

## **Hiring, Onboarding, Staff Development**

The inability to hire qualified staff and staff retention are two detriments to organizations carrying out their missions. They are both costly in terms of money and also in terms of staff time. Thoughtful plans to hire, onboard and train staff that align with organizational values can help alleviate these challenges.

The goal of this session is to discuss best practices in hiring, onboarding and staff development. We will show examples of plans for each of these components for Centers to modify and adapt based on their needs.

The objectives of this session are to:

- Align hiring, onboarding, and staff development processes to the values of the organization
- Describe the differences and alignments between hiring, onboarding, and staff development
- List key components of hiring, onboarding and staff development that contribute to employee retention
- Review current practices and identify concrete changes for improvement
- Discuss challenges and successes across Parent Centers
- Review best practices and discuss ways to implement them

### Presenter Info:

#### **Laura Weber, Executive Director, Exceptional Children's Assistance Center (ECAC and Co-Director Region B Parent Technical Assistance Center (RPTAC-B)**

Laura J Weber is ECAC's Executive Director and Co-Director of the Region B PTAC. Laura has been in this role since mid-2017. Previously, Laura held roles at ECAC as the Mental Health Contracts Manager, working with young people with Serious Emotional Disturbances, Evaluation Coordinator, and Co-Director. In addition, Laura is the Co-Director of the Region 2 Parent Technical Assistance Center providing support to 26 parent centers in 12 states. Before returning to ECAC, Laura was a Senior Project Director for the Center for Creative Leadership, a top-ranked leadership development organization working to enhance leadership skills in young people from rural North Carolina.

#### **Terri Leyton, Technical Assistance Coordinator, Region B Parent Technical Assistance Center (RPTAC-B) and Early Intervention Project Manager with Exceptional Children's Assistance Center**

Terri Leyton is the Technical Assistance Coordinator for Region B Parent Technical Assistance Center and Early Intervention Project Manager with Exceptional Children's Assistance Center. She has a Bachelor's Degree in Meteorology from Penn State and an MBA from UNC-Charlotte. She also received a certificate from Wake Forest University in Business Essentials for Nonprofit Management. Terri has worked with Exceptional Children's Assistance Center since October 2017. Before that, she worked for the Down Syndrome Association of Greater Charlotte for 7 years. Terri has a background in project and program management. She has worked in fundraising as well as mentoring and educating parents in the disability community.