

## Guiding Principle 4: Recruit and hire effective staff to support students

Topics	Guiding Questions	Supporting Resources
<b>Consider Wraparound Staff</b>	Will we provide counseling and/or other support services over the summer? Will these services be available to all students or only those enrolled in summer programming?	<a href="#">School Social Work Association of America Priorities and Guidance</a> provides a summary of essential issues and considerations that best support students, families, communities, and staff
	How will staff know how to refer students to any wraparound services?	<a href="#">National Wraparound Initiative</a> - Wraparound Basics provides a brief description of key elements
<b>Recruit Qualified Staff</b>	How will we recruit qualified academic teachers? How will we recruit staff to support enrichment?	<a href="#">Education Elements - Wallace Foundation - The National Summer Learning Recruitment Guide</a>
	What will we pay staff? What other benefits can we provide?	
	Will we prioritize current teachers in our district? Will we be able to hire staff from outside of our district?	<a href="#">Education Elements - Teacher Recruitment and Retention Wallace Foundation</a>
<b>Target Staff Expertise</b>	What is our ideal student-to-staff ratio?	
	What knowledge and skills will we prioritize in staff to meet our intended outcomes?	
	What are the expectations for summer programming instructors? Will they receive feedback? Will they plan collaboratively? How will they communicate with families?	
<b>Train Staff</b>	How will staff be trained to meet the expectations?	<a href="#">Wallace Foundation Summer Learning Toolkit - Staffing and Professional Development</a>
	How, when, and from whom will staff receive feedback and growth opportunities?	
<b>Attend to Logistics</b>	When will we train staff? Who will be responsible for training staff?	

\*Adapted with permission from [Mississippi Considerations for Summer Programming](#)

