

Staff Moral
8:30 am

Convener	Maggie Johnston
Name of participants	Josephine Jacobsmeyer, Jessica Brown, Matt Coffman, Jim Parry, Greg Fisher, Bethany Hanna, Jen Levy, Kevin Haspela, Jen Martin, Larry McGeehan, Karyn McGee, Becca Gjertson, Judy Montgomery, Shelia Vincent
<ul style="list-style-type: none"> • Key questions <ul style="list-style-type: none"> ○ Take home messages 	<ul style="list-style-type: none"> • How to build a “new” team? <ul style="list-style-type: none"> ○ “Play Days” with entire center staff (kitchen, maintenance, education, administrative) Ex. Off-site Ropes Experience, Staff Hike, Overnight Camping Trip ○ A group meal out, center picks up tab • Seasonal staff morale? <ul style="list-style-type: none"> ○ Professional Development Days (no groups on center) ○ Provide food on weekends or give weekend food stipend ○ Scavenger Hunts or Bingo that enable staff to get to learn the way the center works and the staff in the other departments ○ Evaluation of staff performance, formal and informal, Mid-season and Exit Evaluation ○ Open communication with staff to make sure they are doing ok and are happy with their job ○ Anonymous 360 degree evaluation by seasonal staff of training, their job, full-time staff ○ Having a “staff” table at all meals so that staff can have that community and look after each other, and have down time to regroup for next program ○ End of week group sharing, Individual Weather Report and Best Kid Moment ○ Have seasonal staff set goals and as administrators follow up on those goals and “push” staff when appropriate to help them achieve their set goals • “Totem pole” – differences in seasonal/permanent or day-staff/residential • Maintaining seasonal/part-time <ul style="list-style-type: none"> ○ How important are salary and benefits? • Staff dynamics (bullying, teasing, etc.) • How to positively deal with returning seasonal staff? • How to keep staff accountable? • How to keep staff out of the spring season “funk?”