

GAINING PEAK PERFORMANCE

Increasing Effectiveness in Attracting and Keeping Staff



Welcome Leaders



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Meeting Management Needs Nationwide

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PEAK PERFORMANCE IS WHEN A STAFF...



SHOCKING



- New Hires get about 90 days to prove themselves
- Half of all new employees leave within the first four months
- Average tenure of child care teacher - 2.7 years
- Average age of new hires – 18 to 24 years – MILLENNIALS

5 CRITICAL DOMAINS

CHILD CARE MANAGEMENT



HR - Staffing

- Recruiting
- Hiring
- Retaining
- Training
- Promoting
- Separating
- Managing
- Developing
- Policies &
- Procedures
- Technology

Operational

- Facilities
- Licensing
- Compliance
- Accreditation
- Maintenance
- Touch Points
- Playground
- Technology

Clients - Children

- Classroom
- Arrangement
- Curriculum Execution
- Daily Activities
- Special Events
- Supplies & Materials
- Technology

Customers

- Parents
- ECS
- Leadership
- Management
- Business Ease
- Connected
- Informed
- Technology

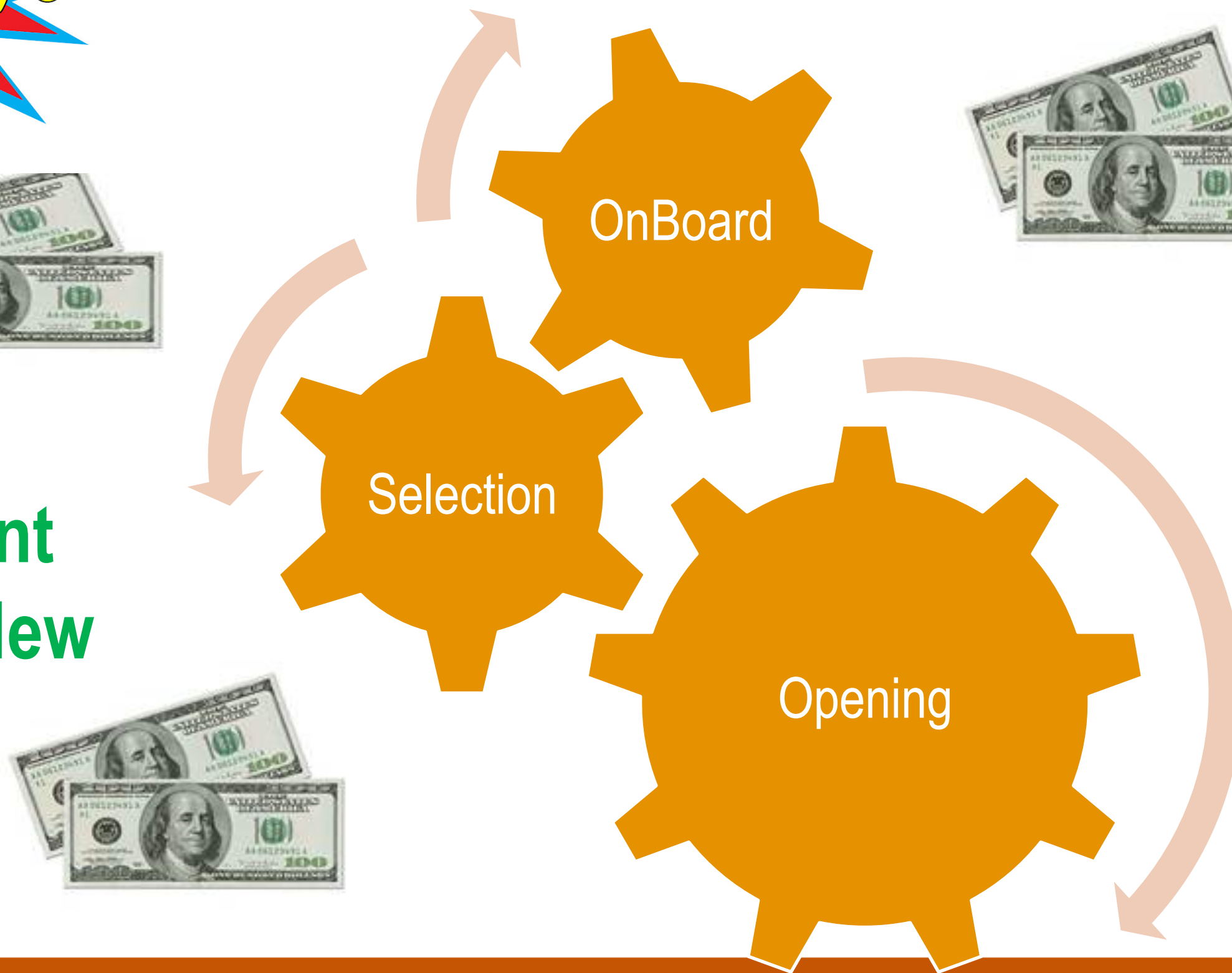
Financial

Fiscal Ratios	
Payroll	50-55%
Facility	15%
Consumables	10%
Misc.	5%
ROI	15%



TURNOVER COST

Average
Recruitment
Cost Per New
Hire
\$3,500



Cost to Value of an Employee



\$4,320 HIDDEN COST – 1ST 90 DAYS



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TOTAL COST -- TURNOVER

- \$3,500 in Replacement Cost
- \$4,320 in Hidden Cost
- **\$7,820 Total Real Cost per Hire**

