**Staff Training Done Right:**

**Getting your staff up to your standards**

 **Breakout Session – Staff Accountability**How do you get your staff to buy into what your program is about and be the best they can be?

We all know the staff members that jump up when they see a senior staff coming right? They stop chatting to their co’s or quickly put their phone away and head right over to a group of kids bickering or working on something. The great staff are already engaged with kids, not the other staff, when we walk in the door. At Hale, we call it the Green Shirt effect, as all our senior staff where green shirts. ***But how do you get staff to do what you want them to do when you are not there?***

There are many ways to get your staff up to *your standards*, here are some simple tips you can add to your process ***THIS*** summer!

1. **Goals** – *Start at the beginning*. *What are you aiming for?*
2. **Observations** – *Be sure to have at least 2 observations a month. Use as an improvement* *measurement*.
3. **Peer Review** – *Have the staff that are working together help each other grow*.



1. **End of Summer Check Out** –*connect with staff prior to departure*.



1. **Hold Your Ground** – *Don’t be afraid to hold them to the highest standard*!

**A few things to keep in mind:**

* **Lead by Example** – Be the change you wish to see in the world – Ghandi
* **Give them a Voice** – If they have zero input they are less likely to get buy in and performance.
* **Give Positive Feedback** – A struggling staff tends to only hear what they are doing wrong. Be sure to let them know when you see them doing something you like.
* **Pick your battles** – What are you willing to tolerate?