



# AAPS Before/After Care Status Update

Board of Education  
June 29, 2022



# AAPS Before/After Care Status Update

- We understand how important before and after school care is to working families in AAPS.
- In the AAPS, we are proud of a decades long tradition of school based before/after care in our neighborhood elementary schools, and we remain committed to providing and expanding before and after school care.
- Our vigorous efforts to staff these programs continue, including redesigning the positions to include improved hourly pay, hiring and retention incentives, paid training, benefits, paid time off, opportunities for advancement, and team members are part of a represented employee group.

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## Goals for 2022-2023

- Continue five Rec & Ed before/after care programs at **Abbot, Carpenter, Lakewood, Mitchell, and Pittsfield**
- Re-open program sites at **Angell** and **Wines** as staffing allows
  - Interested parents must fill out a form: [bit.ly/WinesCare](https://bit.ly/WinesCare) and [bit.ly/AngellCare](https://bit.ly/AngellCare)
  - All who fill out the form will receive notification the week of August 4
- Continue supporting 3 buildings with outside agency care
- Projected school sites with Before/After School (if staffing allows) = **10 schools**
- Will continue to re-open additional program sites as staffing allows

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## **Rec & Ed is ready to open more sites!**

State child care licenses are up-to-date in 13 buildings

Supplies and equipment are ready in buildings

Registration systems, procedures, and parent handbook info are all in place

New program sites are selected based on a variety of factors, including geography, staffing, Title I status, and building space

## **All we need is staff!**

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## Spring Recruitment Push

- Created 2 new full-time positions
- Increased wages and added fall hiring/retention bonus
- Retained Amy Cell Talent Agency for professional recruiting services

## Results

Interviewed ~15 candidates, offered jobs to 8, and 4 have accepted.

With 5 end-of-year resignations or retirements, current staffing levels are flat.

## Next Steps - July and beyond

- Print, online, and radio ads
- Weekly interviewing and onboarding
- Work study student recruitment & hiring
- Highlighting why to work for Rec & Ed - full/part-time; entry-level and advanced; paid training; benefits, union membership, opportunities for advancement
- Additional assistance from Amy Cell Talent



## AAPS Before/After Care Status Update

Parents and all in our community can help by getting the word out about jobs!

Share link: **[bit.ly/Hiring4Care](https://bit.ly/Hiring4Care)**

*Note: job postings will be updated to reflect new pay scales after tonight's BOE vote on bargaining unit agreements.*

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## Wrap Up & Additional Information

- For more information, visit [aareced.com](http://aareced.com) → Extended Day Program
- Interested parents at Angell and Wines must fill out their school form: [bit.ly/AngellCare](http://bit.ly/AngellCare) or [bit.ly/WinesCare](http://bit.ly/WinesCare)
- Registration for after school enrichment classes (once/week) will be available in August. *We understand that these classes are not a substitute for before/after care.*
- We will continue to provide updates on program status
- Thank you for your continued support of before/after staff and this program!