

# SUMMER GAME PLAN SERIES:

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**How climate and culture impact  
summer staffing**

Feb. 16,  
2023



ccee

California Collaborative  
for Educational Excellence

# WELCOME



**Araceli**  
Partnership for Children and Youth

# About Us

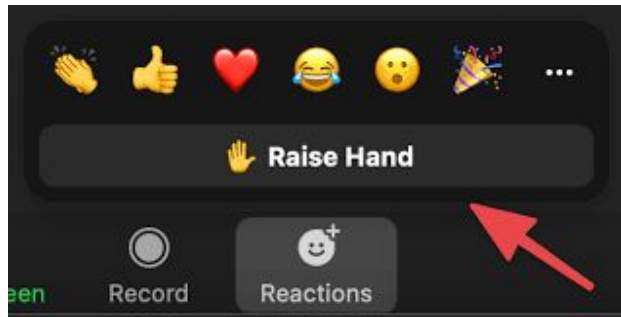
Partnership for Children & Youth believes all children need opportunities to learn beyond the school day and year to build skills and relationships, expand their horizons, access social capital, and discover their passions.

PCY improves learning opportunities and conditions for youth by expanding access and quality of expanded learning programs in California: from the implementation of the 2006 landmark afterschool measure Prop. 49, to the unprecedented \$4 billion investment in expanded learning in 2022. Our policy and practice experts work both in the field and in the state capitol to incubate new ideas, build capacity and coalitions, and change systems.

Learn more about our work to represent the best interests of California's children and families: [www.partnerforchildren.org](http://www.partnerforchildren.org).



# Tech Participation Guidelines



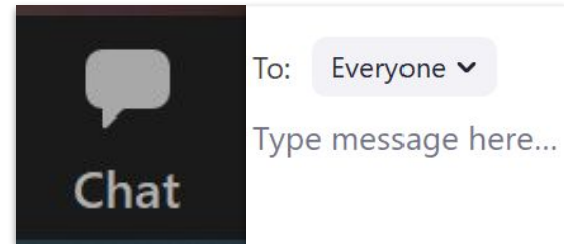
## Raise Your Hand

Use the Reactions icon to let us know if you have a question you'd like to ask out loud. You'll likely need to wait until a transition.

## Use the Chat Box

Think of the Chat Box as a place to:

- Share “aha” moments
- Encourage other participants
- Ask a question you don't need to ask out loud



# SUMMER GAME PLAN RESOURCES



- 4-part Summer Game Plan Series
- All access to special Resource Hub!
- Free TA support from the experts
- Learn from leaders in the field

[partnerforchildren.org/summergameplan](https://partnerforchildren.org/summergameplan)



# TODAY'S PRESENTERS



**Jen Martin and Paige Smith**  
Sperling Center for Research and Innovation



## Who We Are & What We Do

SCRI elevates the quality, impact, and sustainability of youth organizations and schools by turning evidence into action. We offer the knowledge and tools needed to reach more young people where they are, through adults they know, with strategies that work.



**Share  
Knowledge**

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**Improve  
Outcomes**

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**Optimize  
Quality**

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**Strengthen  
Systems**

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# AGENDA

- ❑ **Current Landscape**
- ❑ **Learnings from Teacher Feedback**
- ❑ **Q&A Panel**
- ❑ **Small Group Discussion (Breakout Rooms)**
- ❑ **Optimistic Closing**



# Current Landscape

Youth-serving organizations, school districts, and campuses face a unique set of challenges when the time comes to hire staff for their out-of-school time (OST) programs. Concerns around teacher burnout and dissatisfaction have led to increased anxieties about the ability to find and retain staff.

There is ample evidence that burnout among the K-12 workforce is leading to concerns about the ability to find and retain staff. In a recent survey of afterschool providers conducted by the Afterschool Alliance, respondents directly connected staff burnout with challenges to hire and/or retain staff. Over half of respondents to the survey said they were extremely concerned about finding staff to hire or staffing shortages; a similar percentage also cited staff burnout and staff well-being as an area they'd like to receive more guidance on.

**By planning in advance to develop strategies to address the factors that have contributed to feelings of burnout and dissatisfaction, OST providers can help alleviate stressors that educators have experienced over the past few years and attract new talent for their programs.**

# PCY Summer 2022 Report

## Successes:

- Partnering with CBOs and daytime teachers to share staff
- Retain & hire due to providing professional development opportunities and access to resources
- Providing hire wage and more hours

## Needs:

- Streamline onboarding
- Become extension of school day
- Recruitment and retention
- Partnership model is adaptable
- Subs for staff to reduce burnout
- Additional hours offered, signing bonuses, COLA
- Adaptable curriculum

# Positive Educator Experience

BellXcel, a national nonprofit organization that partners with OST providers to provide quality, evidence-based academic and enrichment programming, commissioned the Sperling Center for Research and Innovation (SCRI) to explore qualitative findings from its summer 2021 staff survey..

## **Relationships Matter and Collaboration is Key**

- Positive relationships between teachers and opportunities for collaboration

## **Supportive Leadership Makes a Difference**

- Providing emotional and professional support, their availability for questions and feedback, and clear communication of expectations and schedules
- School environments where mutual respect, trust, and communication exist between teachers and leaders can help lessen feelings of burnout and dissatisfaction

## **Prioritize Professional Development and Opportunities for Personal and Professional Growth**

- Staff most frequently detailed how their experience led to new instructional, leadership, and interpersonal skills
- School environments where there is a focus on teacher learning can lead to higher levels of teacher satisfaction

## **Autonomy and Flexibility to Meet Student Needs**

## **Extra Hands Are Essential**

## **Have Materials and Resources Ready-Made and Available**

# Create Positive School Communities by Supporting Educators

It takes the whole educator to teach the whole child, which means the school leaders should develop strategies to meet the needs of their teachers, both professional and personal.

When schools are intentional about establishing a sense of trust, significance, and belonging among the adults, teachers can feel psychologically safe to bring their whole selves to the school building and deliver great programming and learning for students.

Clarify Vision and Goals	Celebrate Staff
Get Peer Support	Create opportunities for play
Invest in Professional Development	Let staff be themselves
Create a staff Friendly Environment	Listen to staff
Tune into staff	Encourage self-care



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# **BREAKOUT ROOMS**

## **Small Group Discussion**

## Four Key Questions

To make sure your school/district or organization is on track for creating a positive community, consider these big-picture questions:

1. **Organization:** What organizational changes or adjustments should be made?
2. **People:** What professional development, book studies, and self-paced learning should be added?
3. **Process:** What activities can be added or integrated within the current structure?
4. **Technology & Tools:** How can we leverage technology and tools?

# Recommendations

Schools and OST providers have an opportunity to proactively reduce educator burnout when they plan for hiring and retaining staff for future OST programs

Gather and utilize teacher feedback to highlight program successes and attract talent	Find ways to reduce stress for staff
Promote the unique experience of summer and other OST programs in marketing materials	Create a climate of trust, support, and respect
Encourage supportive relationships	Protect staff time and prioritize staff learning
Make time for relevant and intentional professional learning	Utilize SCRI's Staffing Toolkit and other resources

**What is one thing you are going  
to do to prioritize creating a  
positive staff climate to support  
retention?**

# Summer Game Plan Series



- **Creating Robust Partnerships: Nuts and Bolts**
  - March 1, 2023 | 10:00-11:30 a.m.
- **Designing High-Quality Enrichment Programs**
  - March 16, 2023 | 12:00-1:30 p.m.



# SUMMER GAME PLAN RESOURCES



- 4-part Summer Game Plan Series
- All access to special Resource Hub!
- Free TA support from the experts
- Learn from leaders in the field

[partnerforchildren.org/summergameplan](https://partnerforchildren.org/summergameplan)

# JOIN LEA ADVISORY GROUP



- Share perspectives on best practices, challenges
- Opportunities in the field and discuss the legislative priorities and actions of the California Afterschool Advocacy Alliance (CA3)
- A dedicated space separate from community-based partners.

[ca3advocacy.com](https://ca3advocacy.com)

# RAISE YOUR VOICE!



**Gain tools:** and receive training led by policy experts, community leaders, and youth

**Raise your voice:** with hundreds of advocates across the state

**Rally:** and hear from legislative champions, field leaders, family members and youth

**Share:** your stories and expertise to make the case for out-of-school time

**Connect:** with advocates from your community

[www.calsac.org/ca-afterschool-summer-challenge](http://www.calsac.org/ca-afterschool-summer-challenge)