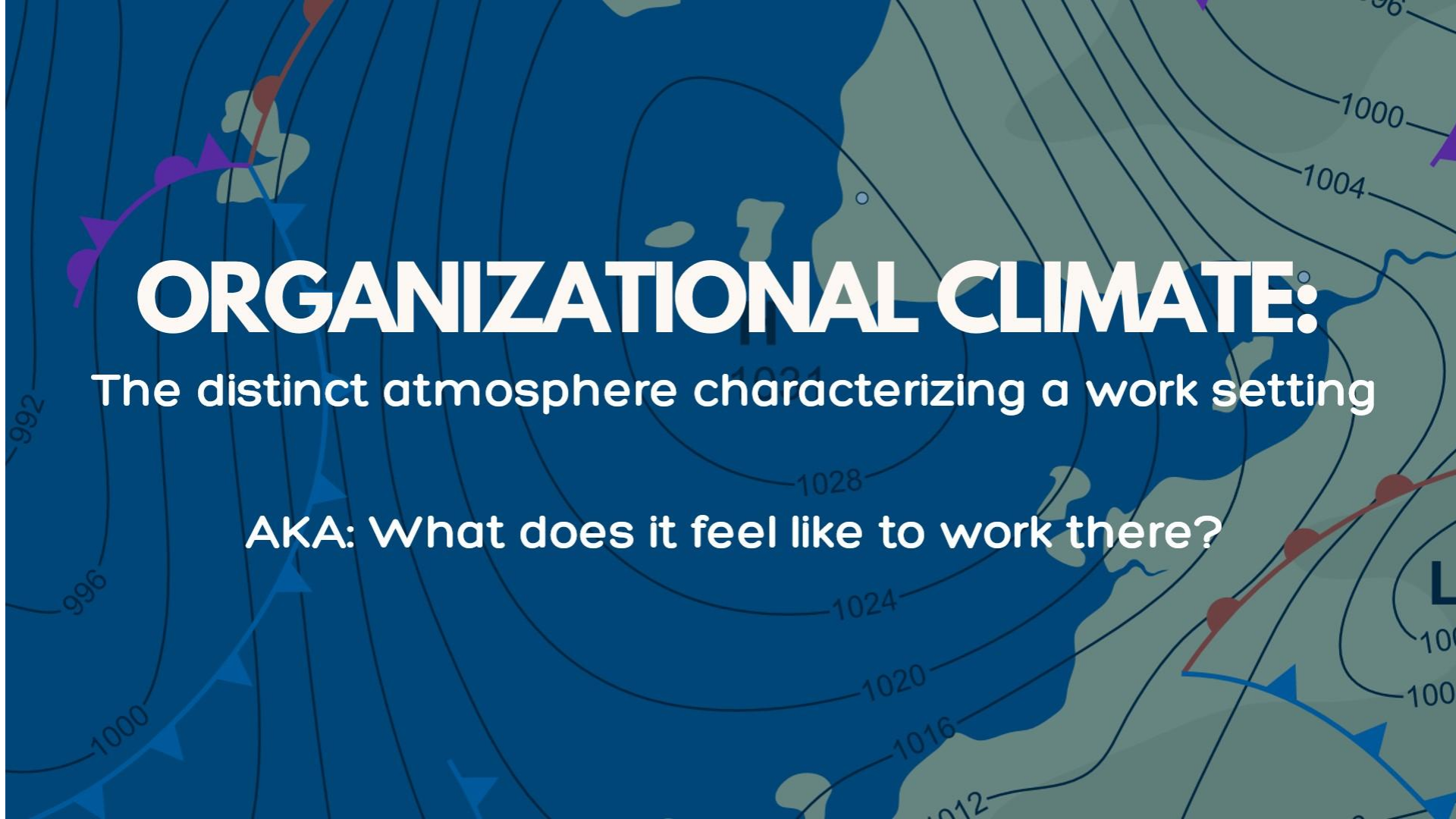


LET'S GET  
REAL

**Why do we stay?**

# Solutions to combat turnover

1. Increased **salaries**
2. Being offered better **benefits**
3. Creating **supportive** work environments
4. Providing tools that boost **efficiency** 

A stylized weather map in shades of blue and green, featuring contour lines with numerical values (e.g., 992, 996, 1000, 1004, 1008, 1012, 1016, 1020, 1024, 1028) and arrows indicating wind direction and speed. The map includes landmasses and a low-pressure system marked with an 'L'.

# ORGANIZATIONAL CLIMATE:

The distinct atmosphere characterizing a work setting

AKA: What does it feel like to work there?





**“You can think of your values as the lenses in a pair of glasses.**

**They bring focus and clarity to your interpretation of the world and are strong motivators for personal action.”**

**~Bloom (2008)**

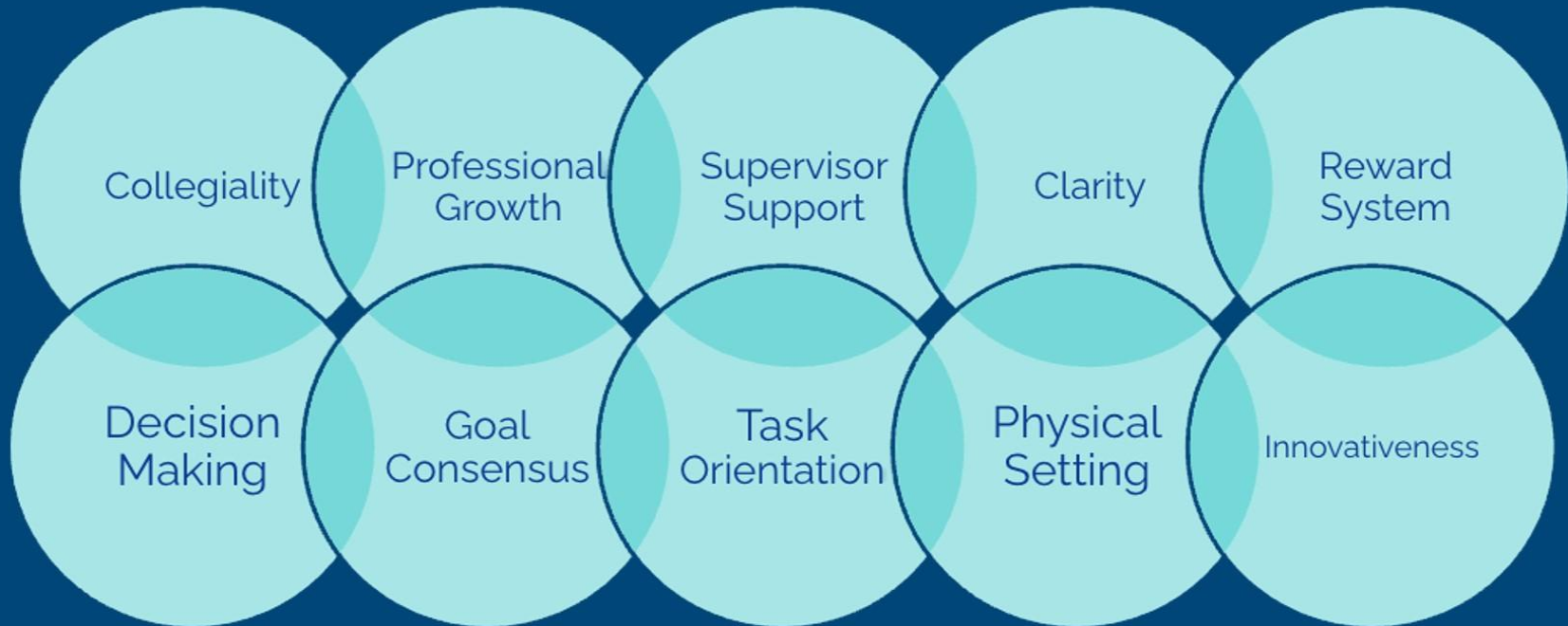


# Story time!

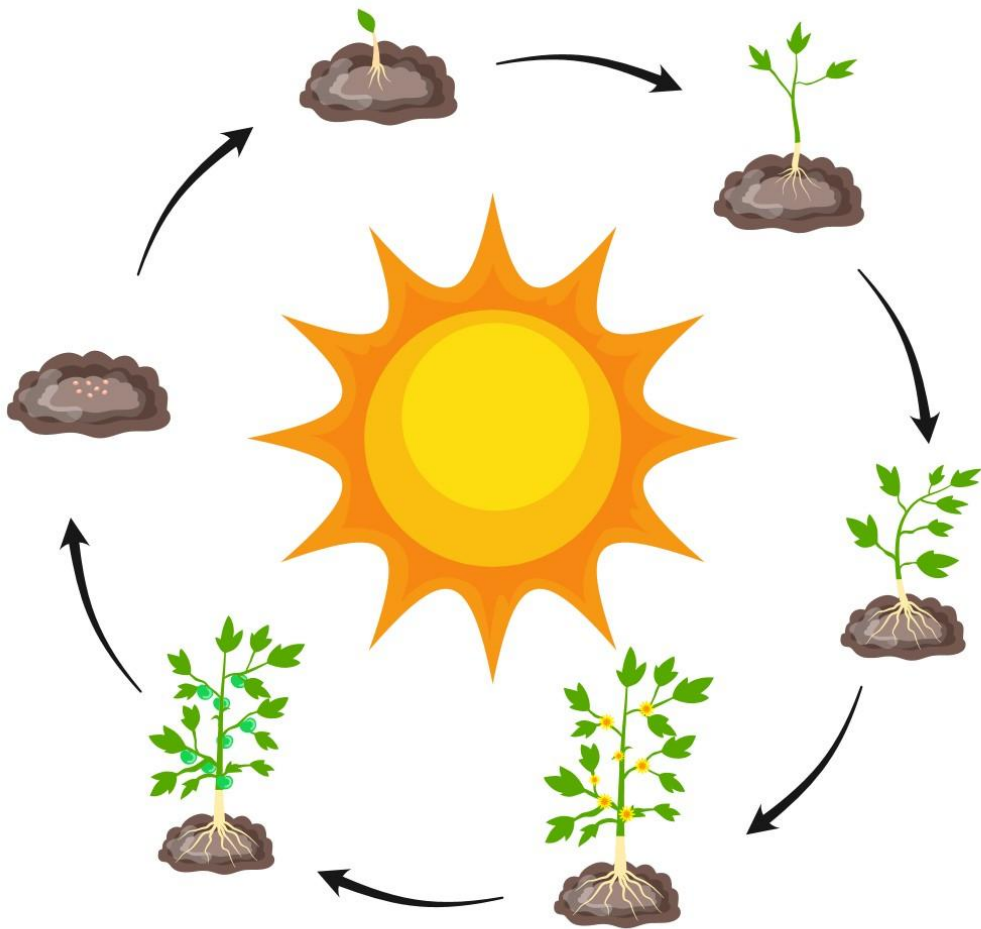
Once upon a **training...**



# DIMENSIONS OF ORGANIZATIONAL CLIMATE





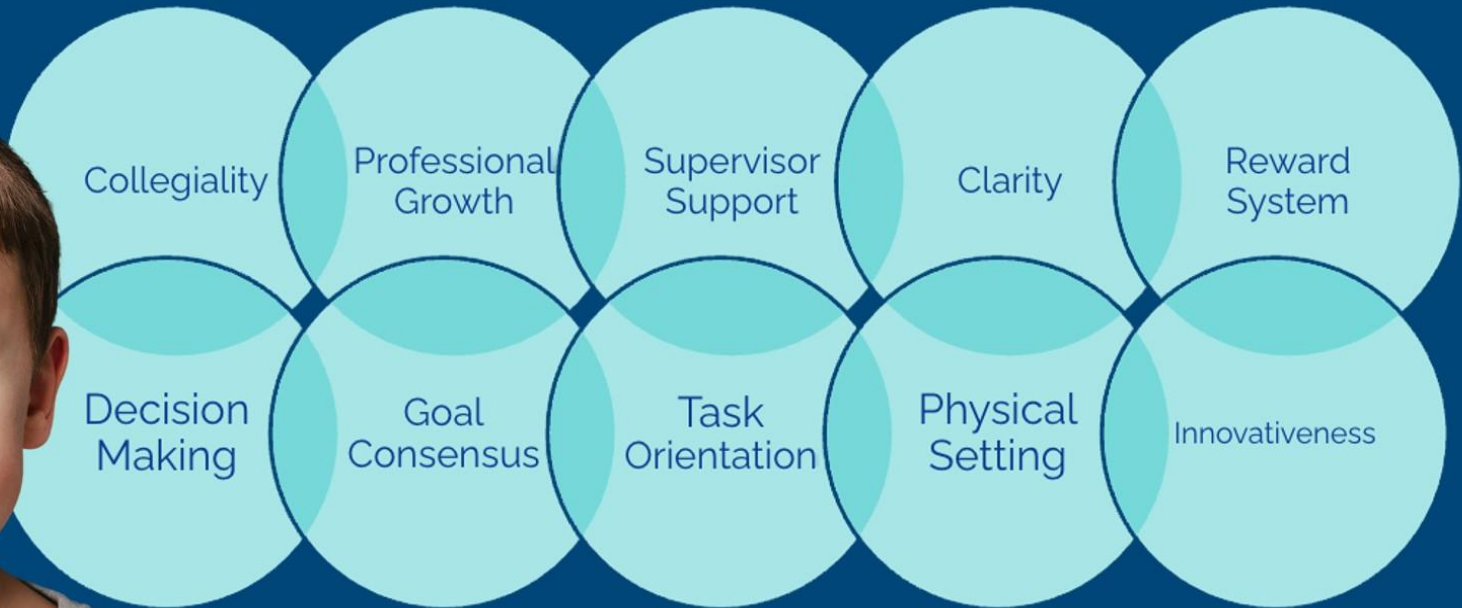


**AREAS OF  
STRENGTH**

**+**

**AREAS OF  
GROWTH**

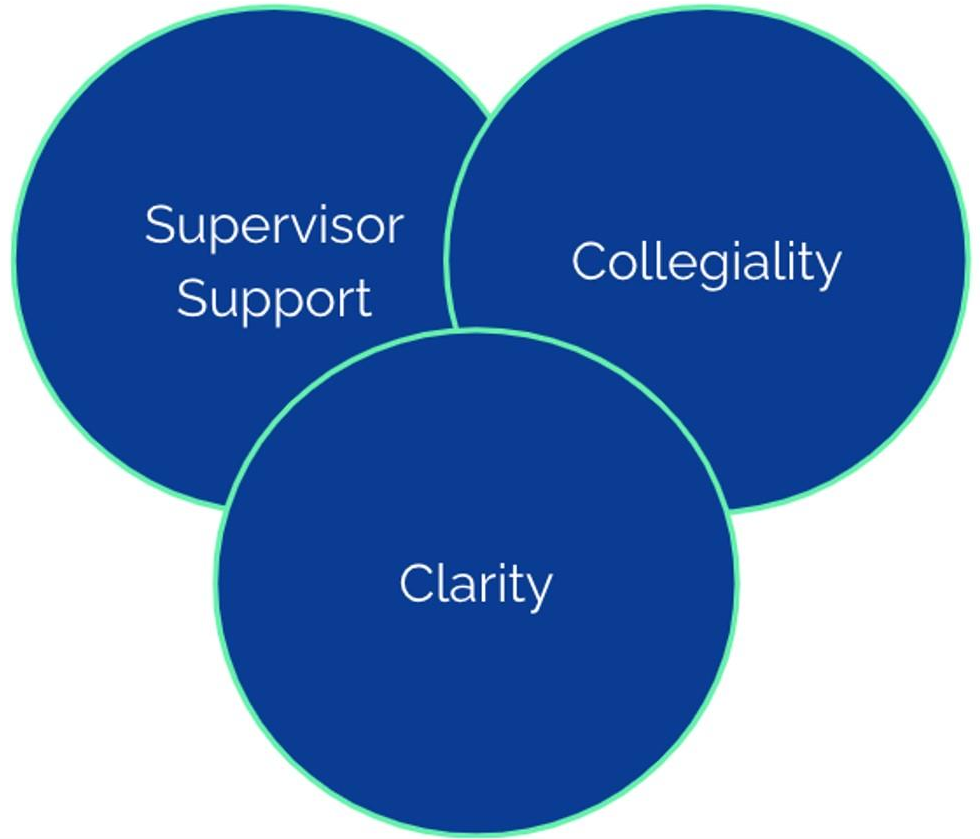
# What areas demand your focus **right now?**



**NEVER FORGET  
THIS...**



# PERSONAL PERSPECTIVE





**Accessibility**

**Providing  
Feedback**

**Visibility**

**SUPERVISOR  
SUPPORT**

**Resource  
Allocation**

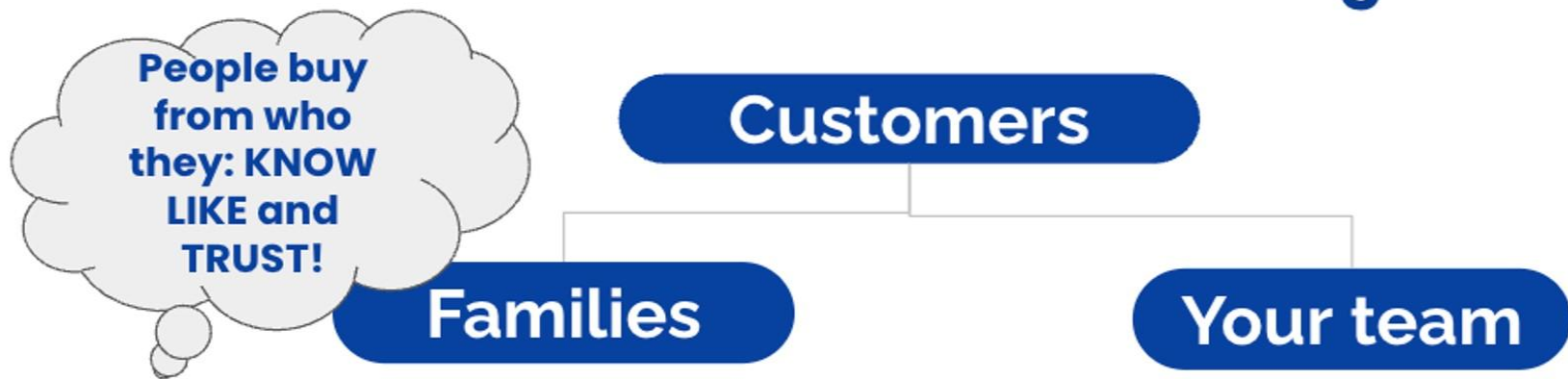
**Engagement**



**THINK ON  
THIS:**

**If you could bring back  
any fashion trend, which  
would it be?**

# It starts with how YOU think: Marketing Mindset!



# What do they want?

\$\$\$

To Feel:

To Be:

Of Course!



-Truly Valued

-Needed

-Unique

-Trusted

-Safe

-Freedom

-Opportunities

-Invested In

-Supported

-Equipped

-Growing

-Included

-Celebrated

# DID YOU KNOW?

**55% of female teachers & 44% of male teachers report always feeling burnt out**



**\$8,214 per teacher!!!**





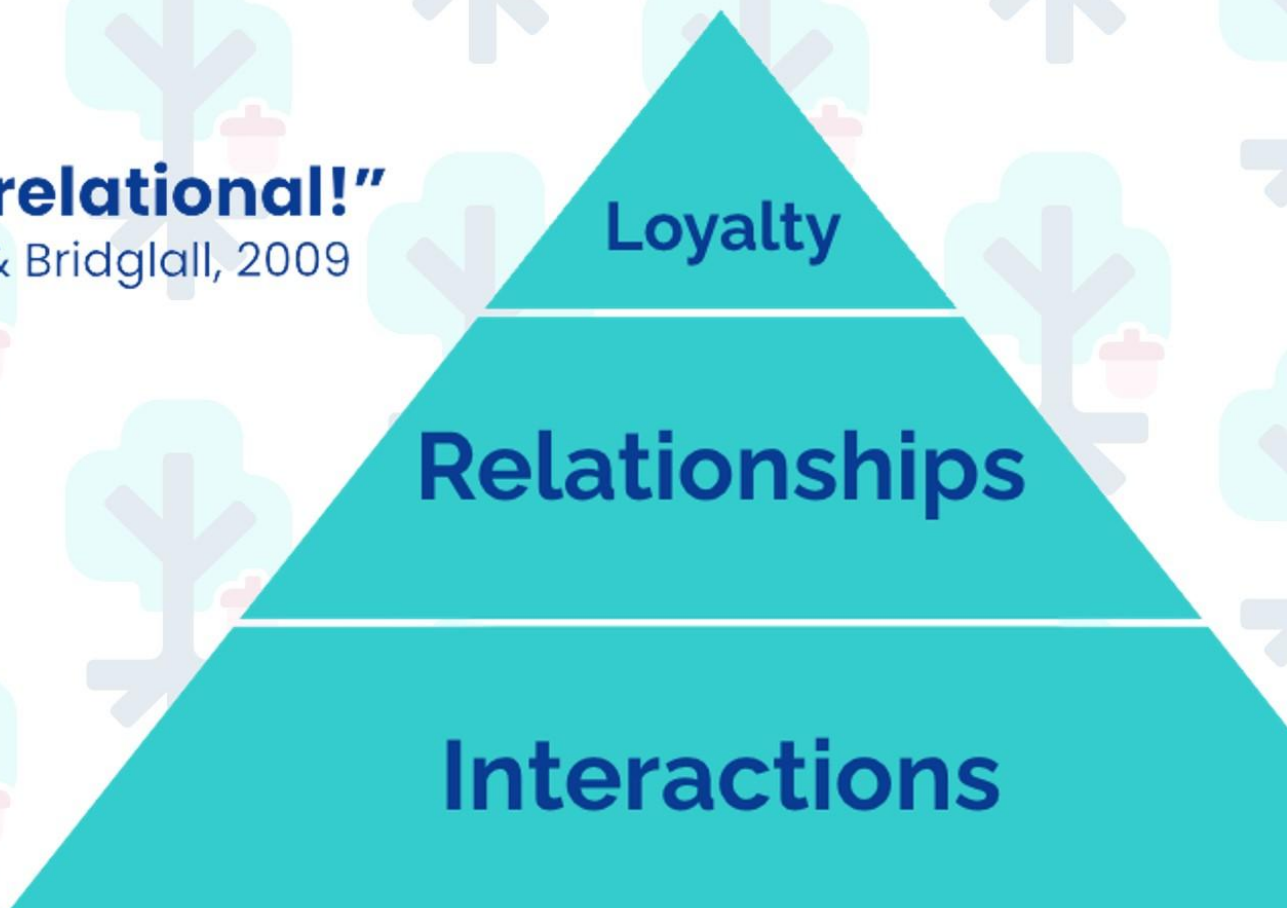


**CONNECTION**



**"Teaching is  
fundamentally relational!"**

Han & Bridgall, 2009

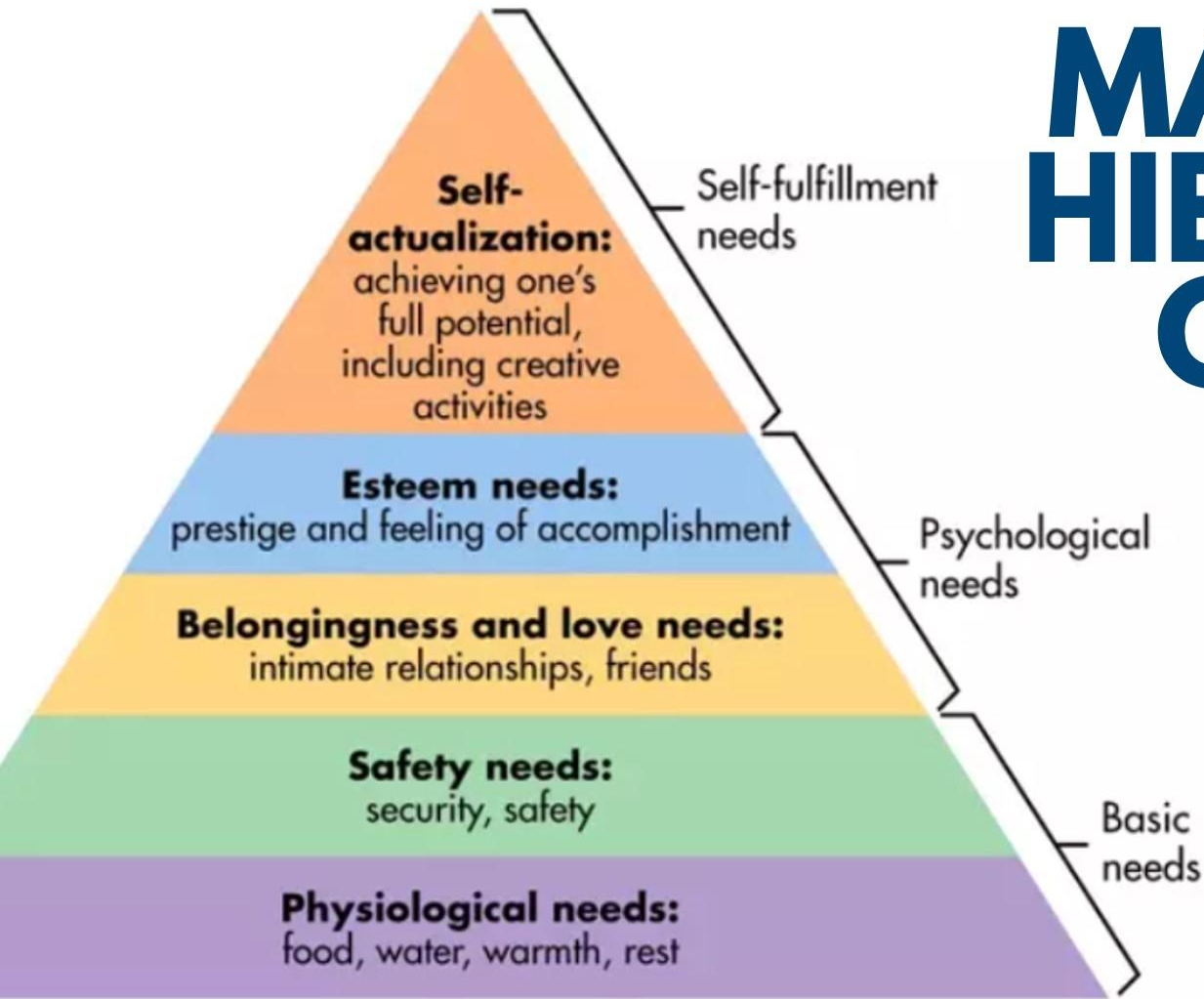


Loyalty

Relationships

Interactions

# MASLOW'S HIERARCHY OF NEEDS



# How do we best meet their needs?

First meet their needs for personal growth THEN their technical skills

- Attributes vs. Skills

They need to learn, have modeled for them, and receive coaching on things like:

- Communication Skills  
(wait until you hear about **Famly's Sidekick Writing Assistant!** )
- Personal Leadership 
- Self Awareness

# Increasing effectiveness of PD

Inclusion of:

- Personal Growth, Changed Thinking
- Self Awareness & Personal Leadership
- Grow their confidence
- Real-life application
- Role play
- Journaling
- Discussion, and
- Self-evaluation\*
- Peer evaluations\*

Developed by professionals who understand the content addressed!

## Childcare Staff Performance Evaluation



Employee

Date of Evaluation

Date of Hire

Classroom Age Level

### Interactions with children

\_\_\_ Is friendly, nurturing and comforting.

\_\_\_ Provides emotional support.

Is respectful and models behaviour.

### Ranks

- 5 Strongest in this area
- 4 Very strong, but still some room for improvement
- 3 Average in this area
- 2 Below average, and should learn more about this area
- 1 It would be beneficial to look for help in this area

### Team collaboration

- \_\_\_ Works collaboratively with other staff to plan and coordinate curriculum activities.
- \_\_\_ Seeks feedback and input from colleagues to improve curriculum delivery.
- \_\_\_ Professional and respectful when working with other staff.
- \_\_\_ Shows willingness to assist others and share

### Professionalism & professional development

- \_\_\_ Follows code of conduct.
- \_\_\_ Consistently arrives on time and fulfills scheduled duties.
- \_\_\_ Takes responsibility for assigned tasks and ensures they are completed on time.
- \_\_\_ Admits mistakes and learns from them.

\*Use Family's free, downloadable  
Childcare Staff Performance  
Evaluations template!



**Growth  
Track**

Here at Impact we know the importance of recognizing both areas where we shine or "grow" but also acknowledging that there are areas in which we can "grow" too. In the spaces provided below, take a moment to reflect on a line (or many) items from today's training that could contribute to rooting effective teaching practices into your growth track.

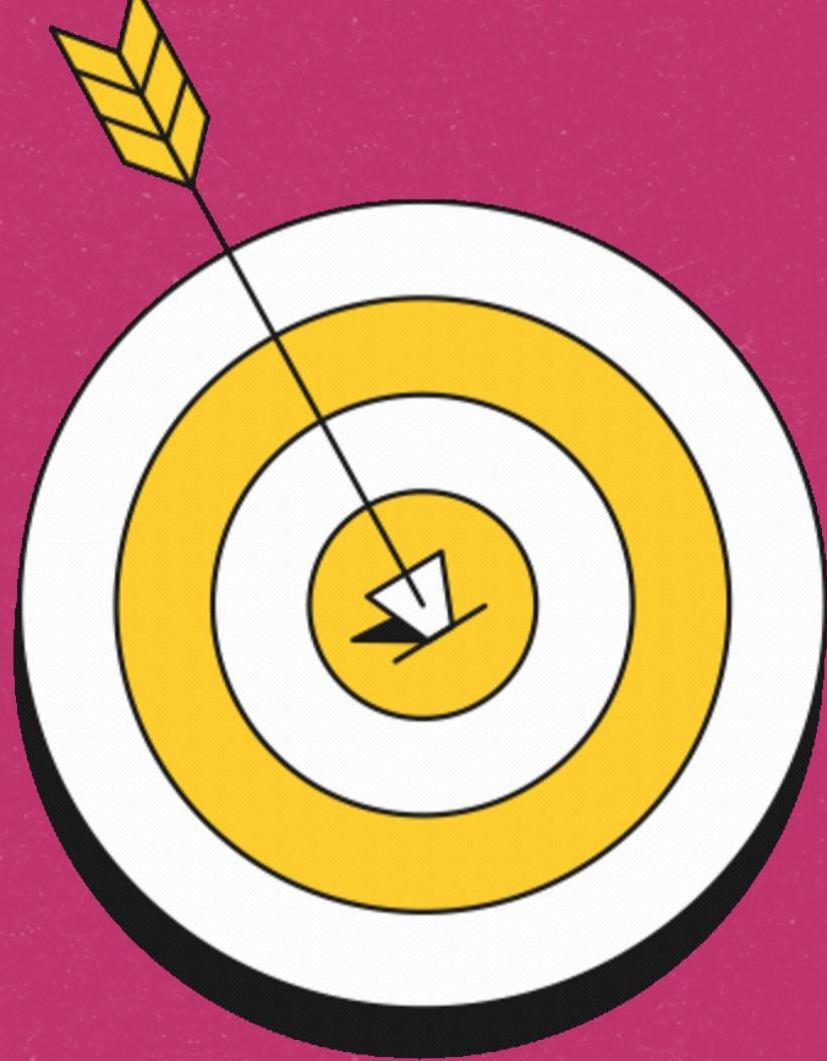
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|  |  |

**Dependent on your role in ECE, how can you make sure your team is adequately supported?**

**And how can you make sure that your needs are supported by your supervisor?**



# COLLEGIALITY (A MOVING TARGET)





# TRUST



SUPPORT,  
Stress-relief,  
Affiliation,  
Belonging





**“A real team is a group of very different individuals with varying backgrounds who enjoy working together and who respect, care, and trust each other.”**

**- Leadership First**





## Growth Track



Here at Impact we know the importance of recognizing both areas where we shine or "grow" but also acknowledging that there are areas in which we can "grow" too. In the spaces provided below, take a moment to reflect on a few take-away points from today's training that could contribute to rolling effective teaching practices into your growth track.

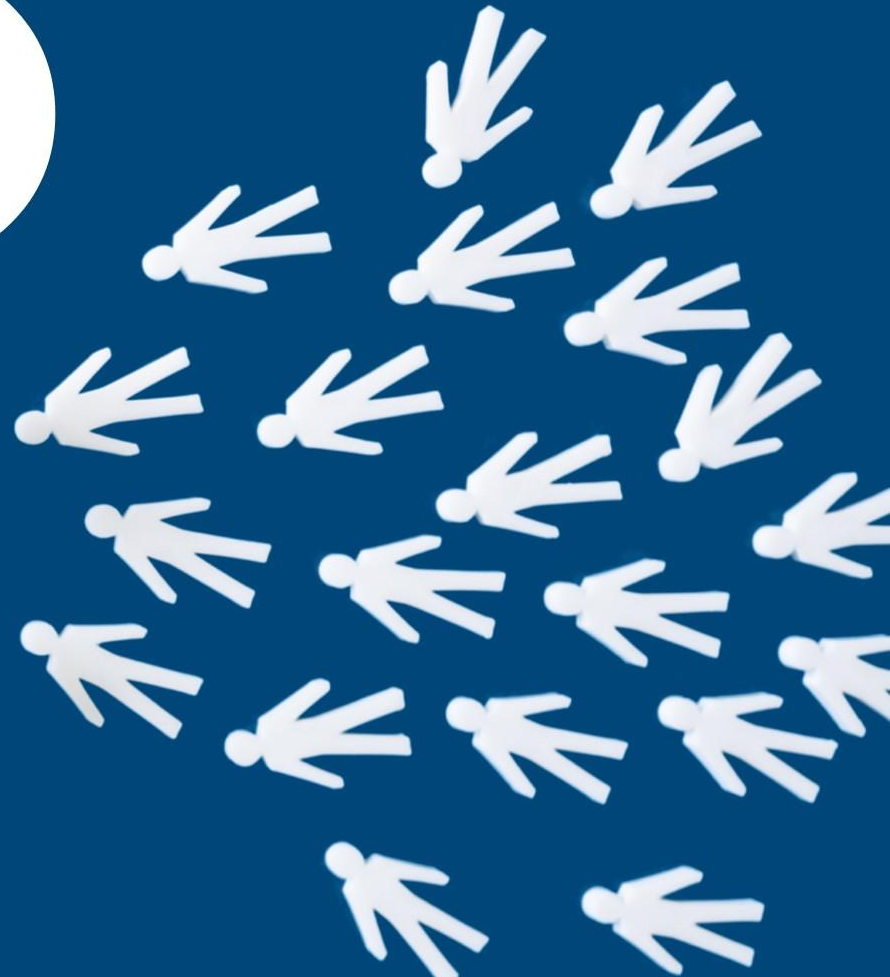
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## ACTION STEPS:

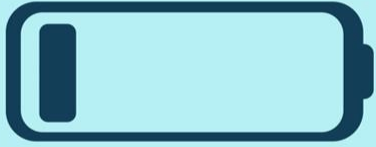
**Dependent on your role in ECE, what steps can you take to intentionally increase engagement and connections amongst your staff/co-workers?**

clarion- < Lat. clar  
**clar·i·ty** (klār'ī-te  
thought or style;  
clearness < claru

# LEAD





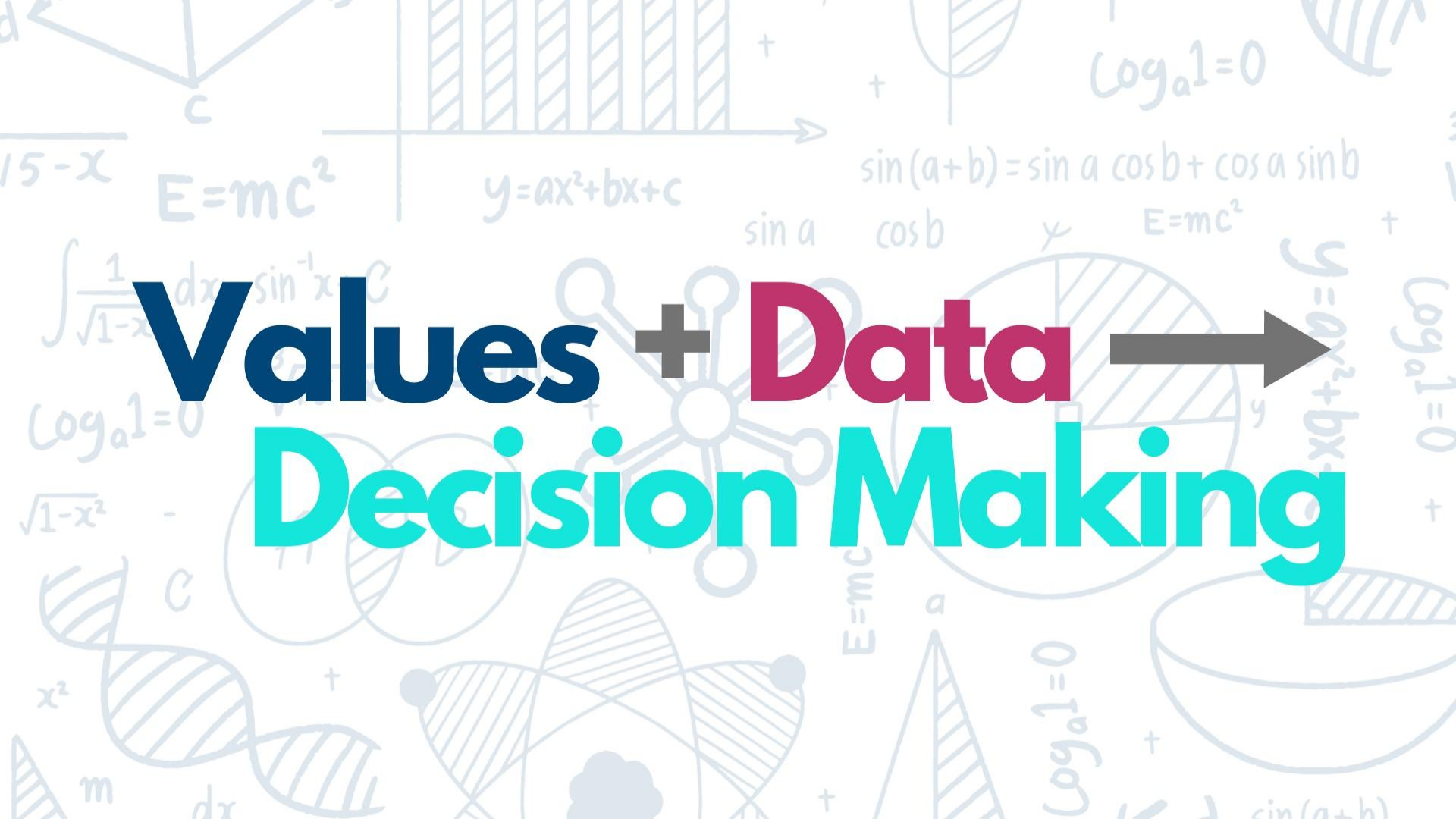


Communication



Teachers'  
Emotional  
Exhaustion



The background is a light blue collage of various mathematical and scientific sketches. It includes a bar chart, a sine wave, a DNA double helix, a pie chart, a network diagram, and several mathematical formulas such as  $E=mc^2$ ,  $y=ax^2+bx+c$ ,  $\log_a 1=0$ ,  $\sin(a+b)=\sin a \cos b + \cos a \sin b$ , and  $\int \frac{1}{\sqrt{1-x^2}} dx = \sin^{-1} x + C$ .

**Values + Data** →  
**Decision Making**

# Family promotes communication and PD

## Sidekick and Live translation

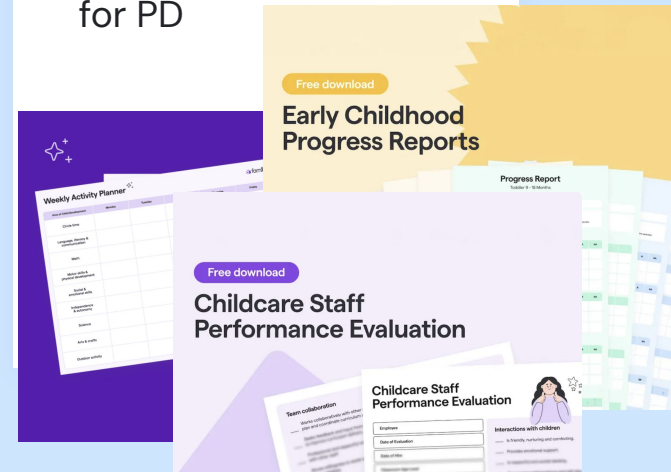
- Help staff feel confident in their [writing and communication skills...](#)
- in [over 130 languages!](#)
- Builds trust between director and staff

## Streamline tasks

Easily record daily activity logs and observations so you can spend time engaging with the children

## Free resources and templates

To save directors and teachers time, so they have more time for PD



# We have a MENU of Resources for you!

- In Person Training Events
  - Readymade and Tailor made!
- Done for You Slide Decks
- On-demand Courses for You & Your team
  - **96%** of teachers say our strategies changed how they teach!
- Coaching
- Masterclasses
- Ongoing Resource Library





## Tech where it helps, humans where it matters.

- Simple finances
- Attendance and enrollment
- Stress-free staffing
- Automated reports
- Family engagement
- Lesson planning and child development
- Translate messages in 130+ languages



Plus, our library of free templates & guides that you can download now!

The screenshot shows the 'Staff schedule' screen in the Family app. A vertical sidebar on the left contains icons for home, staff, and other features. The main area is titled 'Staff schedule' and includes filters for 'Week of: 11 Mar', 'Group by room', and 'Base room'. The 'Blue room' section displays a grid of shifts for three staff members: Amy S., Jordan M., and Dominik R. Amy S. has a 15h shift on Mon 01 (07:00 - 17:30) and a 38h shift on Tue 02 (09:00 - 12:00). Jordan M. is sick on Mon 01 (09:00 - 12:00) and has a 40h shift on Tue 02 (09:00 - 12:00). Dominik R. has a 27h shift on Mon 01 (09:00 - 12:00) and is on holiday on Tue 02 (09:00 - 12:00). A hand icon points to the '+' button in the shift grid.

| Blue room             | Mon 01                | Tue 02                         |
|-----------------------|-----------------------|--------------------------------|
| Open shifts           | 07:00 - 17:30         |                                |
| Amy S.<br>15h 38h     | +                     | 09:00 - 12:00                  |
| Jordan M.<br>40h 31h  | Sick<br>09:00 - 12:00 | Not available<br>09:00 - 12:00 |
| Dominik R.<br>27h 21h | 09:00 - 12:00         | On holiday<br>09:00 - 12:00    |



# Questions?

# Thank you!

Let's connect



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