Programmers Network meeting 4/21/2023

**Introductions o Name, Job, Location**

Stacy Chouinard Crystal

John Halderman Minneapolis PRB

Deb MRPA

Sandy jansen Chaska

Zac Johnson Chaska

Jessica Nelson-Roehl Fridley

Hiedi Hanson Carver county

Mason Moore Shakopee

Shelley Johnson

Amber Peterson Nisswa

Lisa Abernathy

P Marschall Hastings

Crystal Anderson Maple Grove

Jodi Sarles Chanhassen

Joe Vaughan Woodbury

Gina Brady Roseville

Angie Gornik Moundsview

Sue

Joy Handt Blaine

Cassie Woischke

**Websites**

What program are you using? Websites- Stacy uses hers and updates. Joe does his page and uses civic plus.. Joe mostly updates calendars and special events, reviewed his pages.

Angie Gornik uses civic plus as well, and people just figure out how to do it themselves. Civic Rec.

Stacy uses “click here for all preschool programming”, to link to webtrac..

Crystal- Maple Grove, has strict guides to updating websites. Jodi also can only suggest the changes, can not make edits. Chanhassen.

Jessica Nelson Roehl uses Civic plus as well, and uses Explore for registrations.

**Registration software.**

Jodi asked what software they are suing.

Maple grove uses rectrac, Finnley for reservation of fields.

Stacy uses diamond.. something.. for league schedules.

Angie Gornik wildly disappointed by civic rec. if looking for health info it does not have that ability, but is user friendly, but they really oversold what they can do. Customer support is quick. Civic rec did record zoom trainings that can be saved and shared which is great.

MPRB and st paul both use team sideline.

Active is used by MPRB … And uses elio? For preschools..

Jodi Sarles is using Active and is not happy with it.

Rectrac got bought out. Rectrac service is harder to reach now.

Crystal suggested if you get rectrac to pay for the training and set ups.

**Suggestions for good sites to check out?**

**Troubleshooting**?

**Summer 2023**

How is it going?

How is summer registration going. Staffing and HR Lisa Abernathy, what is your roles of onboarding? Her HR director is open to feedback because their process was chaos.

What is electronic, what is paper. Background checks getting lost. Welcome letters etc.

Amber does all of the recruiting and interviewing., she gets a paper booklet and fills it all out and returns to HR.

John HR is a clearinghouse, they do all welcome letters, 3rd party for background check, only 3rd party sees it. All childcare providers also do DHS for background check.

Angie is working on trying to get things fixed, because they get a zip files, is pushing for digital of everything. Is pushing it back to HR to get them to handle a lot of it. Struggle with age of our employees vs. aged systems.

Amber does onboarding well. Has a cover page of all needed paperwork.

Stacy uses neogov but prints everything.

Crystal uses Neogov and recently went from all paper to using it digitally.

Stacy can schedule an internal department HR to make sure issues are fixed.

Jessica Nelson-roehl in fridey does all of it herself except entering them into the system. Partnership with the HS, works with the school to have a teacher help with understanding paperwork and then plan a paid paperwork party with HR and goes through all of their paperwork together.

Lisa Abernathy does an open house also with all hired staff, welcome packet is all welcome letters and open house with HR to break down all the things and paperwork they need. Bank accounts, etc.

Background checks. Most use BCA. Do you check under 18? Some chck under 18, some only check over 18.

**Do you need help, inspiration, venting?**

Hiring, a lot of people are fully staffed. Aquatics is the struggle. Camp programs are desperate staff. Angie is having trouble finding lead staff, only has lots of entry level.

Joe is full at their pool in woodbury.

Jessica Nelson-Roehl staff training recommmendations, they get lectures, but trying to make training more interactive. Summer camp society and free matterials, on FB the summer camp professionals, lots of training materials and sessions (from Angie Gornick)

[www.thesummercampsociety.com](http://www.thesummercampsociety.com)

OTHER – Send In Your Suggestions!

**Mandatory Training- Mandated Reporter Training**

Jodi is having all staff over 18 do the short version of the training. Mnchildwelfaretraining.com/traiing/mandated-reporting-training

Having all staff take the training and print out their certificates.

Gina is looking for evaluations. programs, events, etc, what do people use.

Stacy recommends survey monkey. Paper surveys during camps to talk with the kids…

Google forms is not as easy. Jot form and formstack used by Angie gornik

Joy Handt- City of blaine asked about polka bands, Crystal answered.

Young professional May 19th at 10am ideas

theme tables, and 5 minute table talk. How to be better in our workplace, DEI efforts, do they want to here reality of it, or see that we are having conversations about attempted to do things, what are your bathroom policies, do they get DEI training, has your city had conversations about how police affect the comfort level of participants. Policy about change. What to dream about what could be different. Can you negotiate pay. Stacy has a dream of a closed door meeting of what we all make and what we thing of it. Roseville is doing a class and comp study. But hearing what younger generations what they want and old if they want to change. Pay transparency. We are all overworked and underpaid.

Jessica recommends asking the young professionals what they want to see. 😊

ACA summer camp conversations, Breakfast clubs

[Join the Northland Breakfast Club Email List (google.com)](https://docs.google.com/forms/d/e/1FAIpQLScDQzMvSHpXJkE_6KvcDaleSZuFQKKfoNJK6eyR8gF5Fi-b-g/viewform)

Deb MRPA playground safety training last week. Board is meeting on wedensday, sotball leagues are starting week of may 1. Mentorship lunch and finally on May 12. Consultant survey closed on Monday.