

# Welcome to the 2023 FRPA Conference!



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# Hiring the Best and Brightest Part-Time Staff





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# LEARNING OBJECTIVES

1. Learn how to develop a group interview process from beginning to end for part-time recreation positions
2. Engage in hands-on group exercises that will help create the vision of the group interview process
3. Develop skills related to assessing candidates through the group interview process



# Ice Breaker

Because it's not a  
Rec session  
without one!





# Your Part-Time Staff

- What positions do you fill in your agency?



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# Your Part-Time Staff

- How do you evaluate talent/fit?
  - *ie – How do you assess applications and fit for an interview.*



# Your Part-Time Staff

- What kinds of interview questions are you asking?



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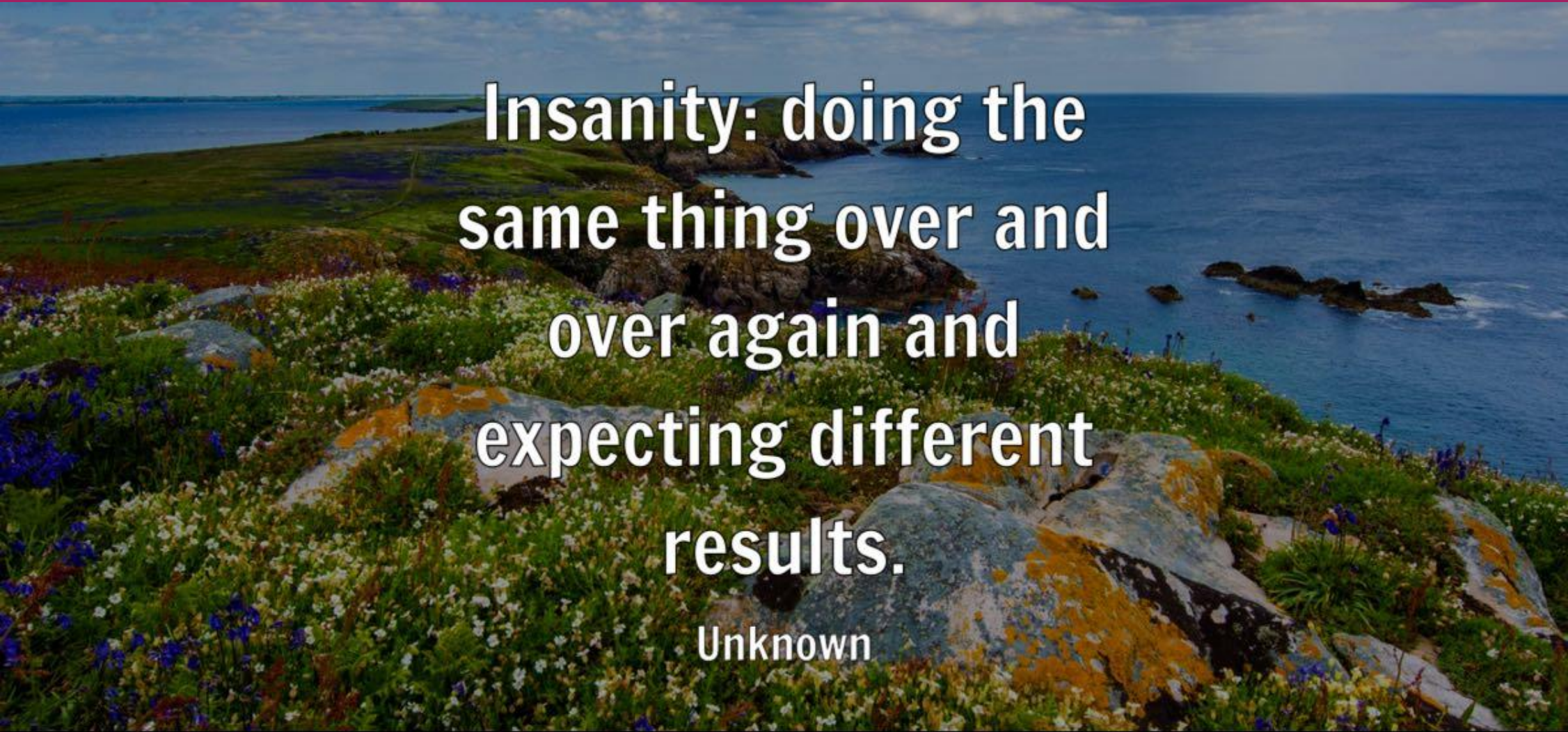




# Is This Working?

- What do you think contributes to the success or failure of your hiring process?





Insanity: doing the  
same thing over and  
over again and  
expecting different  
results.

Unknown

BrainyQuote®

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# The Group Interview

- *What do you think contributes to the success or failure of your hiring process?*





# The Group Interview

- I – Icebreaker
  - What types of programs will your staff be leading?
  - What age group are the participants of the program they will be leading?

IDTEAM



# The Group Interview

- D – Discovery
  - *Who are your applicants as people?*
  - *How do they view themselves*
  - *How do they want others to view them?*

IDTEAM



# The Group Interview

- T – Teamwork/Collaboration
  - Can the applicants work together as a team?
  - Does someone automatically take a back seat?
    - DO THEY OFFER ANY OPINIONS?
  - Does someone step up as a leader?
    - ARE THEY ABLE TO COLLABORATE STILL?

IDTEAM

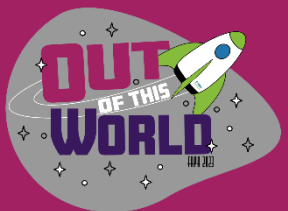




# The Group Interview

- E - Evaluation
  - What do your applicants need to know?
  - Learn about their experience
  - Discover their motivations

IDTEAM



# The Group Interview

- A - Ability
  - What physical attributes should the applicants possess?
  - Are the applicants able to exhibit the personality traits you require?

IDTEAM



# The Group Interview

- M – Motivation/Participation
  - Who really wants the position?
  - How much do the applicants know?
  - Are they able to listen?

IDTEAM





# The Group Interview

## Group Activity

**I**cebreaker

**D**iscovery

**T**eamwork/Collaboration

**E**valuation

**A**bility

**M**otivation/Participation

Each group will work together to develop one or more portions of the ID-TEAM component of the group interview.

In your groups, determine what type of staff you are looking for and from there develop the portion of the interview your group was assigned

Please be prepared to share with the rest of the session attendees and possibly lead them through your portion of the interview

IDTEAM



# Training the Best and Brightest

- I – Icebreaker
  - What types of programs will your staff be leading?
  - What does your demographic look like? How can you get your staff to “buy-in” to the training from the start?

IDTEAM



# Training the Best and Brightest

- D- Discovery
  - What are your agency's mission, vision, and values?
  - Basic rules, regulations, and policies for your programs.
  - What are your program logistics?

IDTEAM



# Training the Best and Brightest

- T- Teamwork/Collaboration
  - How can your staff help each other be the best for your programs?
    - EX: CAMP INTRODUCTIONS
    - EX: COACHING TECHNIQUE
  - Does someone automatically take a back seat?

IDTEAM





# Training the Best and Brightest

- E - Evaluation
  - What will be the most difficult scenarios your staff will face in your programs?
  - What should your staff be able to analyze about the way your programs are run?

IDTEAM





# Training the Best and Brightest

- A - Ability
  - You know they possess the ability and the personality.
    - **HOW DO YOU DRAW IT OUT OF THEM?**

IDTEAM



# Training the Best and Brightest

- M- Motivation/Participation
  - How do you keep them motivated?
  - How do you keep them with your agency?
  - What keeps them engaged?

IDTEAM





# CHECK IN QR CODE

## Group Activity

**I**cebreaker

**D**iscovery

**T**eamwork/Collaboration

**E**valuation

**A**bility

**M**otivation/Participation

Each group is assigned with one portion of the IDTEAM component of the staff training.

In your groups, discuss a common theme in what you are looking for in your own part-time staff. Once you come up with that, develop an activity for your field or classroom training day.

Please be prepared to share with the rest of the session attendees and possibly lead them through your portion of the staff training.



# Final Thoughts, Questions, Comments and Action Items







# Thank You!

**CINDY BAGLEY**

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