

MANAGING STRESS IN THE CHILD CARE ENVIRONMENT

AUDIENCE ANALYSIS

Instructions: Use the below questions to guide your audience analysis and to document information you collect. Some of this information may already be available if you have completed a needs assessment and a task analysis. If so, enter that information in the appropriate column, along with any new information you have collected in the audience analysis. Write a brief description of the audience and the organization. Include information such as age, gender, number of potential trainees, language, race, etc.

Session Name: Managing Stress in the Child Care Environment **Date:** June 19, 2010

Questions	Methods used to collect information	Information collected
What is the range of trainees' work experience and job titles?	Review of staff records, interview with director, casual conversation with staff	Staff have been employed at this center for between 6 months and 18 years, with most having been there between 4 and 6 years. The center director, lead teachers, assistant teachers, one administrative support individual and the center cook will attend the retreat/training.
What is the range of trainees' educational levels?	Review of staff records, interview with director	Most have associate or bachelor's degrees. The director has a master's degree in early childhood education.
Do trainees already have the knowledge and skills that will be covered in the training?	Interview with director	The trainees have attended other trainings in the past, but have not had training specifically about the topic of stress.
Do trainees have the necessary prerequisites?	na	There are no prerequisites for this training.
What is trainees' experience with the training topic(s)?	Interview with director	The director feels that the level of stress in the center has increased over the past year, as they have added an additional room and greatly increased enrollment. She wants everyone to get some ideas about how to handle the change.

What are trainees' motivation and interests?	Casual conversation with staff, interview with director	The employees are feeling stressed and would like to learn ways to handle this. The training will be provided as part of an all-day staff retreat that all employees are required to attend.
What are trainees' learning style preferences?	Casual conversation with staff	Most of the staff prefer interactive learning and working together, but there are 2-3 staff members that are very reluctant to speak in front of a group. In general, staff members do not enjoy reading a great deal of written materials.
Do trainees have any special needs, requirements or considerations?	Interview with director	One staff member speaks English as her second language. She is mostly fluent, but gets lost in the conversation if it moves too quickly. Several staff members have dietary restrictions that prevent them from eating sweets.

Description of the audience:

Peas-N-Carrots Child Care Center has been open in Chapel Hill, NC since 1973. It is associated with the Franklin Street United Methodist Church and operates out of a building on church grounds. Enrollment is open to the public, with preference given to children of current church members. Currently, the center has 46 children enrolled in four classrooms (separated by age). There are 16 staff members in total: a director, 5 lead teachers, 8 assistant teachers, an administrative support person, and a cook. Center staff range in age from 20 to 64. All are female. Half of the staff are Caucasian and half are African-American. English is the first language for all staff members except one (this person is a native Spanish speaker, but is fairly fluent in English). Staff have been employed at this center for between 6 months and 18 years. Most have been there between 4 and 6 years. All staff members have an associate or bachelor's degree. The director has a master's degree in early childhood education.

The training on "Managing Stress in the Child Care Environment" will be provided as part of the center's annual retreat. This event occurs every year on the third Saturday in June and always includes a guest speaker. This year, the director requested a presentation on managing stress because the center has been going through a lot of changes related to increased enrollment and growth. All staff members are expected to be present for the training.

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GOALS AND OBJECTIVES

GOAL: By participating in the training, staff members from Peas-N-Carrots Child Care Center will gain improved understanding of the sources of stress in the child care environment and will know how to make changes to decrease stress.

OBJECTIVES:

By the end of the training, training participants will be able to identify from memory a minimum of four sources of stress in the child care environment.

Training participants will be able to recall at least four actions from the list of “Ways to Reduce Stress” that they could do to reduce stress once they return to Peas-N-Carrots Child Care Center.

At the conclusion of the training, training participants will know at least five symptoms of depression and will know what to do first if they or someone they work with might be depressed.