

# REGION VII HEAD START ASSOCIATION (R7HSA) INTENSIVE TRAINING SERIES (ITS)

## Recruitment and Retention: Planning Systemic Possibilities

**DATE: November 3, 2021**

Recruitment and retention of qualified staff seems to be the current highest priority for Head Start Directors. How can programs best support staff to retain the ones they have and develop strategies for attracting those they need? What are the questions to ask, the data to gather, the strategies to learn, and who needs to be an integral part of such planning? We will explore all this and more, engaging each other as thinking partners in co-creating strategic short and longer term plans.

### SESSION AGENDA:

- 9:00am **Welcome and Introductions**
- 9:15am **Review of the Challenge: Resilience is a critical factor**
- 9:45am **Question Exploration**
- 10:15am **The Right Data**
- 10:45am **Break**
- 11:00am **Connecting Stakeholders**
- 12:00pm **Lunch**
- 1:00pm **Strategies for Success: Shared leadership, recognizing individual purpose, teaming and equitable practices**
- 2:30pm **Break**
- 2:45pm **Putting it all together with specific outcomes in mind**
- 4:00pm **YOU DID IT!!!! THERE IS A PLAN!!! WE CAN DO THIS WHEN WE WORK TOGETHER!!! ONWARD**

**Registration  
Fee: \$439**

### SESSION TRAINER:



**JANET HUMPHREY** is co-founder, principal coach and consultant for Dynamic Coaching Systems LLC. She is also an instructor at the University of Colorado Denver teaching the Early Childhood Coaching Certificate, which she worked with a team to design in 2010. Janet has over 45 years of experience developing federal, state and Tribal early education systems and early childhood organizations. She has been a national Technical Assistance Specialist and Manager, EC Program Director, college adjunct faculty, teacher and advocate volunteer, and she has educated staff and parents as a consultant and coach. Janet led the team that developed Colorado's original Quality Rating System and is a founding member of the Colorado Coaching Consortium. She has a Masters' Degree in Early Childhood Education from the University of CO, an undergraduate degree in Behavioral Sciences, and an international AMI Montessori teaching credential.



Region VII Head Start Association  
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