

Room 1- Elementary

Staff Recruitment

We still looking.

We give priority to our current school year staff who are already working for the program for summer.

Hire in layers- certified first, then connect with district HR to find substitute teacher pool, then paraprofessionals, then all district staff.

You for Youth job description templates!

We also start with our staff who are currently working with the program during the year. Then we move to district staff. We also like to look for community partners who can help with enrichment activities.

We look into the Parent Mentor Program that is in our school. In this program there are some parents that are retired teacher, teacher students or just got their credentials.

Staff Training

We will review Lesson Plans together and look for Lesson that worked last year, we might use them again this year.

We hold a meeting before summer programming starts to plan our summer programs. We also support summer planning/work days to finalize summer plans.

Resume Help

Shadowing

summer activities in mid to late March so we are ready to begin as soon as the year is completed. Plans for summer programming are developed before the end of the year and work on plan as a team for themed

Staff Improvement/ Coaching

Training like this and take the information to new staff.

Room 2- Elementary

Staff Recruitment

We plan to prioritize in the following manner: certified teachers, noncertified instructional support staff, current afterschool staff, then ???

We collaborate with our school district for summer programming. I am very lucky to hire district staff that already work with our kiddos.

Hiring school staff + Community members

Hiring instructors that have lead the most popular/effective programs in the past.

Recruitment technique: Starting with internal Google Form survey; will move to job posting via regular district outlets, website & social media next.

Recruitment; social media, organization web page, and if necessary post on Indeed.

Staff Training

We offer a summer school workday and have a staff meeting prior to summer school starting. Summer staff submits lesson plans to me so we are on the same page as to what is going on during summer school.

Certified teachers working with grade bands outside their regular employment scope for the summer may need some training on best practices the new age band.

Topics to prioritize: STEM, project-based learning

Orientation meeting prior to program start date is always effective. Also pre-recorded webinars are helpful when it comes to training.

Coordinator to deliver training

Staff Improvement/ Coaching

Weekly supervisions in classroom, check-ins with the team and students, and surveys.

Looking into the possibility of coordinator recording short "Best Practice Tip of the Day" type video clips. Will have a short Google Form for staff to complete weekly to let coordinator know how things are going.

Room 3- Middle/High

Staff Recruitment

I will like to work with people I am working during the school year, because I know them already they knows the community and the students they are prepared and ready to help and work they are college students

Staff Training

Training: How to plan for a 6-week session.

SEL part will be important it can be done to starting the day with an open space for children to talk and bond together

Staff Improvement Coaching

Invite parents for a little time with the children

Keep the experienced teachers that worked during the school year priority hire for summer.

I will considered to hire a people who I am working already

offer CPDU

SEL.

plan a summer theme and have staff plan their activities according to the theme helps

Site Cordinator have a 15 min break down at end of week to talk about positives

Community College Students have summer availability

Summer help "shadow" programming during the school year to see appropriate expectations modeled.

a combination of sports, Arts and Stem, I am agree for the

Great way for high school age aides to help

How to deal with challenging behavior