FROM APPLICATION TO SITE VISIT

STRATEGIES FOR HIRING YOUR DREAM TEAM
OUR GOALS FOR TODAY:

• Define “quality staff”

• Discuss strategies for finding well suited staff during:
  • First impressions
  • Interview
  • Site Visit

• Quality Staff and Program Compatibility
SO, WHAT MAKES QUALITY STAFF?

• Pair & Share
FIRST IMPRESSIONS:
RESUME AND APPLICATION

- Work History/Timeline
- Education/Goals
- Other activities
- SHARI TO ADD/EDIT
PRACTICE ACTIVITY

• Resume #1…
FIRST IMPRESSIONS

To Jeans or Not To Jeans?

**Dan to research**
OTHER FIRST IMPRESSION CONSIDERATIONS

- Timeliness
- Nervousness
- Eye Contact
- Handshake
THE INTERVIEW

WHAT ARE WE LOOKING FOR?
- Confidence
- Flexibility
- Positivity
- Dedication
- Knowledge

HOW DO WE RECOGNIZE IT
- Are they sure in their answers?
- Scenario Questions
- Do they smile? Do they have good things to say about previous employers?
- Did they do their homework? Are youth consistently a part of their answers?
- What is their behavior management knowledge base?
PRACTICE ACTIVITY

• Interview questions – Pair & share
SITE VISIT

Things to look out for:

• How do they interact with the staff?
• The Kids?
• Does it look like they want to be there?
• Is the environment a good fit for them?

• https://www.youtube.com/watch?v=qgpUMGhXx1Y
SITE VISIT  (SHARI AND DAN’S ACTIVITY PLAN)
PROGRAM COMPATIBILITY

• Will they fit into the culture?
• Do they fit your vision?
• Diverse Skill Sets
OH NO! IT DID NOT WORK 😞

- How are we leading our staff?
- Have we done everything in our power to set them up for success?
- Document, Document, Document!!!!
- Not everybody is cut out for this work!