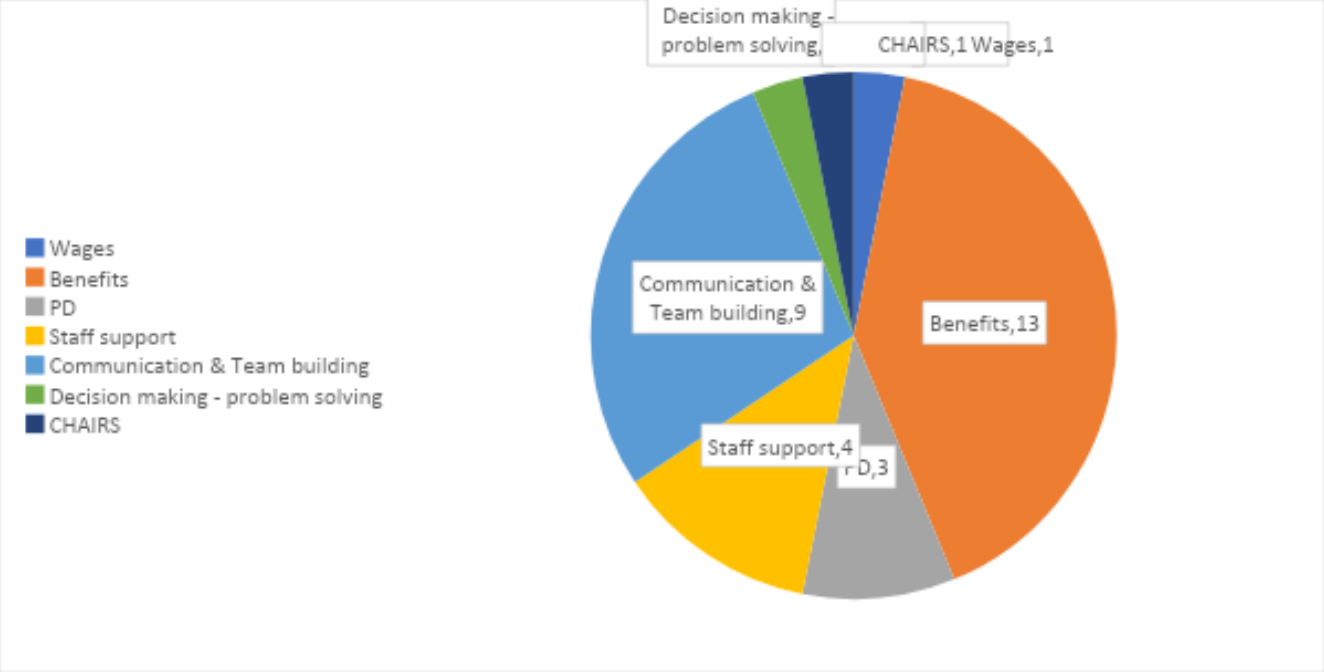
Results of weighted voting, categories we think are most important for focus in the Model Work Standards.



Wages: a salary scale is available and posted, includes tiers for education & experience, growth over time

Benefits: health insurance for all employees (see language in MWS) and retirement, paid holidays.

Professional Development: Personalized professional development plans are supported with challenging but reachable goals; resources are provided to assist in achieving the goals. Opportunities exist for teachers to be mentors and receive appropriate training and support to do so

Staff Supports: there are sufficient staff for group sizes and ratios that allow for individual attention for each child. Training/qualified sus/floaters are available and arranged for. Materials, curriculum, and equipment are available to meet all children's needs in the program.

Communication & Team Building: communication among staff and administration models respect, and an effective system ensures everyone is informed about policies, procedures, events. The program honors respects and affirms every staff member and this is evaluated annually with input. Program encouraged a sense of community; anti-bullying policy with process in place (grievance) to address it if it occurs.

Decision Making & Problem Solving: All staff are open to considering what is not working and are open to/supportive of new ideas.

Health, Safety, & Physical environment: adult sized furniture is available in all classrooms (chairs)

Chart paper/sticky notes from 1.14.23: Headings are the prompts, red text is a "theme," text below are individual responses on the sticky notes.

What actions occur that make you feel disrespected?

when our words are not acknowledged/accepted/heard
(people) not listening
Our points not acknowledged
(when we) are talked over in a disagreement
When we feel invisible/overlooked
When we have no input on things
When we are ignored
When we are left out of important events
When bandaids are put on problems
When comments are made about different techniques (teaching styles/ideas)
Being told I'm wrong (when I'm not)
Coming to my classroom and telling me what I need to do/change without knowing why I do things the way I do
Getting things pointed out that are negative; never things you are doing well
When people use mean words, are passive aggressive, slap in the face, broken confidences
Snapped at
Snarky comments
Attitudes, body language, tone, delivery
Trusting to share with someone and broken confidences
Being snapped at
Snide comments

When does communication break down?

Gatekeeping/lack of input
When one person speaks for the group
Communication is tight, we are asked not to talk to admin
Specific points in the day
Breaktimes
When Wanda/Ms. Brooks aren't present
Communication breaks down when
Egos come in
Rumors
When people change their words/thoughts to meet their own needs (do their own thing)
When we don't feel listened to/valued
When my experience and knowledge are not recognized

We seem to need more support with these skills:

Specific/concrete things:

Job titles for that day
Training
More support staff
Skills we need support with:
Leadership
Taking initiative
Thought processes:
Being optimistic
Open mindedness
Treating others with respect
Being adaptable
Self-control
Humility

To feel valued, acknowledged, and to improve communication, we need:

Specific/concrete things:
Recognition/employee of the month
100% paid insurance
Therapy
A monthly stipend for classroom purchases ($250?)
A path for professional development
An educational coordinator
Rewards
Action plans when issues come up
Consequences for not following policies
A system for getting everyone's input
Being able to talk one on one with administration instead of full group discussion
Specific trainings mentioned:
Being kind to each other and children
Combating stress
Communication skills
Self-control
A third party to clarify rules and expectations of administration
People skills