

## **Safe Harbor Program Changes – 2024**

- A) Rolling book carts were provided to both West Lafayette Schools. Books were previously in a crate on top of the cabinet and rarely used. Books are now on display at the children's level and are out every day.
- B) Snacks are provided on site for children who want a snack. Previously, snacks were not provided.
- C) Changes in routines to allow more individual freedom. I will be happy to explain this in detail.
- D) Name tags are required for all staff and employees must identify themselves in any messages to parents through the App. Previously, employees did not identify who was sending the message, parents only knew it was someone from Safe Harbor.
- E) Employees were given meaningful raises in January and guaranteed their shift hours even if school was cancelled after the Safe Harbor program had begun. This made our employees feel it was worth coming in even if they only worked for 30 minutes, they would still be paid for 2 or 3 hours depending on their shift. They are also guaranteed to be paid until 6 even if the children are all gone earlier. Again, this is to make working worth their time. This policy reduced absences as well as increased employees picking up shifts when needed.
- F) Safe Harbor has increased craft supplies to our schools that were previously limited.

My goal is to continually monitor the needs of our children, families and employees to improve our program and make changes as needed.

Nancy C Beall – *Be All You Can Be !*

Safe Harbor Before and After School Program