

# Empowering Staff By Creating A Positive Staff Culture

## **60+ Simple Ways To Improve Your School Climate**

Compiled By Beth Rosenthal Davis, Ed.S, NBCT



With Contributions by:



## Introduction

Being known as a center that specializes in EXCELLENCE in Early Childhood Education came to my school once I'd unlocked the most basic principle to success, having a superb staff. Without a stellar staff, greatness is impossible. At Kids For Kids Academy, I recognize that **my staff IS the reason we are successful**. Families tour the school and are greeted by happy staff and see happy children and they enroll. My goal is to create a place where teachers love to teach, children love to learn, and families feel safe. This has been achieved at Kids for Kids Academy by promoting a positive staff culture at our school. We have seen that the expression, "It's the little things that matter", could not be more true. Lots and lots of little things turn into big contributors towards staff motivation and promoting a positive staff culture.

In this guide I will share some of the ways that I love my staff and encourage them to come to work and share their unique brilliance with the children and families they serve. The first 30 ideas were implemented at my childcare center Kids For Kids Academy in Miami, Florida. The additional contributions were made by other childcare directors as a collaboration to share their initiatives with other centers to motivate their staff to see the best in themselves, and to inspire them to create greatness among the children in their care.

When staff feel loved, appreciated and taken care of, it shines through in their classrooms and fosters an environment where teachers love to teach, children love to learn, and parents feel safe. If you would like to contribute to this publication, email descriptions of how you support your staff along with a logo for your center and any photos you may wish to include to [bethdavis@kidsforkidsacademy.com](mailto:bethdavis@kidsforkidsacademy.com). As this guide is updated, it will be reposted to the Careers page of the Kids For Kids Academy website to motivate and inspire directors all over the world. I hope you will consider being part of this movement to inspire staff each and every day!

<https://kidsforkidsacademy.com/careers/>

## Contributors:



**Beth Rosenthal Davis, Ed. S, NBCT, Owner/Director**  
**Kids For Kids Academy, Miami, FL ..... #1-51**



**Emi Alvarez, Director**  
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## 1. Identify your relationship to your Staff/Team

How do you view your staff? Disney calls their employees Cast Members and Apple calls their staff Geniuses, at Kids For Kids Academy our staff are called School Family Members. If you treat your staff more like family than “staff”, they will show up according to your expectations. The Family Members at Kids For Kids Academy know that if there is anything they need, we are all there for each other. In the past, I have extended 0% loans to School Family Members, paid for funerals, eye glasses, kids’ college books, holiday gifts and even a moving truck and storage for a teacher who had become homeless. Leftover food from our kitchen has been left for staff going through hard times. School Family Members have taken up collections and often taken turns providing meals for sick School Family Members. If your team knows you will be there when you need them, their role at your school becomes much different. Who are your staff to you and how do you let them know?





## 2. Establish Core Values and Encourage Staff to Align on Your Mission

In a team building activity, the Kids for Kids Academy School Family Members worked in groups to brainstorm words or phrases that defined our school. They were whittled down and eventually our Core Values were established. By allowing staff to participate in the creation of these core values, they have a sense of ownership and buy in. Below is the bulletin board located at the staff entrance.

**Our Mission Statement:** We believe that every child has unique gifts and talents. It is our responsibility to nurture those gifts and talents in every child. We also believe that each staff member has unique gifts and talents. It is our responsibility to nurture those gifts and talents in every staff member.

**Our Philosophy:** We believe that it is important to encourage children to learn, play, and explore the world around them. They need warmth, attention, and enthusiastic teachers who nurture & encourage creativity. This is done through a stimulating environment, rich in hands-on instruction. We believe that self-esteem is the building block for successful learning. It is important for children to believe in themselves, their abilities, and self-worth. Our school is one where children feel safe and accepted. Our environment is one in which children can make choices, decisions, and learn by their mistakes. We encourage our children to take risks and trust their feelings, respect others, and learn empathy.



### 3. Identify the unique brilliance in each staff member

After establishing our Core Values, each School Family Member was placed on the staff board. Every School Family Member has an acrostic poem and short bio along with their name and photo on the board.

**Congratulations!** You have chosen a Nationally Accredited Early Learning Center for your child. NAEYC only accredits 4% of schools nationwide and is the gold standard in high quality care and education. Our highly trained staff will love, nurture, and educate your child. The finest teachers in the land work here. We look forward to serving you!

**Believes all children can learn**  
- Enthusiastic  
- Tries her best  
- Honest

**Seth Rosenthal, Ed.S. NAEYC**  
Owner/Director  
Born April 26th, Mr. Rosenthal holds a Bachelor's Degree in Elementary Education, a 7-Cross Degree in TESOL, and an Educational Specialist Degree in Corporate Education. He is a 2012 recipient of the National Education Leadership Award. He has been teaching for 20 years and has been a National Education Leadership Award recipient in 2005. He has published books on Early Childhood Science and Teaching Creativity and is a workshop presenter. Her hobbies include writing and watching football and reading. She has 2 children. Reception Service Since 2005.

**Mission Statement:** We believe that every child has unique gifts and talents. It is our responsibility to nurture those gifts and talents in every child. We believe that every child has unique gifts and talents. It is our responsibility to nurture those gifts and talents in every staff member.

<p><b>Mireya Luis</b> - Loves her students - Understanding - Kind for life</p> <p>Mireya was born in Cuba on October 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Luz Colado</b> - Always helpful - Kind - Loves her students - Understanding - Kind for life</p> <p>Luz was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Yerleydy Martin</b> - Energetic - Young at heart - Soft spoken - Lovely spirit - Enthusiastic - Years of experience - Delightful - Younger than you think!</p> <p>Yerleydy was born in Cuba on October 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Zamira Mollano</b> - Always smiles - Music lover - Inspires others - Soft-spoken - Always helpful</p> <p>Zamira was born in Nicaragua on April 7th. She is currently working on her MBA in Early Childhood. She has been teaching for 15 years. Reception Service Since 2010.</p>
<p><b>Nidia A. Med</b> - Always helpful - Always patient - Determined - Kind - A kind person</p> <p>Nidia was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Adriano Acos</b> - Always helpful - Dedicated - Reads great stories - Introverted - Always - Nice smile - Ambitious</p> <p>Adriano was born in Cuba on September 20th, 1978. He has been teaching for 15 years. He has 2 children. Reception Service Since 2010.</p>	<p><b>Clarence Lee</b> - Calm - Loving - Amazing musician - Ready to help - Interested in all things music - Courteous - Energetic</p> <p>Clarence was born in Cuba on September 20th, 1978. He has been teaching for 15 years. He has 2 children. Reception Service Since 2010.</p>	<p><b>Lauren Lewis</b> - Always helpful - Always helpful - Understanding teamwork - Ready to help - Enthusiastic - Never complains</p> <p>Lauren was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>
<p><b>Miriam</b> - Understands infants - Respects others - Patient - Loves her kids - Always smiling - Mother to all</p> <p>Miriam was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Miriam</b> - Always smiling - Energetic - Rare - Incredibly patient - Always joyful - Mother to all</p> <p>Miriam was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Dayis Young</b> - Kind - Always smiling - Soft spoken - Enthusiastic - Teams to help - Always with kids</p> <p>Dayis was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Amber</b> - Always smiling - Motivated to please - Best attitude ever! - Enjoys kids - Always smiling</p> <p>Amber was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>
<p><b>Yanel</b> - You can count on her - Always smiling - Nice beyond words - Exciting teacher - Tries her best</p> <p>Yanel was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Ana Bonobon</b> - Amazing teacher &amp; friend - Never stops learning - Always there to help</p> <p>Ana was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Miriam Solomon</b> - Marvelous - Interesting - Kind - Inspiring - Mothering</p> <p>Miriam was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Glorimar Pagan</b> - Great teacher - Loves working with children - Open to new ideas - Ready good teacher - Multicultural - Always smiling</p> <p>Glorimar was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>
<p><b>María Bernal</b> - Always smiling - Kind - Respects everyone - Tries to help - A great teacher</p> <p>María was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Jacqueline Dumally</b> - Joyful - Always positive - Cares for others - Kind hearted - Imaginative - Enjoys sports</p> <p>Jacqueline was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Mapa Verless</b> - Always smiling - Understanding - Dedicated - Respects goals - Empathetic - Wants to make a difference</p> <p>Mapa was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Carolina Albarinos</b> - Caring - Always with kids - Ready to help - Optimistic - Kind - Always smiling</p> <p>Carolina was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>
<p><b>Leany Ingargosa</b> - Always smiling - Understanding - Ready to help - Always with</p> <p>Leany was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Cynthia Mesa</b> - Cares for her students - Joyful - Thoughtful - Happy all the time - Inquisitive - Amazing mom</p> <p>Cynthia was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Miriam Salas</b> - Mothers Her Students - Incredible Teacher - Respects Everyone - Nice smile - Imaginative - Amazing Storyteller</p> <p>Miriam was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>	<p><b>Wanda Rodriguez</b> - Wears many hats - Always smiling - Nice to everyone - Dedicated to family - Appreciates others</p> <p>Wanda was born in Cuba on September 20th, 1978. She has been teaching for 15 years. She has 2 children. Reception Service Since 2010.</p>

**UNSGURHEROES WORK HERE!!**

**CELEBRATING ROCKSTARS**



## 4. Brag about your staff in your promotional material

We have developed a 32 page tour magazine to brag about our school. This magazine is given to all families who tour our school. A page is dedicated to our School Family. A copy can be seen on our website using this link:

<https://kidsforkidsacademy.com/wp-content/uploads/2022/03/2022-2023-tour-brochure-updated1.pdf>

**Our staff has longevity. The average length of employment is 8 years! 40% of our staff have been at our school for 10 + years! We treat our staff with love & respect to keep them happy! Happy staff inspires kids to be happy!**

	<p><i>"What makes our school special is how dedicated, caring and loving our staff is. The children enjoy our beautiful playground, learn in our school garden. They perform hands on experiments in our Science lab. We have lots of enrichments like exercising during the Soccer class and music classes. All kids play and learn in the seven different areas in the classroom with plenty of toys. We have on site field trips, learn measuring during cooking activities and in our organic garden. We all care about each other and the children in our care. For all these reasons I feel blessed to be part of the Kids for Kids Academy family."</i></p>						
<p><b>Ana Borbonet</b> Teacher Providing Excellence Since 2005</p>	<p><b>Maria Verleeza</b> Chef Providing Excellence Since 2005</p>	<p><b>Murielle Vega</b> Admin Team/ Teacher Providing Excellence Since 2006</p>					
	<p><i>"I am very proud to be a part of a school with various accreditations. Kids for Kids Academy has wonderful activities for the kids and an amazing curriculum designed by Beth Davis. Throughout the years, I have worked with different ages at the school. It has allowed me to experience how great the learning resources are here. I love my job and I love working at Kids for Kids Academy."</i></p>						
<p><b>Miriam Fernandez</b> Teacher Providing Excellence Since 2005</p>	<p><b>Marta Bernal</b> Teacher Providing Excellence Since 2008</p>	<p><b>Luz Collado</b> Teacher Providing Excellence Since 2009</p>	<p><b>Wanda Rodriguez</b> Teacher Providing Excellence Since 2010</p>	<p><b>Mireya Luis</b> Teacher Providing Excellence Since 2010</p>	<p><b>Yanet Fernandez</b> Teacher Providing Excellence Since 2013</p>		
							
<p><b>Miriam Solomon</b> Admin. Team Providing Excellence Since 2014</p>	<p><b>Cynthia Mesa</b> Teacher Providing Excellence Since 2014</p>	<p><b>Adriana Arcos</b> Teacher Providing Excellence Since 2015</p>	<p><b>Nadia Ahmed</b> Teacher Providing Excellence Since 2015</p>	<p><b>Yeyslyedy Martin</b> Teacher Providing Excellence Since 2017</p>	<p><b>Zamira Barrios</b> Teacher Providing Excellence Since 2018</p>		
							
<p><b>Jackie Durruthy</b> Coach Providing Excellence Since 2018</p>	<p><b>Miriam Salas</b> Teacher Providing Excellence Since 2020</p>	<p><b>Audrey Hernandez</b> Teacher Providing Excellence Since 2021</p>	<p><b>Lauren Lewis</b> Teacher Assistant Providing Excellence Since 2021</p>	<p><b>Laura Inguanzo</b> Teacher Providing Excellence Since 2021</p>	<p><b>Karla Martinez</b> Teacher Providing Excellence Since 2021</p>	<p><b>Gabriella Reyes</b> Teacher Providing Excellence Since 2021</p>	
							
<p><b>Anseha Behary</b> Teacher Providing Excellence Since 2021</p>	<p><b>Carolina Albacarys</b> Teacher Excellence Since 2021</p>	<p><b>Ashley Bonilla</b> Teacher Assistant Providing Excellence Since 2021</p>	<p><b>Shayla Ashley</b> Teacher Assistant Providing Excellence Since 2022</p>	<p><b>Dayzia Young</b></p>	<p><b>Kasey Perez</b></p>	<p><b>Amber Roa</b></p>	<p><b>Glorimar Pagan</b></p>
<p><b>Afterschool Staff</b></p>							

## 5. Share your staff with the world

<https://kidsforkidsacademy.com/about-us/>

When you do a video walkthrough of your school, don't miss the opportunity to have the staff say hello. This will create a more personal video walk through where prospective clients can see the faces that teach their children, which makes for a friendlier video walk through. I tape a new walkthrough video at our annual back to school Saturday event every year. That is the day the classes are fresh and new, and the video gives our School Family an opportunity to shine. If you post it on your website, it also makes the teachers feel special to be included.





## 6. Make A Presence for your Staff on your Website

Your website is a place where people go to learn about your school. Dedicating a landing page allows prospective families to learn about your staff, and it also serves as a place for your staff to go for resources. Our website has a password protected section where employees can go for professional development as well as access secret files only available to them.

<https://kidsforkidsacademy.com/careers/>

The screenshot shows the careers page of Kids for Kids Academy. At the top left is the logo with the text "I can be a scientist at Kids for Kids Academy". The top navigation bar includes "About", "Programs", "For Our Parents", "Covid Updates", "Careers" (highlighted with a red box), and "Contact Us". A phone number "305-232-0606" and social media icons are also present. The main content area features a large group photo of staff members in blue shirts. A blue banner over the photo reads "JOIN US IF YOU BELIEVE... Providing High-Quality Early Education Is Your Calling". Below the photo, it says "Daycare and Preschool Serving Miami, FL". At the bottom, there are three buttons: "Click Here To See Open Positions", "STAFF PORTAL", and "Click here for DCF Training Study Guides".

The screenshot shows the staff portal page of Kids for Kids Academy. At the top left is the logo with the text "I can be a scientist at Kids for Kids Academy". The top navigation bar includes "About", "Programs", "For Our Parents", "Covid Updates", "Careers", and "Contact Us". A phone number "305-232-0606" and social media icons are also present. The main content area is titled "Staff Portal" and contains five downloadable resources: "Kids For Kids Academy Staff Handbook", "Naeyc Code Of Ethical Conduct", "NAEYC site visit Class Observation Tool", "STAFF MEETING 11.17.2022", and "VIEW OUR 2022 NAEYC ACCREDITATION PORTFOLIOS".

## 7. Treat staff like professionals

Doctors, lawyers and other professionals have their own business cards right? Why not your staff? All staff members; teachers, office staff, support staff and cooks at our school have business cards. Teachers can use their cards to get discounts at craft stores and also drop into fish bowls for restaurant drawings. All cards are hung up at the front door. As a fun motivator, all staff who are on time and don't call out are entered into a weekly drawing for a grocery gift card. Staff can win once every 2 months so everyone is motivated to come to work on time.



**Case Study:** Teacher Adriana has a 2 year old and drives 30 minutes a day to get to work. She is often 5-10 minutes late. In February she was on time all 5 days of the week and won the weekly drawing. She was so happy when she won and remarked, "I've been trying so hard to be on time, I am so happy I won!"



## 8. Back To School In Style and Winter Warmth

To create a sense of unity and pride in your staff, give them a back to school bag with school swag and other goodies. I keep a list with staff uniform sizes and buy each school family member 2-3 new uniforms at the start of each school year. This helps start the year out fresh with everyone looking great, and creates a polished look for your team. When you see fleece jackets at Costco, pick up a few and have your logo and staff names embroidered on them. Pass them out as winter approaches.

## 9. Recognize when staff step up to the plate

When staff step up to the plate reward them. When you have a crisis they will be there for you.

I am so very thankful for everyone who stepped up to the plate today. When I sent messages at 5:30 in the morning in Brightwheel saying we had five staff out, I was touched by your replies...

"How can I help", "I can come in early", "I can stay late", "of course I can help", "we got this, no problem 🥰", "hakuna matata -no worries"

I am in awe how you continue to sacrifice for the good of the team. I thank each and every one of you that have stepped up to the plate. I am so grateful you are a part of our school family. 💕💕💕

Today, 1:53 pm

Attention all child care Rockstars, today is definitely an ice cream 🍦 and cookie 🍪 kind of day! Thanks again to everyone who helped us get through today's staffing crisis. I am on the way back from Costco and will be coming around to the teachers lounge and the napping rooms with ice cream and cookies. Have a great rest of your day and a wonderful weekend. ★★★★★💕💕💕💕💕💕

## Kids For Kids Staff Rocks





## 10. Keep staff safe and healthy

During COVID, all staff received boxes of masks and bottles of Airborne. When they finished a box, additional boxes were on hand. Even years later, any staff who still chooses to wear masks can get them free as needed.



## 11. Monitor staff health

Post Pandemic it is important to make sure your staff stays safe. Boxes of Emergen-C are always on hand to help staff stay well on an ongoing basis.

Jan 13, 2:28 pm



In an effort to help facilitate everybody's good health I am at Costco right now and I am purchasing emergen-c for everyone who wants it. I should be back by around 3 o'clock. If you are interested, stop in to my office and get a one month supply. If you are willing, please start taking it today in hopes that we are all healthy and well for the upcoming week





## 12. Know your staff, what they like and treat them to lunch often!

Know your staff and what they like. I maintain an Excel file with school family member names and their favorite order at Subway, Panera, Starbucks, Italian, and their preferred salad. A couple of times each month treat your staff to lunch. Watch out for BOGO deals when you can get 2 for 1 items like salads. Below was a lunch provided to staff for \$3 per person. A little appreciation goes a long way.



Jan 29, 4:24 pm



Hi everyone,

I hope you're having a wonderful weekend. Tell be sure that you will have a marvelous Monday, I will be bringing in a little lunch for everyone.

When you arrive in the morning, please choose a salad 🥗 of your choice, a bag of chips, and a little dessert. 🍪

Have a marvelous Monday! I am so grateful for everything you do at our school. ❤️🥰

Kids for Kids Academy Staff List																			
	Name	T-shirt size	Polo Size	Panera Order						Subway				Chinese			Pollo tropical		
				Tuna sandwich	Turkey sandwich	Med. Veggie Sandich	Chicken salad sandwich	BBQ chicken sandwich	Greek Salad	Caesar Salad	Ham	Roast beef	Veggie	Turkey	Sweet Sour chicken	Cashew chick	Beef with broccoli	lomein	white meat
1	Ahmed, Nadia	M	L	✓															
2	Albacarys, Carolina	S	S																
3	Ashley, Shayla	M	M	x															
4	Arcos, Adriana	L	L																
5	Barrios, Zamira																		
6	Beharry, Anesha	XS	XS		x														
7	Bernal, Marta	M	M		✓														
8	Bonilla, Ashley	XS	XS																
9	Borbonet, Ana	L	L																
10	Collado, Luz	L	M																
11	Diaz Solomon, Miriam																		
12	Durruthy, Jacqueline	L	L	✓															
13	Fernandez, Miriam	S	S																
14	Fernandez, Yanet	S	S																
15	Hernandez, Audrey	M	M	✓	Thank you! 😊														
16	Inguanzo, Laura	L	M																
17	Lewis, Lauren	XS/S	S																
18	Luis, Mireya	L	L		✓														
19	Martin, Yeysleydy	S	S																
20	Martinez, Karla	L	L																
21	Mesa, Cynthia	L	L																
22	Pagan, Glorimar	XS/S	XS/S																
23	Perez, Kasey	S	S																
24	Reyes, Gabriella	S	S																
25	Roa, Amber																		
26	Rodriguez, Wanda	XL	XL																
27	Salas, Miriam	M	M																
28	Vega, Murielle																		
29	Verlezza, Maria	L	L																
30	Young, Dayzia	S	S																
31																			

### 13. Have A Teacher's Lounge and keep it stocked

Our lounge has couches and a microwave with seating for 8. Most important of all, there is an espresso machine! I provide the coffee, carnation cream, cups, and sugar, so when staff are on their breaks they can make their own Café Con Leche.





## 14. Provide hot beverages with clear expectations

Been thinking off all the things I can do to shower you with love....

When you arrive tomorrow, you will see a coffee/tea station set up at the front counter. I am happy to provide this to you, but in order for this to work, there has to be certain guidelines both to be good to our environment and also to make sure our kiddos are safe at all times.

To be good to our environment, we will not use disposable cups. You must bring a cup from home. To keep our kids safe, that cup **MUST HAVE A LID**. Please do not have any open containers of hot beverages in the classroom.

To be kind to others, please only take a cup, not fill up a huge container.

When will the coffee/tea station be available?

If you wish a morning cup, you must arrive 5 minutes early to prepare your cup. Remember it must have a lid on it....and you must punch in on time after getting your beverage.

You may take the beverage to your classroom, but it must remain **OUT OF REACH OF CHILDREN** at all times.

This means you can sip your delightful beverage, but when you are not sipping, it must be put on a shelf or on top of something that cannot be reached by a child. Please do not put beverages on the counter or on the table next to you where children sit.

Please do not take your beverage on the floor for circletime and please do not walk around drinking it.

To make sure our children are safe, please **DO NOT** leave your classroom to make your beverage. Remember, if you would like to part take, arrive at least 5 minutes before your shift and while you are off the clock make your beverage.

You can also make a cup **AFTER** you punch out for your break. K/1 staff may visit the beverage station when Jackie has their kids for PE.

In the morning, a pot will be made. When empty, another pot will be made. After those 2 pots, there will be individual Keurig pod so you can make a cup at a time. If the pot is empty, use the pods. This machine will do both. If you need help ask. Please also help keep the area clean.

I will provide the coffee, tea, instant creamer (if you want milk you can use the milk from your classroom), white and brown sugar and next week will also bring artificial sweeteners.

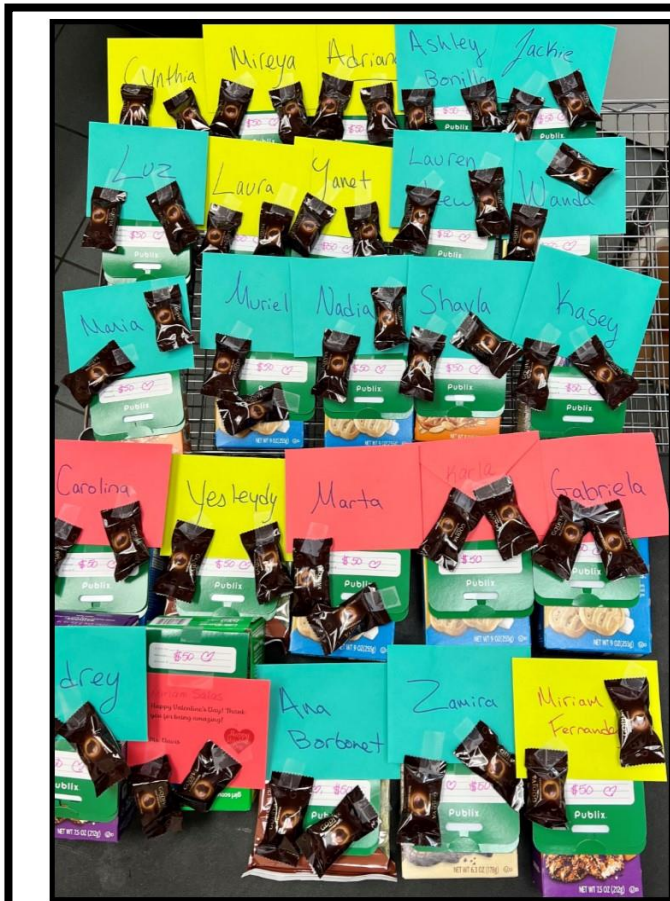
I hope you enjoy this morning and afternoon beverage.

Set up a coffee/tea station and keep it stocked. The one below was set up for under \$200 from Walmart. I added 3 extra mugs with lids in case staff forget theirs, they can borrow one, wash and return. At the end of the day, one staff member preps the machine so the opening staff simply presses **BREW** when they arrive. We brew one pot and transfer to a hot container and brew a second pot so nobody needs to wait upon arrival. After those 2 pots are done, staff can brew single cups with the Keurig. They can also use the Keurig for hot water for tea. Set clear guidelines about when staff can take part in the beverage station so that they never leave the classroom to get a beverage and beverages are never near children. See the guidelines set to the left.



## 15. Valentine's Day

Use Valentine's Day as another opportunity to shower staff with love in a big way by giving them a meaningful gift! On my Excel file, I already know everyone's favorite flavor of Girl Scout Cookies. Every year I put in an order from a Kids For Kids Academy Alumni for 30 boxes. Each staff member gets a box of cookies, and sometimes I add a grocery gift card which is something I know staff appreciate each time they get it!



Beth Davis - Today, 12:30 pm

Hi Everyone,  
Valentines Day seems for me to be just one more opportunity to let you know how much I love each of you and let you know just how grateful I am for the AMAZING job you do at Kids For Kids Academy EACH AND EVERY DAY. Please stop by my office on your break or on your way home to get a token of my love and gratitude....A box of Girl Scout Cookies, \$50 Publix Grocery card, and some chocolates.  
Again, I am so very blessed to have you as a member of my School Family!



Miriam Salas , Today, 1:50 pm

Mrs. You always have the little touch that means so much to me. It rare to have a boss like you. Handing large group of women is not an easy task. You handle your task with grace. Happy Valentines Day, and thanks for the gift 🍪💕  
Ms Carolina



Audrey Hernandez, Today, 4:19 pm

Dear Ms Davis, in all my years of teaching I have never met any Director/owner who is so kind and generous with all of the staff, and all the time! Thank you, thank you for being who you are and for caring for everyone 💕💕💕







## 17. Reward staff for hard work and make bonuses meaningful

Below are boxes made for staff to hold holiday bonuses. As enrollments at Kids For Kids Academy grew and grants awarded to the institution increased, staff have gotten bigger bonuses to reflect that. It's important to remember that staff are the keys to your success, and so as the school makes more money, more money should trickle down to the staff. Before COVID holiday bonuses at our school ranged from \$100 to \$300 based on years of service. Since 2021, staff bonuses are now \$100 for every year employed. Average bonuses range from \$1000 to \$1700 for longtime employees. (2021 Holiday Gift Boxes shown below)



## 18. Offer Referral Rewards

When staff refer families who enroll, 90 days after enrollment give the staff member \$250 cash. When they refer a new employee, 90 days after the new employee is hired, give the referring staff member \$500. Note the card below is also used by parents to make referrals to their friends and family. Referring families also get a \$250 Referral Reward when new families enroll based on their referral.





## 19. Alert parents to staff likes and wants

How many mugs, candles or bottles of lotion can one teacher use? Help parents to know your staff likes and wants. Not only will they thank you for the tips, but it will make staff happy to get gifts they can use. I polled our staff on their favorite places to get gift cards and compiled a list for parents. The list was posted around the holiday times and parents were so very grateful. The staff was double grateful to get gifts they loved!

**HOLIDAY WISH LIST: Many parents have asked, "What are the names of the amazing staff who spend the day with my child?"**  
**"What are some gift ideas for the holidays for the fabulous staff taking care of my child?"**  
 I polled the staff and below are the places that they love to shop at....Gift cards make great holiday gifts.

1	Murielle	Vega	Green	Target	Amazon
2	Shayla	Ashley	Green	Walmart	Amazon
3	Lauren	Lewis	Green	Target	Amazon
4	Miriam	Fernandez	Red	Target	Bath & Body Works
5	Karla	Martinez	Red	Walmart	Amazon
6	Kasey	Perez	Red	Amazon	Publix
7	Amber	Roa	Red PM 2:30-5:30	Panera	Target
8	Yanet	Fernandez	Yellow	Target	Walmart
9	Yeysleydy	Martin	Yellow	Walmart	Bath & Body Works
10	Ashley	Bonilla	Yellow	Target	Amazon
11	Cynthia	Mesa	Blue	Walmart	Bath & Body Works
12	Luz	Collado	Blue	Bath & Body Works	A Touch of Class Salon
13	Gabriella	Reyes	Blue	Target	Amazon
14	Mireya	Luis	Rainbow	Target	Walmart
15	Zamira	Barrios	Rainbow	Amazon	Total Wine
16	Glorimar	Pagan	Rainbow 2:30-5:30	Walmart	Amazon
17	Carolina	Albacarys	Orange	Total Wine	A Touch of Class Salon
18	Miriam	Salas	Orange	Target	Bath & Body Works
19	Marta	Bernal	Purple	Total Wine	A Touch of Class Salon
20	Laura	Inhuanzo	Purple	Amazon	Bath & Body Works
21	Ana	Borbonet	Brown	Target	Amazon
22	Nadia	Ahmed	Brown	Amazon	Starbucks
23	Adriana	Arcos	Silver 1	Amazon	Publix
24	Wanda	Rodriguez	Silver 2	Target	Bath & Body Works
25	Audrey	Hernandez	Gold	Target	Amazon
26	Jaqueline	Durruthy	Soccer/Front Door Security	Target	Bath & Body Works
27	Maria	Verleeza	Kitchen	Target	Bath & Body Works
28	Miriam	Solomon	Office	Panera	Total Wine
29	Anesha	Beharry	Office	Walmart	Amazon
30	Dayzia	Young	Office PM 3:30-5:30	Walmart	Amazon

## 20. Encourage daily positive mindset

Google is a great tool to find images and inspirational quotes for teachers. Print and post them daily (or weekly) at the sign in area to encourage a daily positive mindset. Share podcasts and encourage staff to listen to a daily positive mindset audio.





Teachers, you don't teach a subject. You teach a child.



Deepa Bhushan

BEHIND EVERY CHILD WHO BELIEVES IN THEMSELVES IS A TEACHER WHO BELIEVED IN THEM FIRST.

Teacher? I prefer the term **Educational Rockstar.**

Every child needs a **champion.** An adult who will never give up on them.

Rita Pierson

Teachers **Change** the World **One Child at a Time**



The **INFLUENCE** of a good **TEACHER** can never be **ERASED** ♥

"Students don't care how much you know until they know how much you care."

UPJOURNEY

A TRULY **Amazing TEACHER** IS HARD TO FIND AND IMPOSSIBLE TO FORGET

"Teachers encourage minds to think, hands to create, and hearts to love."

UPJOURNEY

Nine tenths of education is **encouragement.**



Anatole France

Every child has a different learning style and pace. Each child is unique, not only capable of learning but also **capable of succeeding.**

Robert John Meehan

Every child is an **artist.**

Picasso

Our job is to teach the students we have. Not the ones we would like to have. Not the ones we used to have. Those we have right now. **All of them.**

Dr. Kevin Maxwell

Everyday our children spread their dreams beneath our feet. **We should tread softly.**

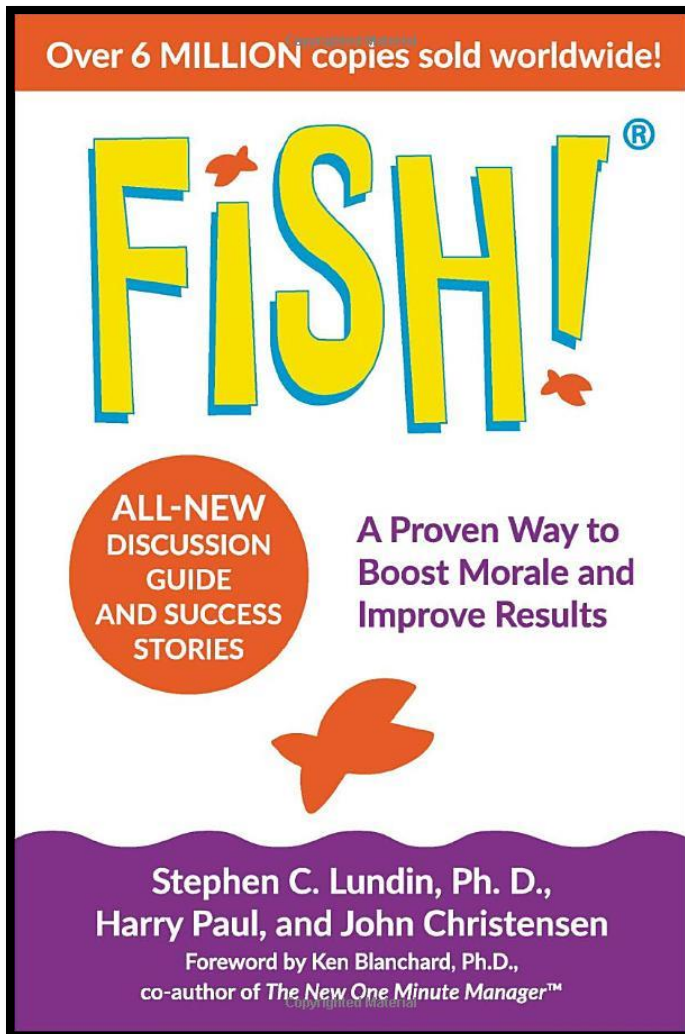
Ken Robinson

Children learn best when they like their teacher and **they think their teacher likes them.**

Gordon Neufeld

A teacher takes a **HAND,** Opens a **MIND** and touches a **HEART.**

## 21. Read the book **Fish Book** by Stephen Lundin and use the **4 Fish Practices** to improve **Productivity and Positivity**



1. **Be There:** Connect with people. Focus on now. Be There can help people come together in stressful times. Build trust with people in your life by being fully present for them when they need you.
2. **Choose Your Attitude:** We may not be able to choose the situation we are all facing around the world. However we can choose our own personal attitude moment by moment. Become aware of how your attitude is impacting the people in your life. You can be that positive ray of hope that we all desire.
3. **Make Their Day:** Every moment is an opportunity to make a positive difference. Be inspired to look for ways to create **Make Their Day moments** for people in your work life. This can be done remotely (through messages) or over the phone and in person. HAPPY GRAMS. Be the positive difference that makes others smile.
4. **Play:** Having fun is essential and psychologists have said that we actually

crave Play. Learn how to apply the other 3 practices to find appropriate play. While we cannot have a lighthearted approach to health and safety we can still have fun. Explore ways to find play every day. Play is a mindset you can apply to any task. It boosts energy, reduces stress, and improves creativity.





## 22. Encourage Staff to Choose a Positive Attitude Each Day

Post a chart like this where staff sign in. Place staff photos on Velcro Dots and each day have staff place their photo where they are declaring their attitude to be each day. Those who are out go in the “missing you box.” Those needing encouragement and support can also indicate that on the chart.

**YOU'RE IMPORTANT - YOU'RE SPECIAL**  
**YOU ARE CARED ABOUT**  
**YOU MATTER!**

We are missing you today  
and wishing you well!

**HOW ARE YOU FEELING TODAY?**

- I can do anything**
- I am unique & special**
- I have tons of potential**
- I am valuable & valued**
- I am talented**
- I make a difference**
- I am kind and loved**
- I am cared about**
- I am appreciated**
- I am important**
- I am joyful**
- I am successful**
- I am loving**
- I am creative**
- I am confident**
- I am thankful**
- I am courageous**
- I am accepted**
- I am proud**
- I am needing encouragement & support**

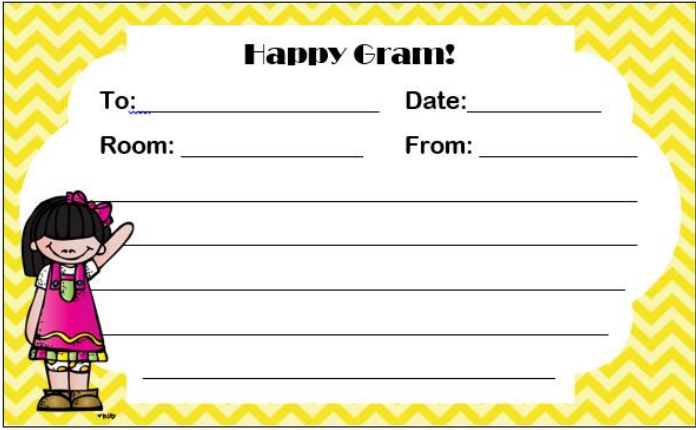
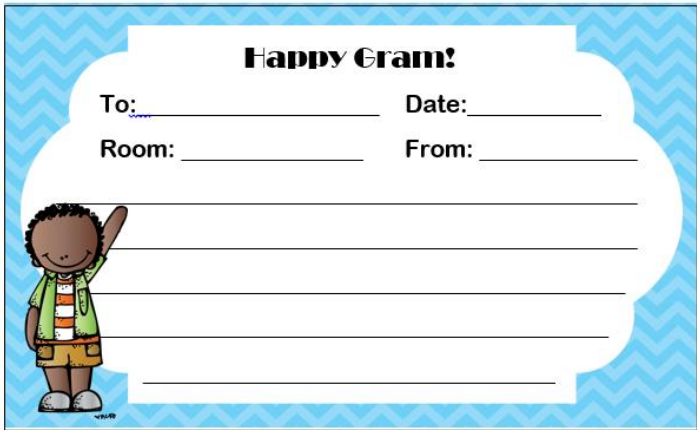
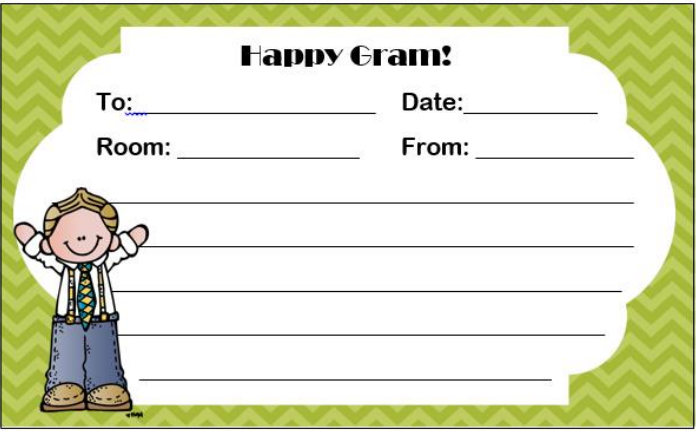
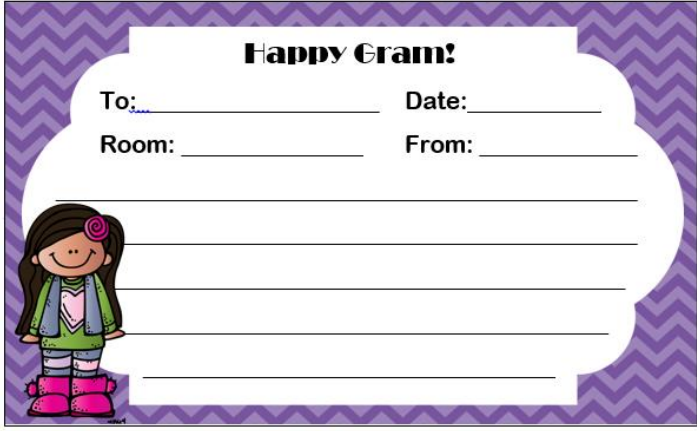


### 23. Choose a Fun Finder

Designate a group of people to be in charge of planning fun activities for staff meetings or other staff events. Don't wait to have a meeting to have fun. Allocate funds for the committee to use. One option is a staff game night, Painting with a twist, or a family staff picnic.

### 24. Happy Grams

Duplicate and have available for parents to fill out and give to staff. Also have on hand for staff to give to each other or for administrator to give to staff. Have a mailbox for people to put their Happy Grams into and sort by teacher. That way you can give them out a few at a time so that everyone will get some! This way you can also see if there are some staff who don't get any and you can write theirs! You will be surprised how much kind words mean to people.

 <p><b>Happy Gram!</b></p> <p>To: _____ Date: _____</p> <p>Room: _____ From: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>	 <p><b>Happy Gram!</b></p> <p>To: _____ Date: _____</p> <p>Room: _____ From: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>
 <p><b>Happy Gram!</b></p> <p>To: _____ Date: _____</p> <p>Room: _____ From: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>	 <p><b>Happy Gram!</b></p> <p>To: _____ Date: _____</p> <p>Room: _____ From: _____</p> <p>_____</p> <p>_____</p> <p>_____</p>

## 25. Make Each Day Special

Set special themes for each day. Perhaps, pick a day each week to bring in a special snack or ice cream. Teachers will look forward to the day and will anxiously wait and see what the special treat will be! I go to Costco on Wednesdays so I throw a box of something into the cart, chips, cookies, ice cream, packages of nuts or cheese sticks, etc. During nap time I go around and bring the little treats. Maybe pass out your Happy Grams on Thrilling Thursday. On Fabulous Friday all staff can dress down and wear a school logo T-shirt instead of a polo.



**26. Teacher Appreciation is not just one week out of the year...Share the love all year long and invite parents to do the same!**

One year we had a teacher appreciation luncheon and parents brought in food and goodies. So much food and treats came in that it could not possibly be consumed in one day. We decided then to have each class sign up for an appreciation lunch. Smaller classes were grouped together. The last 10 weeks of school, every Thursday is a teacher appreciation lunch. Parents are happy to participate and teachers love being pampered for 10 straight weeks!

**Teacher APPRECIATION LUNCH**

**April 22: Green Door**

Main Dish for 6: \_\_\_\_\_  
Main Dish for 6: \_\_\_\_\_  
Main Dish for 6: \_\_\_\_\_  
Main Dish for 6: \_\_\_\_\_  
Main Dish for 6: \_\_\_\_\_  
Dessert: \_\_\_\_\_  
Dessert: \_\_\_\_\_  
Dessert: \_\_\_\_\_  
Salad: \_\_\_\_\_  
Salad: \_\_\_\_\_  
Fruit: \_\_\_\_\_  
Side Dish: \_\_\_\_\_  
Side Dish: \_\_\_\_\_  
Side Dish: \_\_\_\_\_  
Side Dish: \_\_\_\_\_  
Side Dish: \_\_\_\_\_  
Can or bottled beverage for 12: \_\_\_\_\_  
Can or bottled beverage for 12: \_\_\_\_\_  
24 divided plates: \_\_\_\_\_  
Utensils for 24: \_\_\_\_\_

If all spaces are signed up for, bring any item of your choosing.

Thank you for your support

**Teacher APPRECIATION LUNCH  
SCHEDULE:**

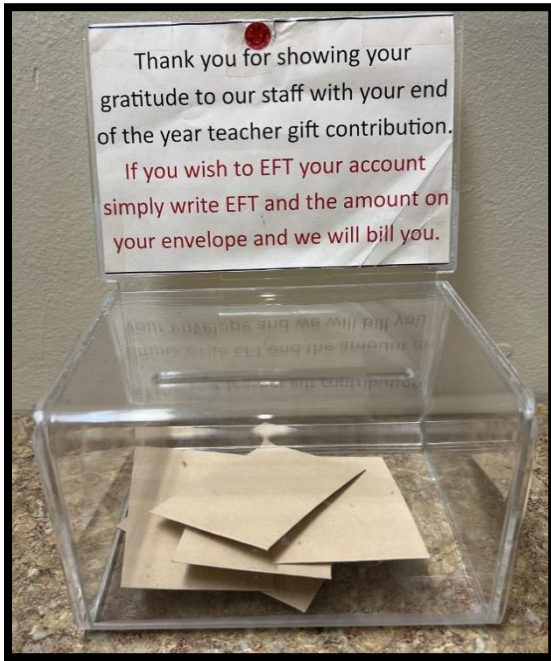
April 8: Brown Door April 1: Brown Door  
April 15: Yellow April 22: Green & Red Door  
April 29: Blue Door May 6: Rainbow May 13: Purple  
May 20: Silver May 27: Gold Door  
June 3 Orange Door

**Families are invited to sign up on the day listed for your child's class. Please sign up for an item on the list and bring it to school no later than 11:00 am on that date.**

**With your help, we can make our teachers and support staff feel really appreciated for their hard work each and every day!**




## 27. Encourage parents to show gratitude in meaningful ways



Just as employees in service industries receive tips for excellent service, at the end of the year parents at Kids For Kids Academy are encouraged to show their gratitude by participating in the year end teacher gift drive. The suggested donation is \$10 per teacher in the class. Each child receives an envelope with their name on it and all who contribute are added to the class card. Many parents contribute more than the suggested donation. On average a teacher receives between \$200 and \$350 each in addition to other gifts from parents. Teachers receive 90% of the amount collected. The

remaining 10% is split between office staff, support staff as well as the school cook. Parents are happy to give what teachers love (Cash) and staff are equally grateful. Having the option to bill their school accounts makes it even easier for families.



**YEAR END TEACHER GIFT COLLECTION**

Have you had an **EXEMPLARY** experience this school year?

Consider showing your gratitude to the staff by participating in the **Year End Teacher Gift Collection**

Simply place a donation of your choice in the envelope and return it to the school. **Have your gift billed to your Brightwheel Account** by simply writing the amount on the envelope and we will put cash in the envelope for you.

Thank you for showing your love for the hardworking and dedicated staff of Kids For Kids Academy.

## 28. Offer A Benefit

Although it may be cost prohibitive to offer healthcare, there are other benefits you can offer your staff like connections to financial planners and low cost insurance options. For less than \$200-\$300 per teacher per year (about \$25 per employee per month), less than a dollar a day (depending on age and health), you can secure staff with a \$250,000 life insurance policy. If something were to happen to them, their children will have something. Companies like Aflac also offer short term disability, vision, or dental coverage for about \$35 per employee per month. Although not healthcare, something is better than nothing. You can also assist your staff without insurance to get low cost coverage through the Healthcare.gov marketplace. Although you are not paying for it, it is easy to direct them to find low cost coverage on their own. Also providing staff with PTO (Paid Time Off) based on time with the company is motivation for staff. At Kids For Kids Academy all full time staff after one year receive 11 Paid time off Days. NOT Sick days or Vacation days. They can take paid time off whenever they need if coverage is available. The longer staff are employed, the more PTO they get.

1-5 years=11 Days

5-10 years=16 days

11-15 years= 21 days

16+ years = 26 days

Part time staff employed more than 1 year receive the last week in December when Kids For Kids Academy is closed paid.

*For information on low cost Life Insurance for your staff, contact Robert Rosenthal at The Rosenthal Agency 305-412-0800 or email*

[robert@therosenthalagency.com](mailto:robert@therosenthalagency.com)

*(Note: Robert is my brother...Let him know Beth told you to call and he will take good care of you!)*

## 29. Offer A Birthday Bonus



Forget cake and cards....Cash is better than cake. School Family Members at Kids For Kids Academy receive a 4 hour bonus on their paycheck on the week of their birthday. For employees making \$25 an hour, that is a \$100 gift that they can use to buy something they really like!

## 30. Profit Sharing

If you truly believe that your staff is the reason you are successful, put your money where your mouth is. Offer to share 25% of profits with staff based on how long they are employed with your company. If a company makes \$200,000, the \$50,000 going back to staff could mean significant bonuses for staff. This is our goal for 2023 at Kids For Kids Academy. Based on 30 staff members, staff working 1-4 years will get 2% (\$962), staff working 5-9 years will get 4% (\$1924), staff working 10-15 years will get 6% (\$2884), staff working more than 15 years will get 8% (\$3847). What better a motivator than to have staff share the company profits.

### 31. Encourage staff to listen to daily positive mindset audio or read something positive each day.

Something I practice daily is starting my day by listening to a podcast with a positive message. When I wake up, I start listening. I listen while having breakfast and while getting dressed and continue listening in the car. When I arrive at the center at 7:00, I continue listening for another half hour as I walk around the lake until I enter Kids For Kids Academy at 7:30. I share often with staff the importance of starting the day with a positive mindset. When I hear something powerful for the entire staff, I send them links so they can listen. When I hear something that is specific to one staff member, I send them that link and encourage them to listen on the way to work. Here are just some of the Podcast that I listen to in order to start the day in a positive mindset or to learn something new.



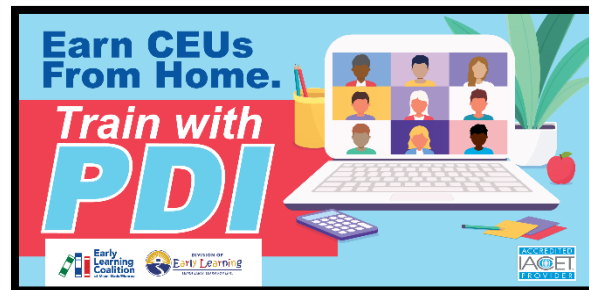
Eddie Pinero- Your World Within





### 32. Make Professional Development Convenient, Easily Attainable and FREE

Kids For Kids Academy purchases an annual subscription to CCEI (Childcare Education Institute). This is an online platform that allows staff to take trainings from the comforts of their home on their own time. Staff also have access to trainings with PDI (Professional Development Institute) which is part of the Early Learning Coalition. Our staff can take courses through zoom with this platform. The center also pays for and schedules on site CPR/First Aide renewal trainings as staff expire in cohorts. Teachers working on degrees can also get assistance from the TEACH scholarship.



### 33. Use technology and put systems in place to assist in minimizing and streamlining workload for staff and foster better communication with parents

Kids For Kids uses Brightwheel as an integrated system to manage attendance, ratios, payroll, sign in/out by students and staff as well as communication to make teacher workload easier and also support communication between parents and staff. The system also streamlines front office work with regard to billing and managing student and staff files. The Intellikids CRM is used as a lead tracking and tour monitoring system to streamline follow up and enrollment of families saving administrative staff hours a week.



### 34. Use Your Staff Gifts and Talents as Training Tools



At Kids For Kids Academy, we believe that every child has unique gifts and talents and it is our responsibility to find and nurture those gifts and talents in every child. Likewise, we believe that every school family member has unique gifts and talents. You can use the gifts and talents of your team to promote a more positive staff culture. When I do classroom observations, I take little video clips of wonderful interactions I see. I piece them together to make a short video training tool. The video is shared at staff meetings to highlight best practices so staff can learn from each other. This way staff can feel good about what they are doing, and the wonderful things they do every day can also inspire and motivate other staff members. This also helps turn your teachers into leaders as their interactions with children are used to train their peers.



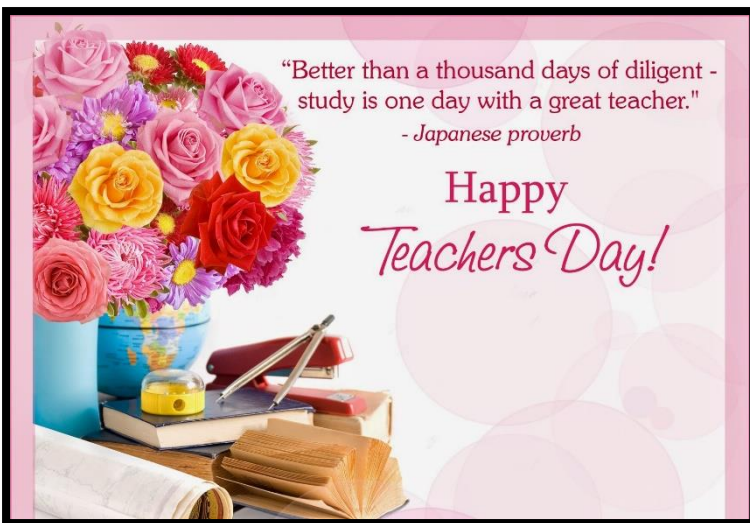


### 35. Acknowledge Staff For Mother's Day



If you think about it, your staff members are like adoptive parents to their students. Many students are in our care 10 or more hours a day and your team is in charge of loving them, nurturing them,

and supporting their needs like a parent would. Use Mother's Day as another opportunity to thank your staff for "mothering" the children in their care. You can purchase vases for \$1.25 each from the Dollar Tree and fill them with bulk flowers you can buy on weekends at places like cemeteries where vendors sell flowers at a discount, or even at a flower wholesaler. Another fun thing is to have a Mother's Day Breakfast for staff to celebrate them around Mother's Day.



HAPPY  
MOTHER'S DAY  
TO ALL THE  
TEACHERS  
WHO HAVE EVER  
ACCIDENTALLY  
BEEN CALLED MOM

### 36. Hire A Dream Manager

Read or listen to the book *The Dream Manager* by Matthew Kelly. Assign someone on staff or hire someone part time to be your Dream Manager. Meet with staff and give each one a dream journal. Have staff write down 25 dreams they wish to accomplish then have meetings to see how you can help them to reach their dreams. Some may be as simple as supporting a staff member on weight loss goals or helping teach them to save for a proper Christmas for their families. Harder dreams like home ownership will need the help of a financial planner. Some states offer grants to educators that are first time home buyers with little or no money down. In some cases home ownership could be close to the cost of renting. You can also find financial planners who will volunteer to help staff with money management or investments to help staff plan for retirement.

Click here to listen to the book for FREE

[https://issuu.com/izebelalesya/docs/the\\_dream\\_manager\\_audiobook\\_free\\_full\\_e106557b87755d](https://issuu.com/izebelalesya/docs/the_dream_manager_audiobook_free_full_e106557b87755d)

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**LINK IN PAGE 4 TO LISTEN OR DOWNLOAD BOOK**



### 37. Create an Attitude of Gratitude and also help staff to manifest their dreams

Have a staff meeting to discuss the role of a Dream Manager. If possible find someone in a financial field that can help staff with money management. At Kids for Kids, we have a parent volunteer. He works at a bank and has given our staff presentations about bank accounts with free no-fee overdraft that can be used as a payday advance, and also on the importance of paying off credit cards and moving balances to cards with 0% interest. Give staff journals (I bought these on Amazon for less than a dollar each) and have a dream session to write down their dreams before meeting with the dream manager. I made little journals for them with a doodle cover on one side for "DREAMS" and on the back cover for "Gratitude." They flip the book over and can use it for both purposes. Encourage staff to write three things they are grateful for that night and encourage it as a daily practice. If staff do not wish to work with a dream manager, they can find a member of their teaching team and they can support each other in the manifestation of their dreams.



These journals are \$23 for 24 lined journals. I Googled coloring page images for "Dream" and "Gratitude" and printed out copies. Staff met and pasted the "Dream" side to the front of the book and flipped the book over and put the "Gratitude" image on the back. Time were given at a staff meeting to pick out their covers and doodle and listen to quite music to begin manifesting their dreams and to flip the book over and write 3 things they were grateful for. All were encouraged to make this a daily practice.

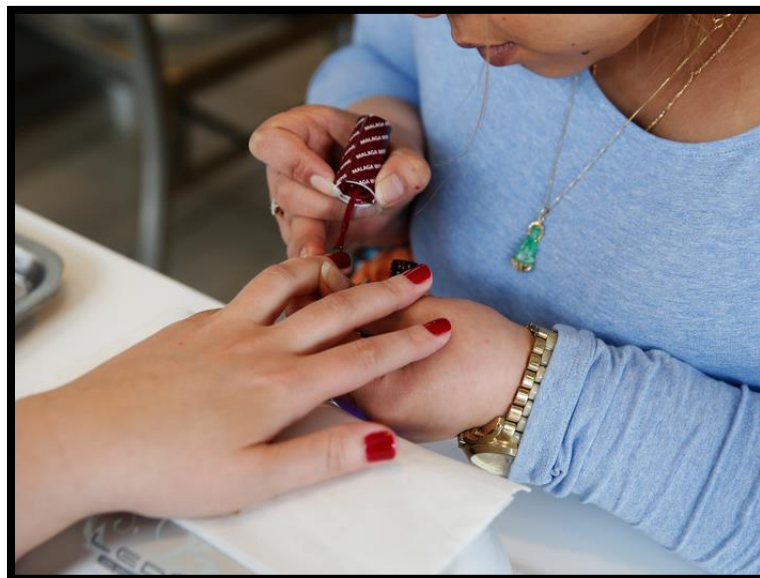
### **38. Bring in a massage therapist to do chair massages for staff**



For a special occasion like Mother's Day, hire a massage therapist to come in and do 10 minute chair massages for staff. I have done this and set up the therapist in a private office and turned the lights down and added candles and music to create the mood. Then our floater or sub went from class to class and covered each teacher to come in for a 10 minute chair massage. Schedule them in 15 minutes intervals so the therapist will have 5 minutes between teachers to sanitize. With this format you can serve 4 staff per hour. Staff are refreshed and recharged after just 10 minutes out of their classroom. Contact a local Massage Envy, they may donate a therapist for the day and you can tip and in exchange they may gain new clients.

### **39. Offer an on-site manicure**

Contact a local vocational school where adult study to do manicures. Sometimes they need volunteer hours. Or hire a local manicurist from a salon on a day the salon is closed. Have the person give staff mini manicures or polish changes during their break time for a special occasion. You may have a parent who is a manicurist who may donate a day or barter for tuition credit.





## 40. Find Cute Quirky Ways to Say Thanks

Visit Pinterest and download labels to put on little treats for staff. You will find more than enough to use throughout the year. Remember, lots of little things turn into big things! Below are enough ideas for more than 1 per week...Have fun!

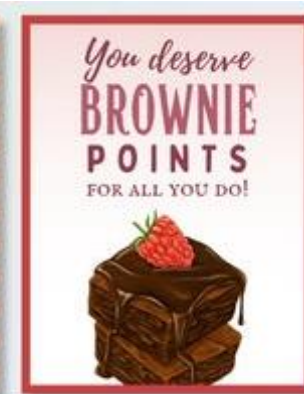
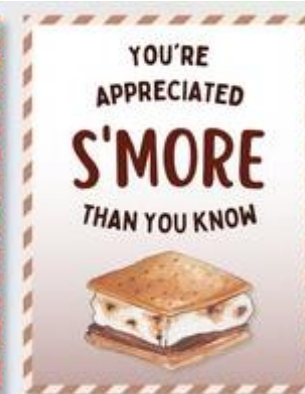
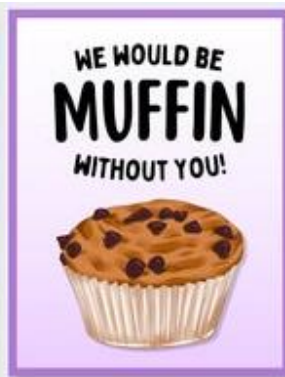




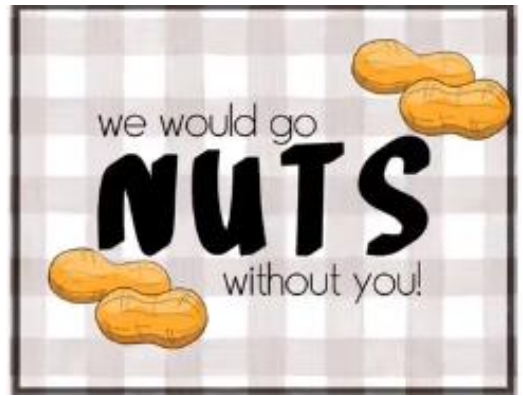
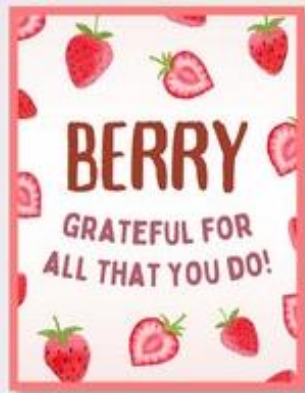
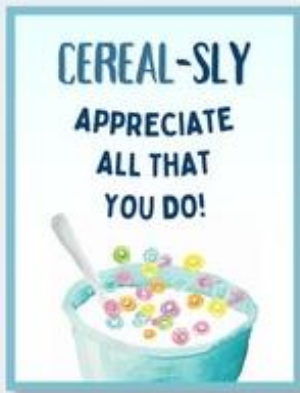
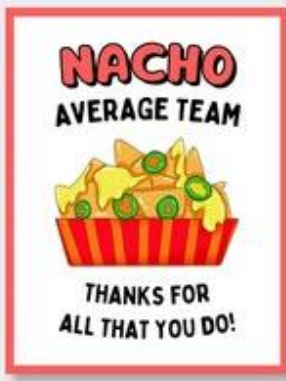
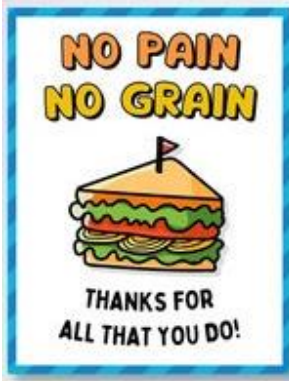


Click here to purchase downloadable printable images for 45 of the ideas shown:

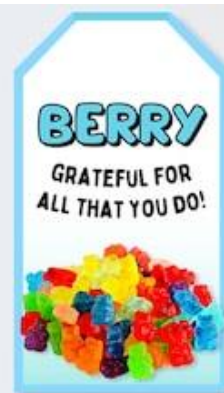
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Click here to download these 25 candy tags. The digital download is only \$6.99 on ETSY. I am not the creator but am simply passing along this low cost link. To save time, rather than putting a tag on each piece of candy, print the tag large on a sheet of paper to make a sign. Prop up the sign in a bowl and put the candies in the bowl for each staff member to take one on their way in.

[https://www.etsy.com/listing/1312699162/25-employee-candy-bar-gift-tags-employee?ga\\_order=most\\_relevant&ga\\_search\\_type=all&ga\\_view\\_type=gallery&ga\\_search\\_query=candy+appreciation&ref=sr\\_gallery-1-6&bes=1&sts=1&organic\\_search\\_click=1](https://www.etsy.com/listing/1312699162/25-employee-candy-bar-gift-tags-employee?ga_order=most_relevant&ga_search_type=all&ga_view_type=gallery&ga_search_query=candy+appreciation&ref=sr_gallery-1-6&bes=1&sts=1&organic_search_click=1)





you make a difference  
more & more every day  
many many thanks  
for all that you do!

YOU ARE BERRY APPRECIATED  
AND HIGHLY VALUED!

DONUT KNOW WHAT WE WOULD DO WITHOUT YOU!

STAFF LIKE YOU DESERVE BROWNIE POINTS FOR ALL YOU DO THANK YOU!

Thanks FOR THE IMPORTANT ROLL YOU PLAY EVERYDAY Thank you for all you do!

YOUR WORK IS BEARY IMPRESSIVE THANK YOU!

You're simply the best! thank you for all you do!

take note! we think you're absolutely amazing we appreciate all the great work that you do!

You are appreciated than you know!

YOU ARE ALL THAT AND A BAG OF CHIPS! THANK YOU FOR ALL YOU DO!

YOU ARE A WHOPPER OF A TEAMMATE! THANK YOU FOR DOING SUCH A GREAT JOB!

YOU ARE EXTRA-DORDINARY AND AMAZING! THANK YOU FOR ALL YOUR GOOD WORK!

WE HAVE A SUN-NATIONAL TEAM! WE APPRECIATE ALL THAT YOU DO!

you are a LIFESAVER THANK YOU FOR ALL YOU DO you are so appreciated!

For all that you GIVE For all that you DO This treat is for YOU! You are such a BLESSING!

THANK YOU FOR ALL THAT YOU DO YOU ARE APPRECIATED MUCH MORE THAN YOU KNOW!



There are a couple of repeats here, but if you like the format better, here is the link to purchase the downloadable file.

[https://www.etsy.com/listing/1311599678/staff-candy-appreciation-gift-tags?ga\\_order=most\\_relevant&ga\\_search\\_type=all&ga\\_view\\_type=gallery&ga\\_search\\_query=candy+appreciation&ref=sr\\_gallery-1-12&pro=1&organic\\_search\\_click=1](https://www.etsy.com/listing/1311599678/staff-candy-appreciation-gift-tags?ga_order=most_relevant&ga_search_type=all&ga_view_type=gallery&ga_search_query=candy+appreciation&ref=sr_gallery-1-12&pro=1&organic_search_click=1)





## 41. Let Your Staff Know How Lucky They Make You Feel

Invest \$1 a person and buy Lottery scratch off tickets. Let your staff know how lucky you are that they are a member of your school family. Give everyone a chance to feel lucky as well. I messaged staff the night before and comments came back like, "I CAN'T WAIT TIL WEDNESDAY!"





## 42. Offer Room Service

Make a hang tag similar to the ones hotels use for Room Service. On the tag, have each teacher in the room pick from a list of items they would like to receive one day during the nap time like a cup of coffee or tea, a choice from a list of sweet treats or ice cream, or list types of salad or sandwich. Collect the lists and on a given day, have someone go around and deliver the items to the classroom.

## 43. Bring In One or Two Food Trucks



Find a food truck and have them park outside your school during break time to allow staff to order a meal, or get the menu in advance and have the orders ready to give the truck driver with your staff break time so they can have their lunch ready when they go on break. You can try to cut costs by asking food trucks to donate or give you a discount. You

never know... Offer the truck an opportunity to set up one day at pick up for parents to order. Maybe if you do this first, they will donate a portion of the proceeds for your staff lunch day. If that's not possible, have an open call for donations from school families or select members of the community. Let them know what it's for because they'll be more likely to throw in a few bucks. For a lower cost alternative, invite an ice cream truck for teachers to get a cold sweet treat on their break. Again offer them a chance to come one day at pick up for parents, maybe to kick off or end the summer.



#### **44. Use technology to gather positive comments**

If you're looking for a tech-savvy way to gather comments, which will definitely save you time, then try using Google Forms to collect the information you need. You can easily send something out to parents or students to gather notes of appreciation. When the notes come in, print them out and pass out to staff members.

#### **45. Roll Out the Red Carpet**

Get some red felt and roll it out and decorate the area outside the front door with flowers or other decoration like balloons. Let parents know you will do this and roll it up to the front door. As staff walk into work and on their way out, ask parents who are around when staff walk in or out to clap and applaud them as they enter or exit. Have a bucket of flowers and hand each teacher a flower or little treat as they pass by.

#### **46. Create an annual *Letters of Gratitude Campaign***

Send a request home to students and families, requesting they fill out a form or write a letter to help show appreciation for their teacher. It helps to supply the prompts or questions because they're more likely to complete the request. It can be simple questions like:

- Why do you like your teacher?
- What's something you've learned this year?
- Share a special story.

Don't forget to give a deadline for returning the letters. You could also set this up during an open house night to catch families in the moment. You can also use index cards, like in the example above.



## 47. Give Staff an Annual Class Budget

Give each class a budget and allow the teachers in the class to pick out materials or other items (outside of general class materials) to start off the school year. Funds can be used for new class decorations or special items the teachers would like to start off the school year. At Kids For Kids Academy, classes get a \$75 annual start the school budget. This can be Amazon or Walmart or the local Teacher store. You can also open a shopping cart at places like Discount School Supply or Oriental Trading and give teachers a link to add their items to the cart. Programs should encourage staff to turn in requests for materials and purchase materials teachers need to be successful in their class. Teachers should never need to spend their own money on class supplies!

## 48. Send Staff E-Cards or Cards Through the Mail

Send an e-card that's sure to brighten your teacher's day. All you need is an email address for your staff members. Create an e-card using the link above and surprise them when the cards get to their inbox. You can also send animated cards. For mass production, design the card on line and copy paste staff email addresses one at a time for each teacher. Also send out cards in the mail. This will be a real surprise as most people only get bills in the mail.

## 49. Provide Stress Relief Tools and Gadgets

Just as students need stress relievers so do staff. Provide things like fidget toys or other items for staff to use to relieve stress. This can also include access to relaxing music. Here is a little cute one you can give staff....



## 50. Have a Door Decorating Event

Choose one weekend and invite parents to volunteer to come in and decorate the classroom door with a teacher appreciation message. Don't let teachers know so it can be a surprise when they return on Monday.

## 51. Use Scratch Off Stickers

For St. Patrick's Day, they had an extra special wonderful Wednesday surprise that left them all feeling lucky and loved. They each chose a lucky leprechaun and were thrilled to receive prizes valued at up to \$100! Zoom into the photo to see all the prizes, and be sure to watch the special video leading up to the event. You can make your own scratch off ticket by purchasing scratch off stickers on Amazon.

### FEELING LOVED & LUCKY at **KIDS FOR KIDS ACADEMY!** Our Staff Rocks!





Pick a Lucky Leprechaun when you punch out. Take it to Mrs. Davis' office & scratch off to reveal your prize. Below are the prizes available and when they can be redeemed. Good Luck!

1 LOTTO TICKET	1 LOTTO TICKET	1 LOTTO TICKET	1 LOTTO TICKET	1 LOTTO TICKET	\$5 PUBLIX CARD	\$5 PUBLIX CARD	\$5 PUBLIX CARD	\$10 PUBLIX CARD	\$5 Starbucks CARD	\$5 Starbucks CARD	\$10 PUBLIX CARD	1 LOTTO TICKET	\$20 Amazon Card
REDEEM THESE ITEMS TODAY													
Brownie From Josh		1 Pizza From Josh		\$50 Bonus		\$50 Bonus		\$75 Bonus		\$100 Bonus		2 hours Extra pay	
REDEEM on 3/20				Will be added to your bonus check when it arrives in April				Will appear as "other hours" on your next check					
3 hours PTO				3 hours PTO		5 hours PTO		3 hours PTO		Come in 30 mins late			
You will see these hours added to your PTO on your next check.				Come in 30 mins late				Come in late and be paid for the time. Must be prearranged in advance when coverage is available					





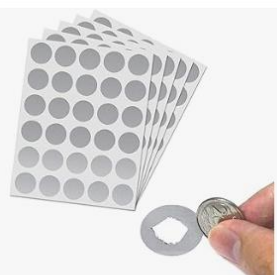
1 Roll 1000 Pcs 1" Round Scratch Off Stickers Labels Self Adhesive Labels for Lottery Tickets DIY, Raffle Ticket Games Creating (Silver)

★★★★☆ ~ 127  
200+ bought in past month

\$9<sup>99</sup>

Save more with Subscribe & Save

✓prime One-Day  
FREE delivery Tomorrow 10 AM - 3 PM on \$25 of qualifying items



150 Pack, 1" Scratch Off Stickers Labels, Round Circle - Silver

★★★★★ ~ 2,220  
400+ bought in past month

\$4<sup>49</sup> (\$0.03/Count)

Save more with Subscribe & Save

✓prime  
FREE delivery Mon, Apr 22

Add to cart



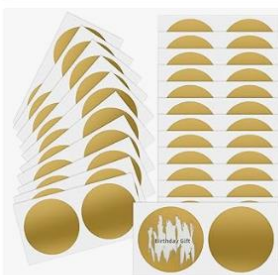
Mr- Label - 1000 Pieces 1 inch Round Scratch Off Stickers - DIY Stickers for Gender Reveal | Reward Programs | Scratch Tickets (Silver)

★★★★★ ~ 137  
50+ bought in past month

\$9<sup>99</sup> (\$0.01/Count)

Save more with Subscribe & Save

✓prime One-Day  
FREE delivery Tomorrow, Apr 19



50 Pieces Scratch Off Sticker Labels 2 inch for Scratch Off Stickers Lottery Tickets DIY Raffle Card Creating (Gold, Round 2inch)

★★★★★ ~ 6  
300+ bought in past month

\$8<sup>99</sup> (\$0.18/Count)

Save more with Subscribe & Save

✓prime  
FREE delivery Mon, Apr 22



300 Pack Scratch Off Stickers, 1" Round Circle Scratch Off Labels, Self Adhesive Scratch Off Cards for Lottery Tickets DIY, Raffle Card...

★★★★☆ ~ 22  
100+ bought in past month

\$7<sup>98</sup> (\$0.03/Count)

\$7.58 with Subscribe & Save discount

✓prime One-Day  
FREE delivery Tomorrow 10 AM - 3 PM on \$25 of qualifying items



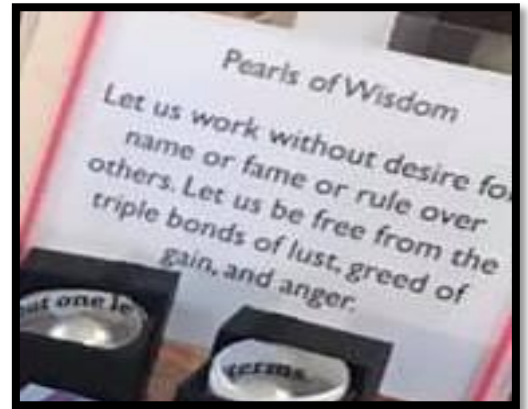


**Contributor: Emi Alvarez, Director**  
**The Creative Learning Center, Miami, FL**

(what follows are slides from Emi's PowerPoint presentation on improving staff culture.)

## **52. Your Team and the 5 P's: PLAY, Pray, Party, Praise & PAY**

Emi's team knows that the secret to creating a wonderful staff culture is multifaceted. Her team plays, prays, parties, and praises together and they enjoy wonderful paid experiences to reward them for their hard work.



## **53. The Ripple Effect**

When you throw a pebble in the water one can see how the water moves, that little action, creates a motion effect that affects the water that was immobile.

We as leaders can affect the culture of our program.

How can we create a culture of collaborators?

What takes us to a school of excellence?



### 53. It all begins with what you put forth...

Your energy and daily time for the well-being of the children you love that are not yours, the parents you serve, and their talent you are developing, This is the same in all programs! The difference is in the culture that we create.

- \*Leadership Wisdom. These are ideas from your experience that you can apply to the challenges you face.
- \* Leadership Identity. This is what you are in your current professional and personal context.
- \*Reputation of Leadership. This is how others perceive yourself as a leader based on your current and previous behavior.
- \* Leadership Brand. This is what you aspire to and the actions you take to support your mission

### 54. The Teacher aka TALENT

## The Teacher aka Talent

If the teachers are not happy, the children are not happy, if the children are not happy, the parents are not happy, if the parents are not happy the school does not succeed.

**“My advice is to surround yourself with talented people who will challenge you, help you grow and inspire you to maximize your potential.”**



## 55. Remember we are all in this together!

- One challenge in leading a program is that you think your situation is different from everyone else. You think your school - with its location, demographics, parent body, teaching talent and budget - is different. That no one really understands how hard you've worked to build the school, or what you have had to deal with every day.
- The reality is: **It's not different!**
- Each Early Childhood Center lives within a specific culture. Once you stop thinking that you are different and that no one really understands you, then you become free to explore options and possibilities to build and grow your program and **its environment**

## 56. Discourage Toxic Environments To Improve Staff Culture

**Discourage toxic environments**



**Tardiness**

*Gossip*



**THE PHONE**



**DIFFERENCE IN PHILOSOPHY**

## 57. Encourage an active culture, discourage passive players

# A Passive Culture

Nothing changes,  
Nothing improves, Nothing inspires

From passive to comfortable there is not much difference, You have to look for ways to re-invent your program and inspire your teachers and other staff of the center to remain motivated. It is groups like ours of professionals in the community that help, Everyone has to know they have the capacity to grow and learn in this ever-changing industry of ours.

## 58. Establish a Collaborative Culture

# A Collaborative Culture

Whether you're a school full of veteran staff or a mix of old and new talent, all of your staff have experiences that can help each other. Sometimes the staff may be embarrassed or afraid to ask questions, especially new staff. What we want to do as school leaders is open the dialogue for discussion in a trusted environment so that staff feel comfortable extending hand-in-hand and asking questions.

When we begin to understand that we can really choose at every moment who we are going to roast, we can give that same greatness to our staff, our directors and tell them, "You know what? I know you're very scared right now, but in I really know you can choose bravery over this. You can choose the value over comfort. You definitely have the power to choose."

It doesn't just get better  
culture, but empowers staff to ask questions and seek help.





## 59. Offer an Educator Mentorship Program with Incentives and High Quality Professional Development



Bottega Child Development Center, LLC has an educator program that offers mentorship, scholarship, and financial incentives for educators that want to grow in their profession. We are a growth minded program that believes that our values support educators' emotional needs. We promote a climate of respect, kindness, collaboration, and professionalism. We foster our educators to see themselves as facilitators in scaffolding our children's learning, researchers in their practice and innovators of their own practice. We see our team as

"Agents of Change."

Professional Development is one of the main goals at the heart of creating a positive, and empowered professionals. Giving our educators opportunities to think about their practice differently by respecting their skills, supporting them by creating space for them to observe, reflect, analyze and design. They have a voice in the planning process, program, and family connections. We believe that our educators are a team where each member is an important piece of all the moving parts to make a whole. We value them by creating a work environment where they are financially supported.



### Professional Development

- One week long professional development is offered each summer
- Opportunities to travel to Reggio Emilia happening in 2023
- Reimbursement of their membership fee to NAEYC
- T.E.A.C.H SCHOLARSHIP OPPORTUNITIES
- TEAM building moments throughout the year



## 60. Offer Competitive Compensations with Flexible Scheduling

- Job security with salaried employees for full time employees. Part Time employment is offered for the first year with the idea of offering full time employment in year 2.
- Bonus Incentive Program; Signing bonus in year 2 and Holiday Bonus ranging from \$500 to \$3,000 per educator for per year.
- 401K Plan with matching
- PTO starts at 5 days and in year 3 the educator may request paid time off (2 weeks during the summer).

### Work Schedule:

- Our teachers work with children for 6 hours a day and have 2 hours of paid planning time.
- We offer educators early release at 3:00 pm.
- They are paid for full time and only work 6 hours during the summer.

## 61. Make Celebrations Personal



Our staff is recognized by personal notes, lunches, gifts, or celebrations for their birthdays. Our faculty have expressed to us that they have never felt so appreciated by the Administration and the Families. Creating a positive culture starts with the vision and mission your program director fosters and supports. A vision is over time that is lived out every day. A mission has to be communicated through our daily work as a team. Our success is celebrated when a child thrives and the

parents witness the miracle in their development.



This year our program celebrated our NAEYC Accreditation for the first time. We (the team) collaborated to achieve the highest early childhood standards set by NAEYC. We are proud!





## **62. Provide A Model For Leadership & Give Leaders A Voice**

Inclusive leadership are leaders who are aware of their own biases and actively seek out and consider different perspectives to inform their decision-making and collaborate more effectively with others. Ensuring team members are treated equitably, feel a sense of belonging and value, and have the resources and support they need to achieve their full potential. Break down the walls of hierarchy and build in a collaborative approach. In a positive culture, there is no pyramid of hierarchy or executive power but the decisions and policies are created together through collaboration.

Encourage team members to have a voice and know that they matter. During team member monthly meetings, have them report back on items previously discussed, as leadership report progress, and ask them to vote on items that are needed for a decision-making process.



### **63. Holding round table meetings that are outside of a formal setting**

Take your team members to lunch or sit with them in their environment to have a conversation. Ask team members what is going well, what they would like to see more of, what they loathed this past week and what they loved this past week. It will allow you to get a sense of where they are and give opportunity for conversations to arise that they may not bring to the attention of leadership in any other setting. It gives them an opportunity to feel comfortable and be a part of the organizational decision-making process.



### **64. Highlighting team members strengths and using them to the capacity**

If you see a team member who has an eye for safety, give them the opportunity to be involved in safety decision – making and have them report back in a meeting on their findings or initiatives that the organization is leading towards.

### **65. Help Staff to Develop a Work Life Balance**

It's not always tangible items that allow team members to feel inclusive and the development of a positive culture and climate. Remembering there is a work life balance and encourage self-care. Develop committees such as a culture club that will celebrate team member life events, as well as be there when a team member is in need.