Hiring for Safety: Background Checks, Reference Calls, and Screening Protocols Picture This



The image shows a hiring manager reviewing resumes while a classroom nearby is short-staffed and visibly busy.

What’s wrong is not the workload, but the temptation to rush decisions. Pressure to fill roles can lead to skipped steps and increased risk.

What should be avoided is hiring without full screening. The behaviour to model is slowing the process, following protocols, and prioritizing child safety over

speed.