

**WELCOME ✨  
to the TEAM ✨**



# **High Staff Turnover & Retention Challenges in ECE A Crisis in Consistency**



**YOU  
GOT  
THIS!**



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- High turnover disrupts children's development, younger kids need consistent, trusting relationships with caregivers. Frequent staff changes can lead to anxiety, attachment issues, and inconsistent learning. On the other hand, stable staffing supports safe, nurturing classrooms and stronger child outcomes.
- Many early childhood educators leave due to low pay, burnout, and better opportunities elsewhere. Improving wages, and benefits, and working conditions can help retain experienced staff and improve overall program quality. Constantly hiring and training new staff weakens consistency, while long-term educators provide stronger relationships and curriculum continuity.
- There's also a need for more funding, professional development, and public recognition of early educators, many feel undervalued compared to K-12 teachers.



To tackle staff turnover in Early childhood education, I created an advocacy plan focused on improving workplace conditions, professional development, and staff recognition. I designed flyers, posters, and presentations to raise awareness about the impact of turnover and the need for better support. I also developed surveys to understand why educators leave and what helps them stay, looking at factors like pay, benefits, job satisfaction, and workplace environment. Based on the results, I introduced support programs like mentorship, wellness initiatives, and career workshops. I involved key stakeholders, administrators, teachers, parents, and policymakers, to push for better wages and working conditions. The materials I created highlighted the impact on children, shared educator testimonials, and offered strategies to improve retention.

# Plan and Implement Action

## Smart Goal #1: Improve Staff Satisfaction

**Goal:** Increase staff satisfaction by 20% through wellness programs and professional development workshops

### Action Steps:

- Created wellness initiatives and mentorship programs
- Partnered with child care centers to provide resources
- Administered pre-and post intervention surveys to measure impact



## Smart Goal #2: Reduce Staff Turnover by 15%

**Goal:** Lower turnover by 15% by strengthening mentorship and professional growth opportunities

### Action Steps:

- Launched mentorship and training programs
- Worked with administrators to offer career development
- Collected turnover data before and after implementation



## Smart Goal #3: Advocate for Better Compensation and Benefits

**Goal:** Secure commitments from 3 stakeholders to improve wages and benefits within 4 months

### Action Steps:

- Shared research findings with policymakers and program leaders
- Organized meetings and built support from educators and parents
- Advocated for increased investment in early childhood staff



## Timeline Summary:

- Month 1: Research & Data Collection (distributed staff surveys, researched retention best practices, created awareness materials)
- Month 2: Program Development (analyzed survey data, held meetings with staff and administrators, launched mentorship and training programs)
- Month 3: Implementation & Engagement (hosted staff workshops and wellness events, engaged parents and stakeholders in advocacy)
- Month 4: Evaluation & Advocacy (conducted follow-up surveys, presented results to policymakers, measured success through satisfaction and retention data)



### **Results of Smart Goal #1:**

- Achieved a 20% increase in staff satisfaction within 4 months.
- Educators felt more valued, supported, and engaged
- Decreased turnover intentions due to improved morale.

### **Results of Smart Goal #2:**

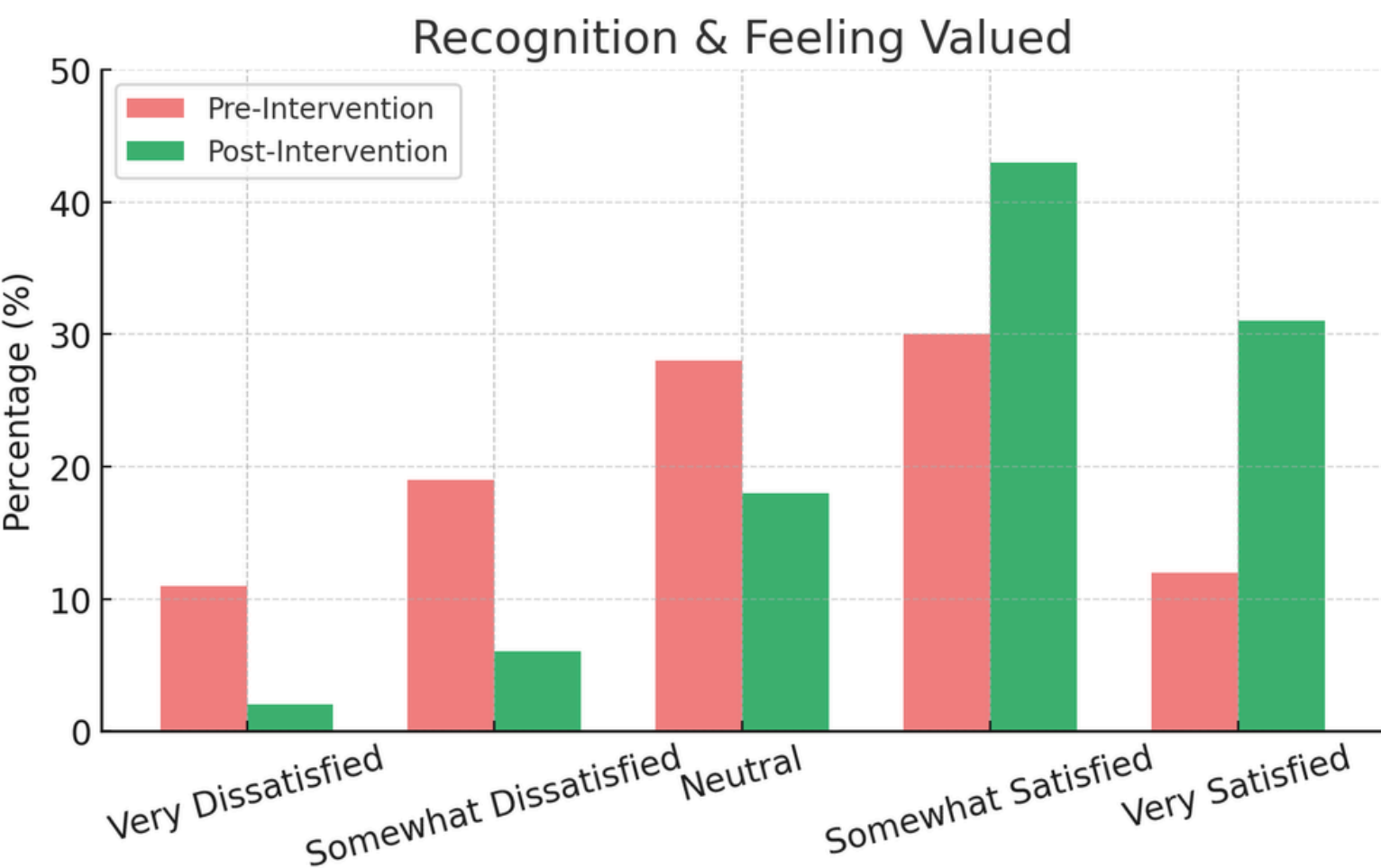
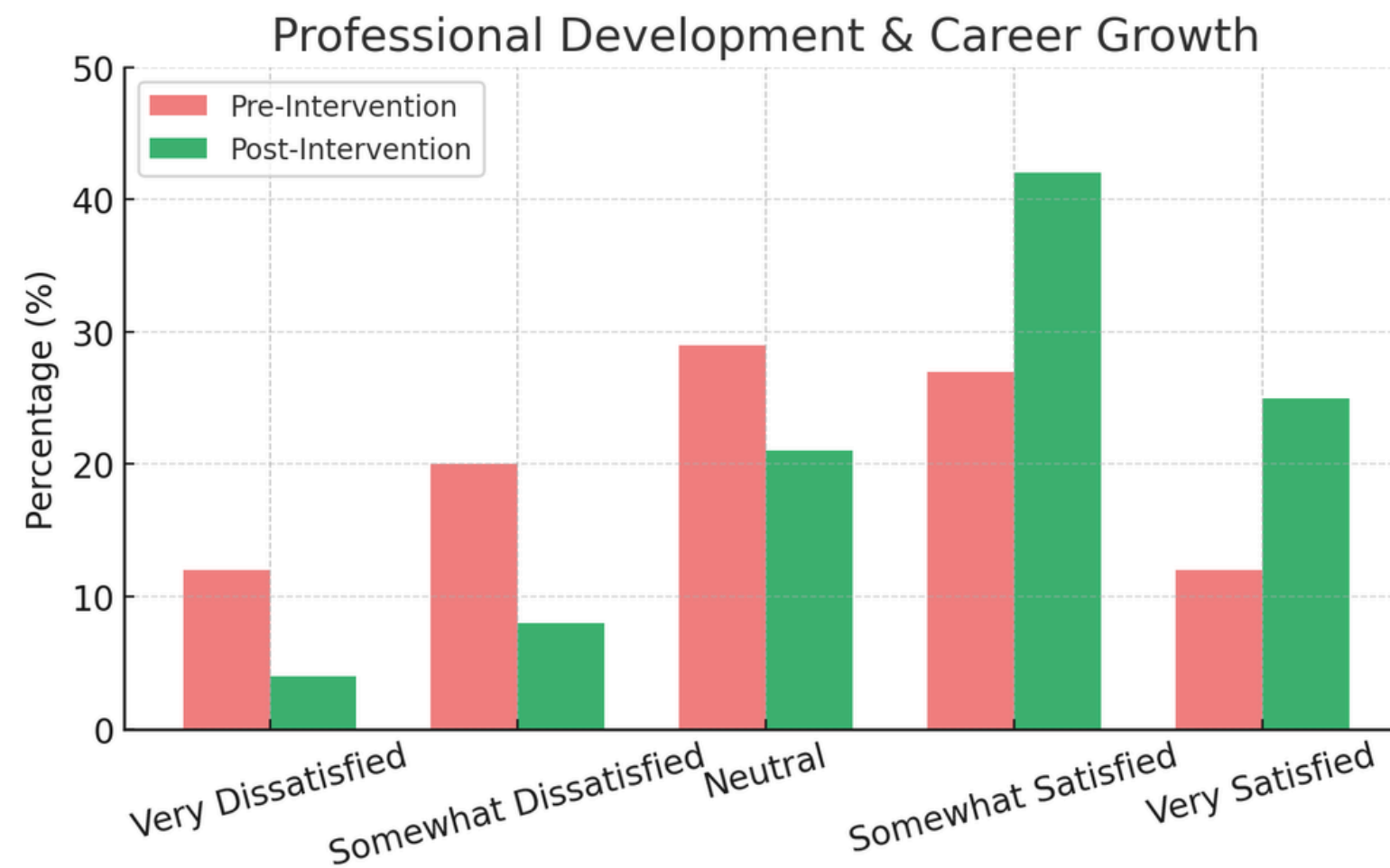
- Staff turnover decreased by 15% in 6 months
- Improved job satisfaction and retention among educators
- Stronger team morale and support systems observed

### **Results of Smart Goal #3:**

- Gained commitments from 3 key stakeholders
- Some centers piloted retention bonuses and stipends
- Policy discussions and wage improvement plans underway



# Staff Satisfaction by Category: Pre vs. Post Intervention (20% Overall Increase)

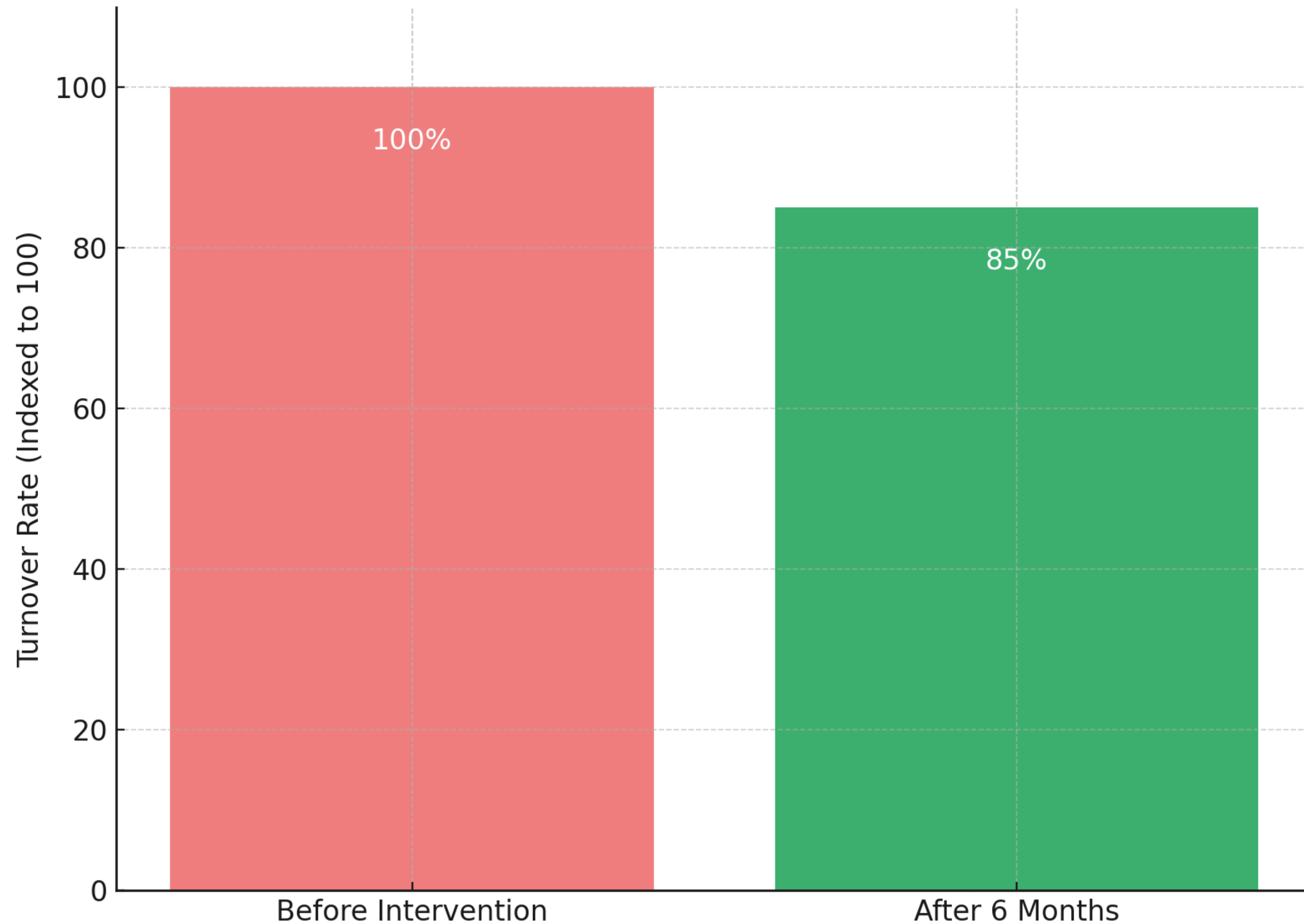


## Pre- and post survey results:

- Workplace Support
- Professional development & career growth
- recognition & feeling valued
- job satisfaction & motivation

each graph breaks down how staff responded by satisfaction level, from very dissatisfied to very satisfied.

## Results of SMART Goal #2: Staff Turnover Reduction



**staff turnover decreased by 15% over 6 months**  
After the intervention, the indexed turnover rate dropped from 100 to 85 this reflects improved job satisfaction, stronger morale, & better support systems

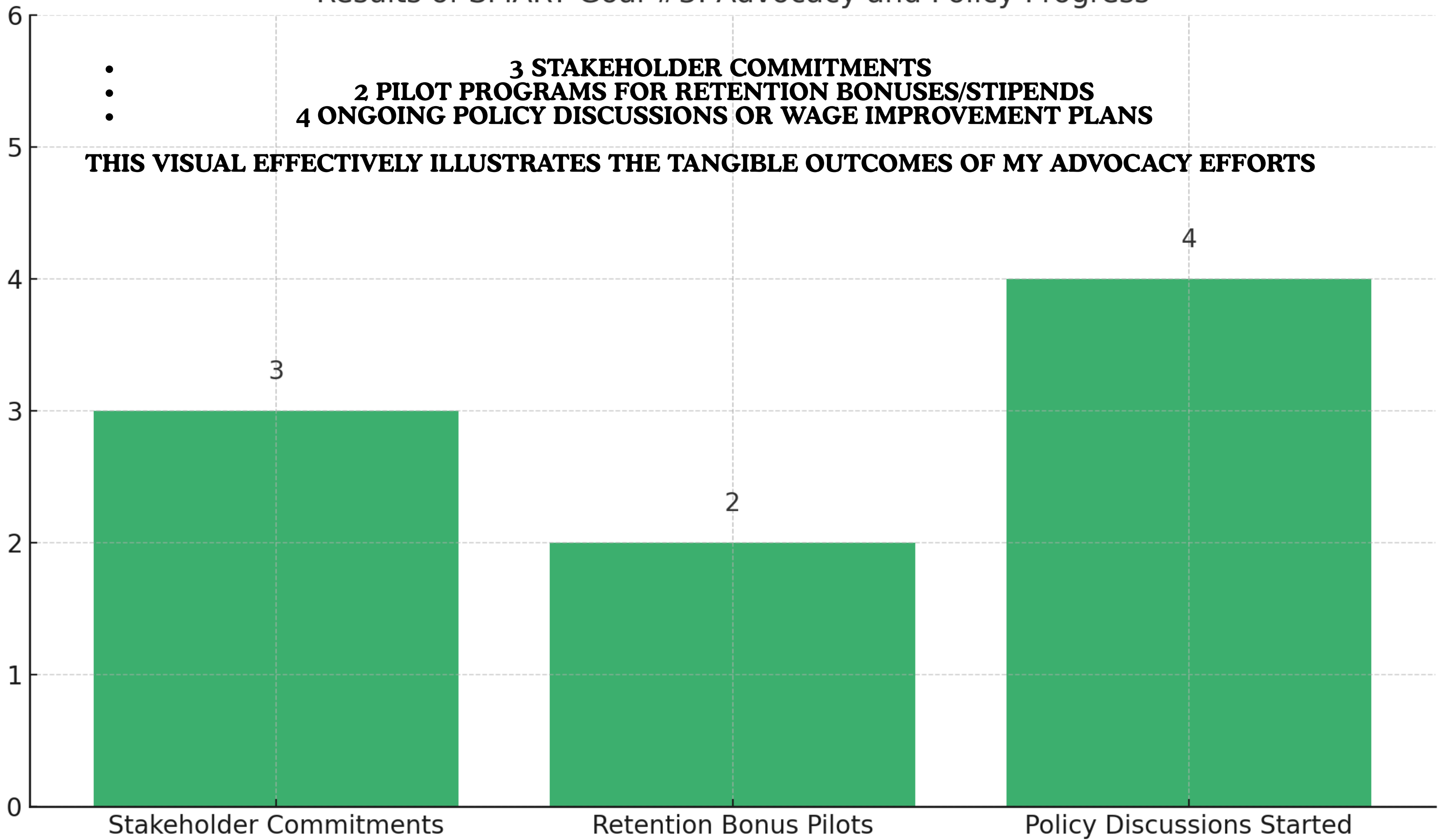
# Results of SMART Goal #3: Advocacy and Policy Progress

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**3 STAKEHOLDER COMMITMENTS**  
**2 PILOT PROGRAMS FOR RETENTION BONUSES/STIPENDS**  
**4 ONGOING POLICY DISCUSSIONS OR WAGE IMPROVEMENT PLANS**

**THIS VISUAL EFFECTIVELY ILLUSTRATES THE TANGIBLE OUTCOMES OF MY ADVOCACY EFFORTS**

Number of Actions/Initiatives



# Evaluating and Reporting

## Did I reach my objectives?

- **Yes, the outcomes indicate that my objectives were successfully met:**

**Smart goal #1:** Staff satisfaction increased by 20% within 4 months, as measured by pre-and post survey results. Educators reported feeling more supported, engaged, and valued, which directly contributed to improved morale.

Smart goal #2: Staff turnover decreased by 15% in 6 months. Survey feedback and Retention data showed that educators felt more committed to their role due to mentorship programs and professional development opportunities.

Smart goal #3: I gained commitments from 3 key stakeholders, launched pilot programs for retention bonuses, and initiated policy discussions around wage improvements, signaling measurable impact.

## How i measure success:

- surveys: pre-and post intervention data measured changes in staff satisfaction and retention intentions across categories like workplace support, professional development, recognition, and job motivation.
- turnover data: 15% drop in turnover over six months demonstrated positive change.
- stakeholder engagement: tangible commitments and policy movements showed advocacy effectiveness

## Strengths of my plan:

- Data-driven, using surveys allowed me to understand the actual needs and measure change over time
- well-rounded approach, combining wellness, mentorship, and advocacy created a multi-level impact
- stakeholder involvement, engaging administrators, educators, and parents gave the initiative both legitimacy and support

# Evaluating and Reporting

## **Weaknesses of my plan:**

- Time constraints, some initiatives (like policy changes) require more time to fully develop than my project allowed
- Limited resources, not all centers had the capacity to implement pilot programs or stipends immediately
- Survey participation, a few staff didn't complete the follow-up survey, limiting the full picture

## **Reflection:**

Upon reflection, I'm proud of the progress and impact this project made in a short time. I learned how powerful structured advocacy can be when paired with real data and community support

## **What I would do differently:**

- Start advocacy planning earlier to allow more time for follow-up
- Conduct focus groups in addition to surveys to gain deeper insights
- Provide staff with anonymous open-ended feedback options

## **Suggestions for future advocacy projects:**

1. Build Relationships First: Strong partnerships with administrators and staff build trust and cooperation
2. Use Clear, Visual Data: Graphs and charts helped stakeholders understand the issues and results quickly
3. Stay Flexible: Be ready to adapt your plan based on feedback or unexpected challenges
4. Celebrate Small Wins: Acknowledge each step, it boosts morale and keeps momentum going