

## Recruitment and Retention of Personnel Serving Young Children with Disabilities: Leadership and Advancement Opportunities



For more, visit <https://ectacenter.org/topics/personnel/recruitment.asp>

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### Leadership plays a crucial role in improving teaching and learning practices.



Factors that contribute to job satisfaction include administrative support, communication, and individual decision-making. Studies show that support from school and program leaders that focuses on staff's professional and emotional needs is essential for staff retention. Administrators who prioritize staff needs and wellness create a supportive environment. Policies and practices that meet staff's most essential needs help them stay. Peer-to-peer collaboration, coaching, mentoring, and breaks for self-care can reduce stress and improve working conditions.

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### Examples of successful programs include:



Alaska's Aleutian Pribilof Islands Association (APIA) invested American Rescue Plan (ARP) funds into holistic self-care and wellness initiatives to support staff. This includes offering bi-weekly online yoga classes for all staff by an Indigenous yoga instructor. The classes combined traditional knowledge and Western approaches. The classes reduced anxiety, depression, and post-traumatic distress symptoms and improved coping skills, immune functioning, relationships, and connection to culture and traditional practices.



Colorado's [Early Childhood Mental Health Consultation Program](#) is an investment in the mental health and well-being of children, families, and professionals in the state's ECE system. Its goal is to reduce workforce stress, increase staff retention, support the well-being of young children, and address behaviors adults find challenging. Consultants use reflective consultation as a key strategy to promote staff mental health and well-being.



Illinois' [Early Intervention Training Program \(EITP\) Leadership Fellowship](#) supports leaders to grow in their capacity to meet the needs of the EI workforce and families. The fellowship provides professional development opportunities to:

- increase emotional intelligence and strengthen leadership skills;
- increase capacity to leverage strengths and opportunities to achieve goals;
- strengthen relationships to sustain quality EI work; and
- establish social networks to connect with after the fellowship is completed.

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