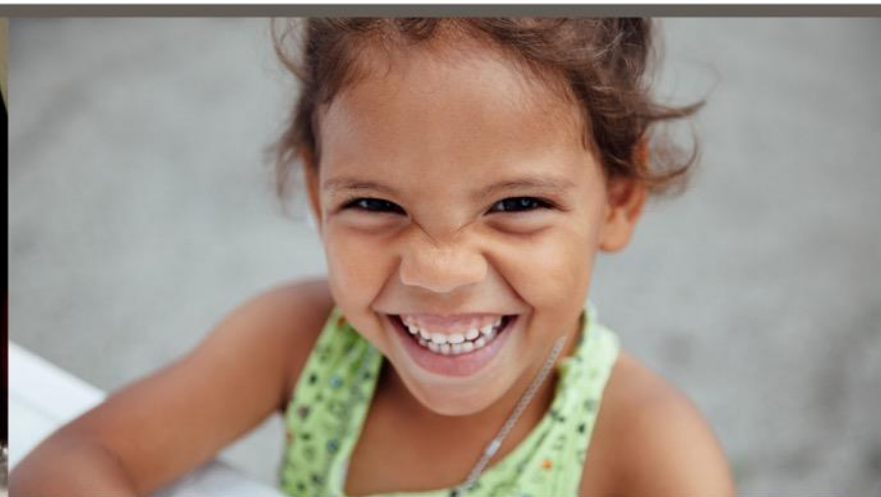




Staffing Up: Strategies and Tips to Improve Hiring, Operations, and Staff Retention in Your Meal Program

March 10, 2022





HOUSEKEEPING





Today's Agenda

Welcome and introductions

- Walter Campbell, Executive Director of Nutrition Services, Charleston County School District
- Paige Pokorney, Program Manager, No Kid Hungry

Strategies

- Recruitment and hiring
- Operation modifications during staff shortages
- Staff retention

Audience Q&A

Additional Resources



No Kid Hungry is a campaign of Share Our Strength. We are committed to ending childhood hunger in the United States by helping launch and improve programs that give kids the food they need to thrive.





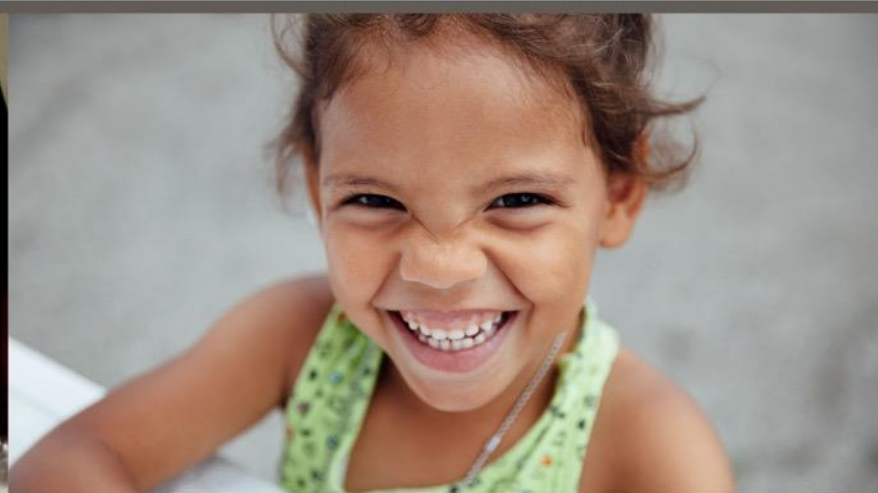
center for BEST
PRACTICES

No Kid Hungry's Center for Best Practices provides information, tools, and resources designed to end childhood hunger.

bestpractices.nokidhungry.org



THANK YOU!



Walter Campbell

Executive Director of Nutrition
Services
Charleston County School
District, South Carolina



Charleston County School District

Charleston County School District (CCSD) is a nationally accredited school district committed to providing equitable and quality educational opportunities for all of its students. CCSD is the second-largest school system in South Carolina and represents a unique blend of urban, suburban, and rural schools spanning 1,300 square miles along the coast. CCSD serves approximately 49,000 students in 88 schools and specialized programs.

Breakfast Participation 34.7%

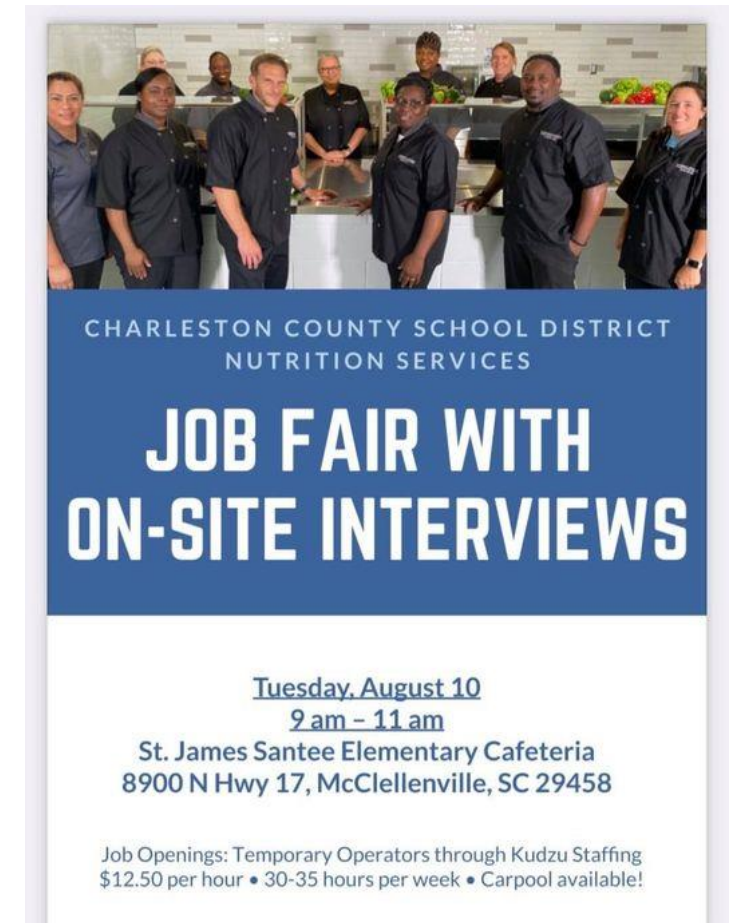
Lunch Participation 65.1%

Team of 398

STUDENTS ARE
THE HEART
—  —
OF OUR WORK!

Recruitment and Hiring Strategies

- Open House
- Facebook streaming Advertisement
- PostCards
- Referral drawing
- Hiring Video
- High School Students and Culinary Students
- Employees who left for another job
- Retirees
- Disabilities Board



Recruitment and Hiring Strategies

- Retired Teachers
- “Why aren’t you staying”
- Thank You’s
- Connecting with your team
- Temp Firm
- Always look for ways to have a little fun



Tips for Operating During Staffing Shortages

- Meals per labor hour
- Volunteers
- Transport Vehicles
- Increase potential
- Leadership Training

SCHOOL LUNCH HERO

 **HOW LONG HAVE YOU BEEN IN CHILD NUTRITION?**
7 Years

 **GREATEST MEMORY WORKING IN SCHOOL NUTRITION**
Mrs. Osha's class wrote me beautiful sympathy cards when my Mother died. They really touched my heart. It really gave me the feeling that I was not alone and that they felt my grief.

 **WHAT IS YOUR MOST FAVORITE PART ABOUT YOUR JOB?**
Seeing the children when they come to lunch and working with a great group of ladies.



KATHERINE BARRON
Manager
Pinehurst Elementary

Charleston >excellence is our standard
County SCHOOL DISTRICT

SCHOOL LUNCH HERO

 **HOW LONG HAVE YOU BEEN IN CHILD NUTRITION?**
6 Years

 **GREATEST MEMORY WORKING IN SCHOOL NUTRITION**
When I received the Super Star Spotlight Award

 **WHAT IS YOUR MOST FAVORITE PART ABOUT YOUR JOB?**
Being able to converse with the children

 **WHAT IS YOUR HERO "SUPERPOWER"?**
Being able to connect with children



EBONY GERMAN
Asst. Manager
Burke High School

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County SCHOOL DISTRICT

Leading in a Time of Staff Shortages

- **Stand up and be seen**
- Embrace Brutal Optimism
- Stick to the Facts
- Tell Your Story
- The Bottom-line comes second
- Link the ordinary to the extraordinary





Paige Pokorney, MPH

Program Manager
Share Our Strength





Strategies for Staff Retention

- Acknowledge staff for a job well done
- Encourage growth – both professionally and personally
- Offer a token of appreciation
- Set up friendly competition
- Foster understanding and buy-in for the organizational mission



Q&A

Additional Resources

[Staffing Up: Strategies for Working Through Labor Shortages and Challenges](#) (resource)

[Tips for Staffing Summer Meals Programs](#) (resource)

[Tips for Navigating Supply Chain Disruptions](#) (resource)

[Materials for Communicating with Your School Community](#) (sample language in English and Spanish)

[Rural Communities Leading the Way: Introducing Local Foods to Meal Service](#) (resource)

From SNA: [Supply Chain Resources](#) (website)

From USDA: [Planning for a Dynamic School Environment](#) (website)

School's Out, Food's In!

Summer Webinar Series

March 30 @3pm EST – Planning for Summer Meals: Strategies to navigate no-waiver operations

April – Reaching Hard to Reach Communities: Leveraging Innovation and Partnership

May – Promoting Your Summer Meals Program: Strategies and Tips to Promote Your Summer Meals Program

June – Evaluating and Incorporating Feedback into Your Summer Meals Programs: Tips and Promising Practices

July – Thinking 365: Transitioning Your Summer Meals Program to an Afterschool Program through CACFP At-risk



Stay in Touch!

Sign up for our newsletter:

www.bestpractices.nokidhungry.org/subscribe

Visit the CBP website:

www.bestpractices.nokidhungry.org



THANK YOU

Paige Pokorney, MPH

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