# Staffing

Teaching staff should reflect the cultures and languages of the children, families, and communities they serve, as much as possible.

## When teaching staff are diverse:

- Encourage staff to learn about each other’s cultural practices.
- Share information about communication styles (formal, informal, verbal, nonverbal).
- Discuss values related to child rearing and schooling.

## When teaching staff speak the language(s) of the children:

- Use one language at a time during instructional activities.
  - Designate instructional times during the day in each language.
  - Organize staff so they know which languages to use for which activities.

## When teaching staff do not speak a child’s home language:

- Encourage family members to volunteer in the classroom, and support them in reading books, singing songs, sharing print materials, reinforcing vocabulary, and participating in other instructional activities.
- Recruit and train community volunteers who speak the child’s home language to provide the child with language support during classroom activities.