

# TAKING ON TURNOVER

AN ACTION GUIDE FOR CHILD CARE CENTER  
TEACHERS AND DIRECTORS



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# **Taking On Turnover An Action Guide For Child Care Center Teachers And Directors**

**Patricia F. Hearron,Verna Hildebrand**



## **Taking On Turnover An Action Guide For Child Care Center Teachers And Directors:**

*Taking on Turnover* Marcy Whitebook, Dan Bellm, 1999 This volume is a workbook style guide for center based child care teachers and directors on managing and reducing the increasingly serious problem of job turnover in this industry The authors provide activities for teachers and directors and resources for understanding how turnover affects children parents and staff They demonstrate what turnover costs programs and provides steps to managing turnover whenever it happens to promote stability and reduce stress among remaining staff They suggest ways to reduce turnover by improving a program s work environment recruitment and hiring practices and compensation packages In addition this work provides information on creating a workable substitute teacher system for a program [The Early Care and Education Teaching Workforce at the Fulcrum](#) Sharon Lynn Kagan, Kathleen C. Tarrant, Kristie Kauertz, 2008 In this important new book Sharon Lynn Kagan and her colleagues focus on the more than 2 million individuals who care for and educate nearly two thirds of the American children under age 5 participating in nonparental care Providing the most thorough synthesis of current research on the early care and education teaching workforce to date the authors address frequently asked questions about teacher quality teacher effectiveness and the professional development necessary to achieve both They conclude with a call for bold changes that would transform the early care and education workforce Relying on empirical data and overviews of dozens of initiatives and programs that address early care and education teachers the book provides a broad and deep analysis of issues surrounding the early care and education teaching workforce Book Features Practical guided by research offers common sense recommendations to better prepare recruit retain and adequately compensate early care and education teachers Current synthesizes hundreds of articles and studies to provide the most up to date review of the research Comprehensive places the issues in a system based context to examine the entire early care and education teaching workforce in all settings This book honors Dr Julius Richmond s legacy by using his successful model of social change to comprehensively examine the important early care and education workforce issues facing our nation and to offer ambitious recommendations to address them Sarah M Greene President and CEO National Head Start Association **America's Child Care Problem** Barbara R. Bergmann, Suzanne Wiggins Helburn, Suzanne Wiggins Helburn, 2003-05-30 The revolution in women s lives has created an unprecedented demand for non parental child care and sparked a growing child care industry run by both public and private providers In this book two esteemed economists examine the causes and potential cures of the child care problems that face this country today Writing for policymakers parents and providers alike Suzanne W Helburn and Barbara R Bergmann provide the first in depth look at the child care industry identifying crucial problems such as quality of care and the high cost of even mediocre care Moreover the authors identify sources for change including stronger regulatory procedures on providers and suppliers of care and more government subsidies America s Child Care Problem examines the views of key players in all facets of the child care industry CEOs politicians policy advocates foundation directors child care providers and

parents and offers specific advice and guidelines for parents to use when selecting care The book helps parents understand the hidden costs of child care the pros and cons of child care centers versus care by nannies relatives and family run centers and danger signals that indicate a low quality of child care     Resources in Education ,2001     **What We Know about Childcare** Kathleen Alison Clarke-Stewart, Virginia D. Allhusen, 2005-06-15 Ultimately it's parents who matter most what happens at home makes the difference in how children develop     *Management of Child Development Centers* Patricia F. Hearron, Verna Hildebrand, 2007 This is the core text that students of child development center administration need to help them learn to manage effectively in the twenty first century In this text the author focuses on targeted problem solving strategies decision making and specific tools The text has been updated and expanded to emphasize strategies and solutions to the challenges facing today's child development center managers     *Handbook of Early Childhood Education* Robert C. Pianta, Susan M. Sheridan, 2015-08-12 Comprehensive and authoritative this forward thinking book reviews the breadth of current knowledge about early education and identifies important priorities for practice and policy Robert C Pianta and his associates bring together foremost experts to examine what works in promoting all children's school readiness and social emotional development in preschool and the primary grades Exemplary programs instructional practices and professional development initiatives and the systems needed to put them into place are described The volume presents cutting edge findings on the family and social context of early education and explores ways to strengthen collaboration between professionals and parents     *Moving Up in the New Economy* Joan Fitzgerald, 2018-07-05 The United States used to be a country where ordinary people could expect to improve their economic condition as they moved through life For millions of us this is no longer the case Many Americans today have a lower standard of living as adults than they had in their parents' homes as children This book is about restoring the upward mobility of U S workers Specifically it addresses the workforce development strategy of creating not just jobs but career ladders from Moving Up in the New Economy Career ladder strategies create opportunities for low wage workers to learn new skills and advance through a progression of higher skilled and better paid jobs For example nurses aides can become licensed practical nurses administrative assistants can become information technology workers and bank tellers can become loan officers Career ladder programs could provide opportunities for upward mobility and also stave off impending national shortages of skilled workers But there are a variety of obstacles that must be faced candidly if career ladder programs are to succeed In Moving Up in the New Economy Joan Fitzgerald explores specific programs in different sectors of the economy health care child care education manufacturing and biotechnology to offer a comprehensive analysis of this innovative approach to job training Addressing the successes achieved and the problems faced by career ladder programs this timely book will be of interest to anyone interested in career development workforce training and employment issues especially those that affect low wage workers     *Teaching Expertise in Three Countries* Akiko Hayashi, 2022-05-06 While many of us assume that experience makes teachers better at

their jobs remarkably little research has been done to understand how teachers develop expertise and how it affects their teaching In *Teaching Expertise in Three Countries* Akiko Hayashi gives us a remarkable look at the careers of teachers over the course of more than fifteen years Not only does her research cover a remarkable timespan it also studies teachers from three national contexts Japan China and the United States Hayashi builds on the research that began with Joseph Tobin et al s celebrated 1991 book *Preschool in Three Cultures* examining six teachers profiled in Tobin s 2009 follow up *Preschool in Three Cultures Revisited* Hayashi showed those six teachers videos shot in their classrooms twelve years earlier and asked them to reflect on how they have changed She also interviewed 120 experienced childhood educators from China Japan and the US The teachers analysis of changes in teaching style and even the way they talked about their trajectory from novice to expert uncovered important cultural differences While Japanese teachers described experienced educators as less in their own heads Chinese teachers said they took command of a classroom And American teachers with experience reportedly knew when to let things go Across the three cultures experienced teachers also had remarkably similar things to say about their approach to teaching Experienced teachers in all three cultures describe themselves as being quieter knowing children better being more present and in the moment and having better judgment about which incidents require their intervention All the same they followed different professional trajectories While Chinese educators embraced new ideas and the younger educators that brought those ideas into the classroom Japanese educators valued traditional methods US educators were encouraged to adopt new research in their teaching practices but the new ideas required them to follow rules and scripts limiting their ability to make use of years of experience *Teaching Expertise in Three Countries* helps us see how experience forms teachers despite national differences and how we can best support them to make use of their incredible knowledge

*Planning and Administering Early Childhood Programs* Celia Anita Decker, John R. Decker, 2005 This practical and leading book offers a solid overview of what is involved in carefully planning and running quality early childhood programs The authors believe that the lack of real quality in today s early childhood programs should be of paramount concern to future administrators and so have created a book that will aid them in the initial planning of quality programs and serve as a helpful resource once programs are underway Coverage is organized to illustrate step by step the way directors of early childhood programs must approach their role examining in turn planning operationalizing and implementing high quality programs for all young children For administrative personnel at the elementary school level

*By a Thread* Marcy Whitebook, Laura Sakai, 2004 Demand for child care services has grown steadily over the last few decades due to demographic trends public policies newly discovered links between brain development and early environments and the number of parents entering the labor market for reasons such as welfare reform As a result most U S children under five spend time on a regular basis each week in nonparental care Despite the growing demand and the increased recognition of the importance of early childhood development the child care industry suffers from high turnover among both staff and leadership thereby imperiling the

overall quality of care provided by child care centers In *By a Thread How Child Care Centers Hold On to Teachers How Teachers Build Lasting Careers* Marcy Whitebook and Laura Sakai examine how child care programs and their staff subsist in a field characterized by low pay low status and high turnover and what the impacts of these factors are on the quality of child care provided Their study is based on an in depth survey of 75 mid size relatively high quality child care centers located in an economically thriving region They collected data on salaries training and educational background for all teaching staff employed at the centers at three points in time 1994 1996 and 2000 These data provide a detailed picture of the entire teaching workforce at the 75 centers in 2000 and allow a comparison of the workforce in that year to those in 1994 and 1996 This inside look paints a disturbing picture of a dedicated yet poorly paid high turnover workforce Part I of the book focuses on staff departures and center quality In it Whitebook and Sakai relate the types and magnitude of turnover occurring among teachers at child care centers to the level of quality provided there They present empirical evidence on the correlation between center quality and staff stability as well as the perspectives of teachers and directors in their survey who reflect on the challenge of attaining and maintaining high quality care In Part ii Whitebook and Sakai rely on in depth quantitative evidence to examine the experience of child care employment They point out interesting relationships between the characteristics of the child care workforce and those who have chosen to leave stay or join on They then discuss work and family decisions that impact child care workers career decisions including the rewards listed by workers as reasons they remain employed in child care The authors conclude with three policy recommendations that echo the suggestions made to them by the teaching staff and directors interviewed in their survey They recommend 1 expanding the focus of k 12 education reforms to include preschool years 2 creating national legislation that encourages state and local investments to improve compensation for child care workers and 3 considering whether child care workers might strengthen their hand when it comes to negotiating compensation packages through formal organization The following chapters are included 1 An Overview of the U S Child Care Industry 2 Here Today Gone Tomorrow 3 The Role of Staffing in Improving and Sustaining Center Quality 4 Turnover and the Quality of Child Care Services 5 Who Leaves Who Stays Who Joins 6 Work and Family Issues as Factors in Career Decisions 7 Rewards and Stresses of Child Care Work and 8 Conclusions and Recommendations

**Handbook of Applied Developmental Science** Richard M. Lerner, Francine Jacobs, Donald Wertlieb, 2003 The Handbook of Applied Developmental Science is the only work to comprehensively present the latest theory research and application from applied developmental science ADS and the positive psychology movement It summarizes and synthesizes the best scientific knowledge from ADS to help readers understand the efforts being made around the world to ensure that all children and adolescents develop into healthy adults who contribute positively to society The Handbook is also the first resource to organize and integrate both the prevention and promotion approaches to programs and policies for children adolescents and families In addition the Handbook provides a detailed road map for future research and for actions that will

promote positive child youth and family development Published in four volumes the Handbook features 95 chapters by more than 150 contributors many of who are renowned leaders in the field Volume 1 describes the foundation of applied developmental science its historical development and current scientific and professional efforts to develop policies and programs that promote positive child adolescent and family development Volume 2 examines public policy and government service systems Volume 3 discusses community systems for enhancing citizenship and promoting a civil society Finally Volume 4 outlines methods for university engagement and academic outreach Feature and Benefits Four comprehensive topical volumes Approximately 2 200 pages 95 chapters More than 150 contributors many of whom are world renowned leaders in applied development science from the academic professional and policy and political arenas Forewords for each volume written by well known authorities including Edward Zigler co founder of the Head Start program US Congressman Elijah E Cummings David Bell International Youth Foundation and Graham Spanier President The Pennsylvania State University Designed for a wide audience the Handbook will be an important addition to your library collection It offers a single source for information about fostering generations of healthy children and families It is designed specifically to meet the needs of Faculty and students in the fields of psychology human development family studies policy studies nursing allied health and education Staff and volunteers working in non governmental organizations Members of local state national and international government organizations and personnel involved in policy and program development and funding Directors and staff at foundations that administer programs aimed at promoting positive your and family development

**Handbook for Early Childhood Administrators** Hilde Reno, Janet Stutzman, Judy Zimmerman, 2008 In easy to understand and clear language the author provides the practical guidance needed to successfully operate a child care and education center Engagingly written this handbook invites readers to examine the many duties and responsibilities inherent in managing staff budgets and a quality program that conforms to all legal and regulatory requirements Each chapter carefully addresses one leadership or management task to provide concise yet comprehensive coverage of every aspect of child care administration Overall the book provides both practicing and future administrators a wealth of helpful support and resources including forms documents recommended readings and websites and reflective prompts to flourish in their positions

Infant/toddler Learning & Development Program Guidelines Faye Ong, 2006

*Working for Quality Child Care* Dan Bellm, Peggy Haack, 2001 Although child caregivers make a major contribution to children s development and to the health and well being of their communities they remain underpaid and undervalued Written for entry level and experienced child care teachers and providers this book presents information on the child care occupation and includes tools to help teachers and caregivers make their jobs better Chapter 1 Working in Child Care Today presents a brief history of the field provides an overview of current conditions profiles child care in four developed nations and examines connections between home and center based caregivers Chapter 2 Working Relationships in Child Care Programs presents procedures for assessing the work climate

discusses working relationships with parents describes ways to show respect for diversity in child care settings discusses shared decision making and contains questions for parents to ask about family or center based child caregivers Chapter 3 Your Child Care Work Environment describes high quality work environments details model work standards describes ways to improve the work environment and discusses employment rights This chapter also presents information on school age care and discusses links between child care quality and the adult work environment Chapter 4 Leadership and Professional Growth In Your Workplace and Beyond provides activities to develop skills as a leader and an advocate and provides information on advocacy organizations for child care teachers and providers Included in each chapter are group and individual activities to apply the material to individual caregivers or programs Two appendices present model work standards for family and center based child care programs and discuss the legal impact of antitrust laws Each chapter contains references KB

*Report on Illinois Child Care* Illinois. Department of Human Services,1999

**Leadership and Management** Sharon Ritchie,Barbara A. Willer,2005

Critical Issues in Early Childhood Professional Development Martha J. Zaslow,Ivelisse Martinez-Beck,2006 Effective teaching leads to positive student outcomes and professional development for early childhood teachers is key to improving both But what exactly do we mean by 2professional development3 What effect does it have on school readiness Which models and approaches really work This is the book the early childhood field needs to take the crucial first steps toward definitive answers Top experts in early childhood education help readers define professional development examine research across a range of settings Head Start public preschools private programs on professional development and school readiness consider both the extent and the content of professional development learn from detailed explorations of promising professional development models investigate key economic considerations and policy implications identify areas for further exploration

**Children's Experience of Child Care Quality** Lyda Dove Beardsley,2000

Motivational Leadership in Early Childhood Education Lynn R. Marotz,Amy Lawson,2007 This unique resource addresses one of the most challenging workplace issues facing employers today the ability to encourage employees creativity productivity and long term commitment to an organization Written specifically for the early childhood field this text respects and acknowledges the unique challenges faced in early education settings It is written in a reader friendly style and offers a wealth of everyday strategies and innovative ideas for motivating employee performance The basic principles of motivational theory are explained in an easy to understand manner and practical ideas for increasing staff morale encouraging quality performance and retaining employees are discussed Each chapter of the text includes connecting points case studies and application activities to illustrate and reinforce the content Quotes by notable individuals add to reader interest and emphasize the critical importance of motivational leadership skills Several chapters are devoted to how to strategies monetary and non monetary and simple practical ideas for motivating employees Additional references books articles and web resources are also provided making this text a must have resource for anyone in a



supervisory role

Delve into the emotional tapestry woven by in **Taking On Turnover An Action Guide For Child Care Center Teachers And Directors** . This ebook, available for download in a PDF format ( Download in PDF: \*), is more than just words on a page; it is a journey of connection and profound emotion. Immerse yourself in narratives that tug at your heartstrings. Download now to experience the pulse of each page and let your emotions run wild.

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## **Taking On Turnover An Action Guide For Child Care Center Teachers And Directors Introduction**

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