

CCC Staff Information

A child care center is only as good as the qualifications, training and experience of its staff. The recruitment, orientation, training and retention of quality and experienced staff are a high priority for us at the Child Care Center of FPCA.

Our center is a certified 'living wage' center, which basically means that we pay a living wage to live in the Asheville area. We believe that in order to recruit and retain good teachers, we need to provide a decent salary and benefits package. We strive to do that for our staff.

Staff qualifications and training requirements are essential for adults who interact with and teach children. All of our requirements help protect children in the Child Care Center by ensuring that the staff will provide a physically safe and healthy environment where the developmental needs of each child is met and where children are cared for by qualified staff.

Education:

Research shows that college level coursework in early childhood education has been shown to have measurable, positive effects on the quality of child care. Knowledge of brain development and learning methods enhances staff member's ability to work with young children appropriately and to the full benefit of the child. Knowledge of infectious disease, methods of transmitting and prevention techniques reduces the spread of disease among children.

Our center is staffed by trained and degreed teachers. **ALL** of our teachers have at least a NC Early Childhood Credential (NCECC) or its equivalent, but the **majority** of our staff has obtained an Associate degree or Bachelor degree in Early Childhood Education or Child Development or Elementary Education. Even those with 'other' degrees have at least 15 hours of Early Childhood classes.

Experience:

Our staff members also all have several years of experience in teaching young children. We believe that having experience in the classroom is a valuable tool for our staff. We look for people that have not just worked in a licensed center, but have worked consistently in centers for a long period of time. Unfortunately there is always some turn-over in the child care field, but we hope to limit that by hiring new people that desire to maintain a career in Early Childhood Education and that are looking for a place to work at long term.

Continual training:

Our entire staff is required to have yearly up-to-date training in Early Childhood Education. We actually close our center once a year, in May, for our staff to attend an all-day training at the 'Western Regional Child Development Conference' at AB-Tech. Also during the year we have staff training classes here on-site and at other places in town. Training is very important to us and we believe that it directly benefits our children.

CPR and First Aid training:

We always have several staff members at all times with Infant/Child/Adult CPR training and Basic First Aid. When our older classes go on a walking field trip, we always have a certified person go along with them for emergencies.

Performance Evaluations:

Our staff is also reviewed regularly and appraised as to their approach, strategies and effectiveness of their teaching. Each staff member is also required to create a Professional Development plan each year.

New employees:

Before a new employee (or volunteer) can start working here they must show proof of a negative TB result and have a criminal background check done and receive a letter from the NC division of Child Development saying that they are certified to work in childcare. Then, every three years all employees must do a new criminal background check again.

Orientation for new employees:

Once an employee is hired, they will receive at least 16 hours of orientation. We want each staff member to become familiar with: our policies and rules, their job description, understand their role in supervision specifically to their age group, increase their knowledge concerning child abuse and how to report it, learn about our enhanced standards for being a 5 star center, our positive behavior management goals and an introduction of our curriculum.

Summary:

Our staff members make our center great! Their dedication to their job is evident. Their commitment to provide high quality childcare is seen in how they relate daily with the children and families at our school. We strive to be the BEST in Asheville and we will work continually towards that goal each and every day.