

Finding an Employer that Fits



Whether you are just beginning your career in early childhood education or exploring new opportunities, use this guide to help you find an employer that fits.

Factors to consider:

- Career Goals
- Commute/Location
- Compensation & Benefits
- Opportunity for Advancement
- Organizational Culture/Values Fit
- Skills/Expertise Alignment
- Work Environment/Team Dynamics
- Work/Life Balance

Where to find prospective employers:

Alleghenychildcare.org

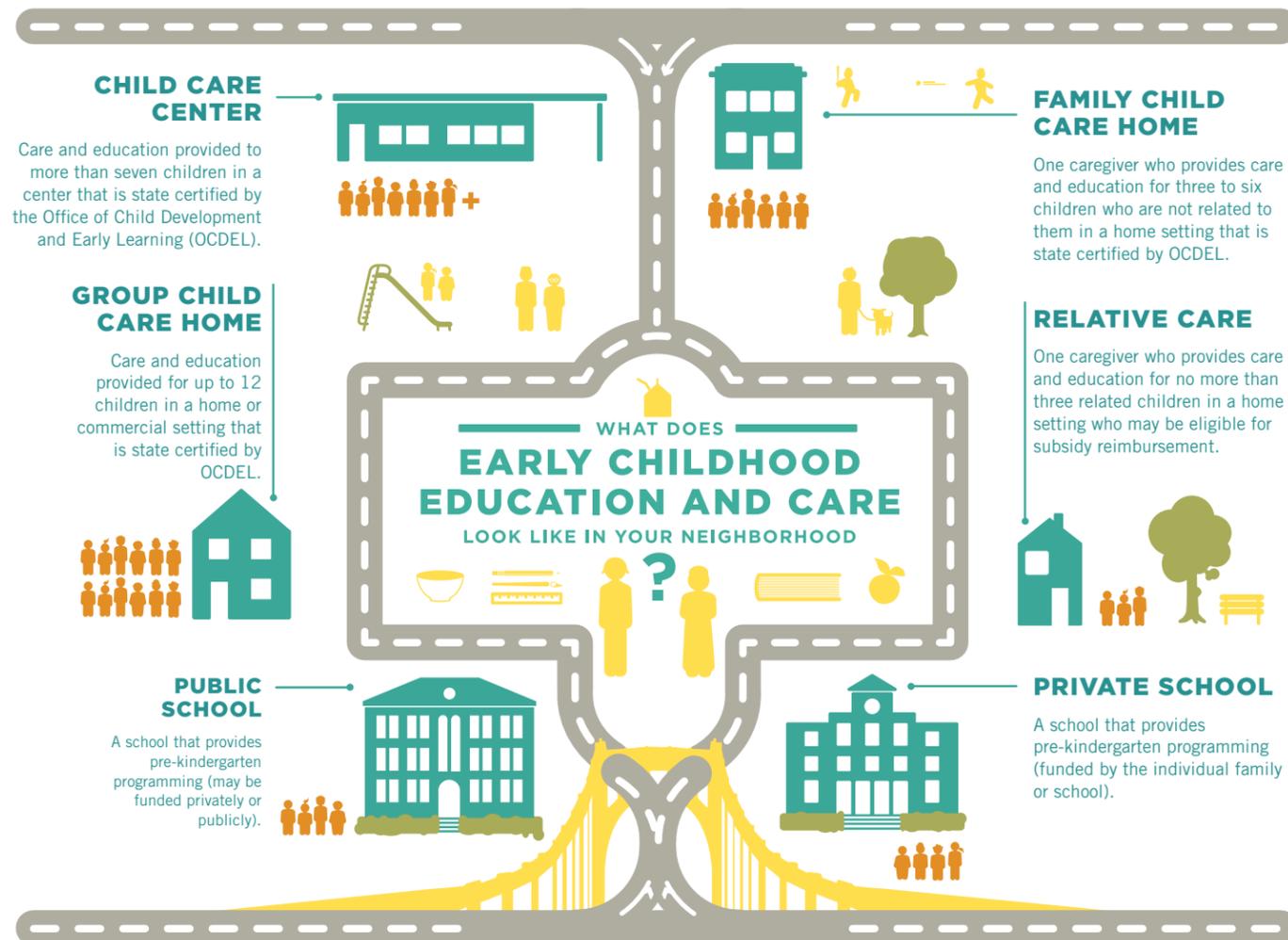
Allegheny County Family Support Network (home visitors)
(<https://familycenters.alleghenycounty.us>)

COMPASS.dhs.pa.gov

ECEHire.com

Head Start Job Board (<https://www.paheadstart.org/head-start-job-board>)

Or via a general web search using 'child care jobs in [location]'



Questions to ask:

Program Culture/Values:

- Can you describe the program's culture?
- What values are important to the program? How are they reflected in day-to-day operations?
- What steps does the program take to foster a sense of belonging and respect with families? Among all staff members?
- What's the program's role in the community and how does it contribute to the community it serves?

Curriculum and Programming:

- How does the organization incorporate diverse perspectives and cultural humility into its curriculum and programming?
- Are there resources or materials available that reflect the diversity of the children and families served?
- How does the program address topics such as race, ethnicity, gender identity, and family structure in its educational approach?

Team Dynamics:

- Can you describe the team I'll be working with?
- How does the team collaborate and communicate?
- What is the leadership style of my direct supervisor?

Feedback and Performance Reviews:

- How often are performance reviews conducted, and what is the process like?
- How does the program encourage feedback and open communication among staff?

Job Expectations:

- What are the day-to-day responsibilities of this role?
- How are performance expectations measured?
- Can you provide examples of successful outcomes in this position?
- How does the program foster staff teamwork and collaboration?

Growth Opportunities:

- How does the program support employee growth and learning?
- Can you describe the career paths available to staff (in this team or department)?

Work-Life Balance:

- How does the program promote work-life balance for employees?
- How does the program handle employee well-being and prevent burnout?

Benefits and Perks:

- What benefits does the program offer (healthcare, retirement plans, etc.)?
- Are there any additional perks or incentives available to staff?
- How does the program support staff wellness and well-being?





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MORE INFORMATION

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