

Leadership and Management

Let's Reflect – Staff Retention



Retaining a steady team has always been a challenge. However, following the pandemic and the recruitment crisis that followed, the need to retain quality practitioners is crucial. To achieve this, leaders need to adopt a variety of strategies and incentives to reduce staff turnover. Investing in everyone's professional development promotes a sense of value and appreciation for the skills individuals bring to the provision.

“Leaders ensure that all those who work with learners are trained well so that they understand their responsibilities and the systems and processes that the provider operates and are empowered.”

Education Inspection Framework 2023

The ongoing support for practitioners is conducive to a healthy work environment and enables leaders to effectively work in partnership with practitioners in establishing needs, wants and wellbeing. This should translate to individual practitioners, the provision and the children and families. A healthy and happy workforce will inevitably lead to high retention. Therefore, investing in staff well-being is time well spent. Leaders should be mindful of individuals circumstances and how this can be supported to balance the needs of both the individual and provision.

Task

Consider the questions below and reflect on how you can improve and maintain staff retention:

- Are appraisals scheduled and timely?
- Do staff recognise the intent and value of them? what is their perspective?
- How do you ensure that the appraisal process is underpinned by supporting strategies and processes e.g., supervisions, peer observations, training etc.?
- Who is responsible for identifying staff professional development needs?
- How do you ensure that training and development needs are targeted appropriately and that they have impact?
- Who/how is the impact monitored?
- Do you meet regularly with staff for formal supervision?
- What are the advantages of a sound supervision process?
- Is staff well-being a priority for you and your team?
- How do you promote a healthy work environment that supports staff's well-being?
- Have you experienced a high level of staff turnover? If so, why do you think this might be?
- What strategies do you currently apply to minimise staff turnover?
- Do you consider the personalities, interests, and learning styles when engaging with your staff team? Would they agree with your perspective?