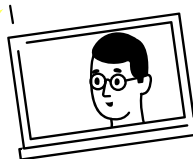


Character Strong

webinars



/characterstrong



@characterstrong



@characterstrong

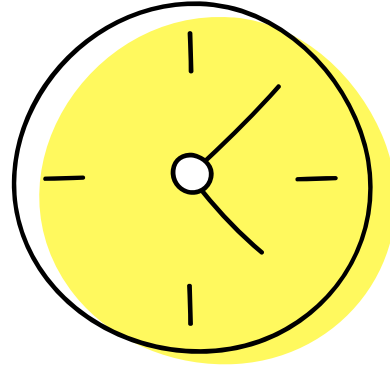
SHARE IN THE CHAT

**Where are you joining
from? What primary role
do you play?**



3 Things Your Staff
Aren't Telling You
(But You Need to Hear)





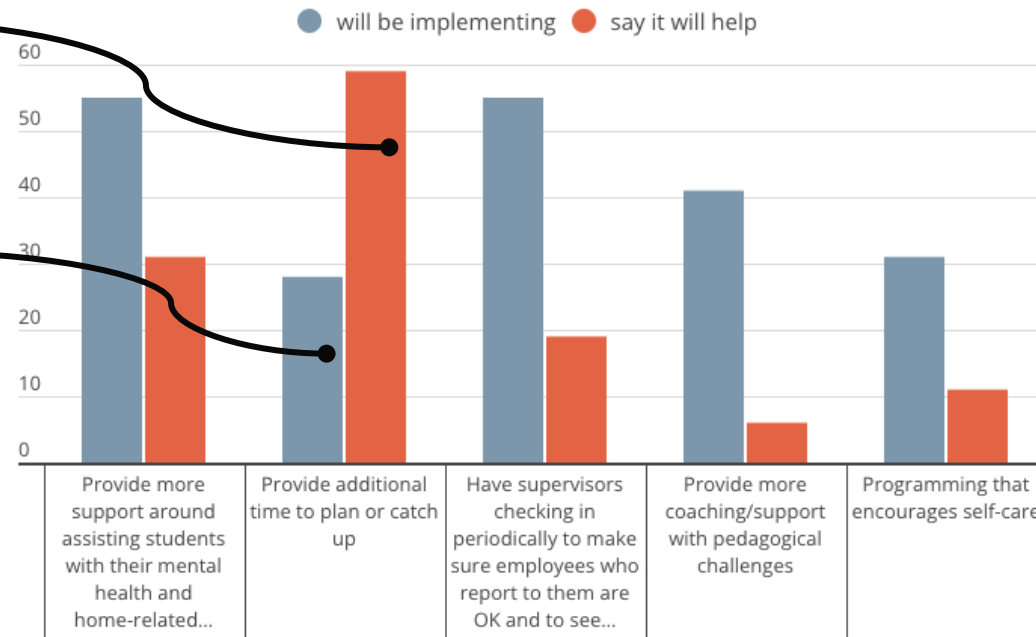
**We NEED you to
protect Time**

A Matter of Time

59%

28%

The steps that administrators report they will be implementing this school year to reduce teacher stress aren't necessarily the steps teachers say would help the most:



SOURCE: EdWeek Research Center survey, 2021

A Matter of Time

A yellow brushstroke underline is positioned directly beneath the title 'A Matter of Time'.

Leaders Honor Time

by not filling time just because it is scheduled and “cutting the fluff”

A Matter of Time

A yellow brushstroke underline is positioned directly beneath the title 'A Matter of Time'.

“Tomorrow is our staff meeting. The agenda happened to be mostly an info push, so made it an email and told them we will not be meeting. I have also done a video staff meeting where they can watch it at their leisure.” -HS Principal

A Matter of Time

A decorative yellow brushstroke underline is positioned below the title.

“One thing I have done to give back some time is with staff meetings. I've been very intentional to put nuts and bolt type items into my weekly news. I've also tried to not add new PD during staff meetings this year, but make it meaningful to the work we're doing or continuing to do to keep our culture and climate at a high level. For example, last month instead of meeting with staff for 30 minutes on something not needed, I gave them this time to go write a ‘thinking of you/hang in there’ note to a colleague who is out sick. I then mailed all the notes to them.” -Elementary Principal

A Matter of Time

A yellow brushstroke underline is positioned directly beneath the title "A Matter of Time".

Leaders Give Time

by curating resources that save educators from “custom creation”

The slide is decorated with large, overlapping green shapes. A dark green shape is in the top left, a light green shape is in the middle left, and a dark green shape is in the bottom right. A thin yellow line forms a circle that overlaps the bottom right green shape.



- MS SEL
- HS SEL
- SSEL Update
- Getting Started
- Resources
- Relational Activities**
- Assessment Resources
- Additional Tools
- The Research
- FAQ
- Grade 9
- Grade 10
- Grade 11
- Grade 12
- Leadership
- PurposeFull People
- CharacterStrong Gym
- On Demand PD
- Implementation Roadmap

Relational Activities


Looking for a quick connection tool with students or staff? We've pulled our relational menus aside here for you to use in other creative ways.

9th Grade

10th Grade

11th Grade

12th Grade



Connection

- 3 Rows
- Waffles vs. Pancakes
- Picture Prompts
- In My Opinion
- Deck of Destiny
- Bust a Rhyme



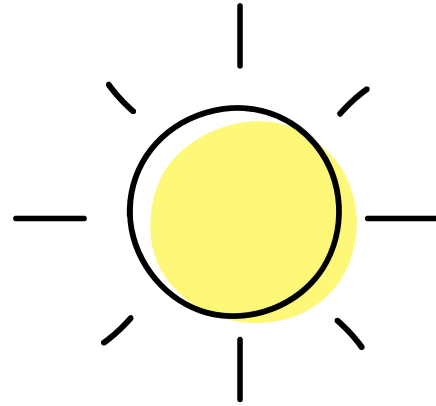
Character Strong

Guest Educator Toolkit



Free Activities and Resources to Fill Gaps and Reduce Stress

Having to cover a class last minute? Need an emergency sub plan? Check out these easy, FREE activities and curriculum! Amidst this crazy time, we're striving to help you pre-plan for the uncertainty of an educator absence or staff shortage. We hope that these tools assist in planning in order to support you and your students.



We NEED *effective* Self-
Care

Teachers Are Not OK, Even Though We Need Them to Be



— Pep Montserrat for Education Week



EducationWeek®

**Teachers Are Not OK, Even Though
We Need Them to Be**

**“Sixty percent of teachers say
they experience job-related stress
frequently or always.”**

— Pep Montserrat for Education Week



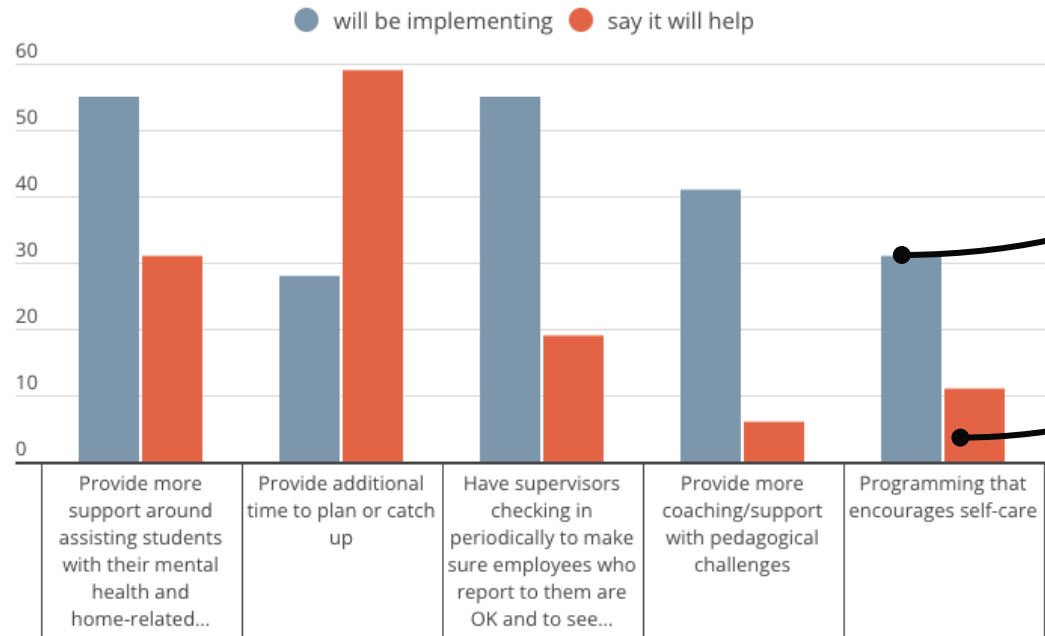
EducationWeek®

Teachers Are Not OK, Even Though
We Need Them to Be

“41 percent of teachers said they feel like they’re less effective at their job when they’re stressed.”

— Pep Montserrat for Education Week

The steps that administrators report they will be implementing this school year to reduce teacher stress aren't necessarily the steps teachers say would help the most:



SOURCE: EdWeek Research Center survey, 2021

31%

11%



EducationWeek®

**Teachers Are Not OK, Even Though
We Need Them to Be**

**“42 percent of teachers said
administrators have not made any
efforts to help relieve their stress.”**

— Pep Montserrat for Education Week

Survey: Alarming Number of Educators May Soon Leave the Profession

STUDENT SUCCESS

YOUR RIGHTS & VOICE

PROFESSIONAL EXCELLENCE

ADVOCATING FOR CHANGE

Action Center

COVID-19: Creating Safe and Just Schools

Racial & Social Justice

Funding for Students & Schools

Educator Pay & Benefits

Every Student Succeeds Act

New From NEA

JOIN OUR MOVEMENT

TAKE ACTION >



neaToday

By: Tim Walker, Senior Writer

Published: 02/01/2022

The image is a screenshot of a news article from NEA News. The article title is "Survey: Alarming Number of Educators May Soon Leave the Profession". A large yellow text overlay reads: "A staggering 55 percent of educators are thinking about leaving the profession earlier than they had planned[.]". The author is Tim Walker, Senior Writer, and the article was published on 02/01/2022. The background of the article shows a person wearing a face mask in a classroom setting. The NEA logo and navigation menu are visible on the left side of the page.

nea

NEA News

Survey: Alarming Number of Educators May Soon Leave the Profession

STUDENT SUCCESS
YOUR RIGHTS & VOICES
PROFESSIONAL EXCELLENCE

“A staggering 55 percent of educators are thinking about leaving the profession earlier than they had planned[.]”

JOIN OUR MOVEMENT

TAKE ACTION >

neaToday

By: Tim Walker, Senior Writer
Published: 02/01/2022

The image is a screenshot of a news article from NEA News. The article title is "Survey: Alarming Number of Educators May Soon Leave the Profession". A large yellow text box contains a quote from Sobia Sheikh: "Pay is a big factor, but we also need multiple models of support for educators," says [Sobia] Sheikh, "including time to plan, collaborate with colleagues, to build relationships with our students." The article is by Tim Walker, Senior Writer, and was published on 02/01/2022. The NEA logo and "neaToday" branding are visible at the bottom.

nea

NEA News

Survey: Alarming Number of Educators May Soon Leave the Profession

STUDENT SUCCESS
YOUR RIGHTS & VOICES
PROFESSIONAL EXCELLENCE

“Pay is a big factor, but we also need multiple models of support for educators,” says [Sobia] Sheikh, ‘including time to plan, collaborate with colleagues, to build relationships with our students.’”

JOIN OUR MOVEMENT

TAKE ACTION >

neaToday

By: Tim Walker, Senior Writer
Published: 02/01/2022



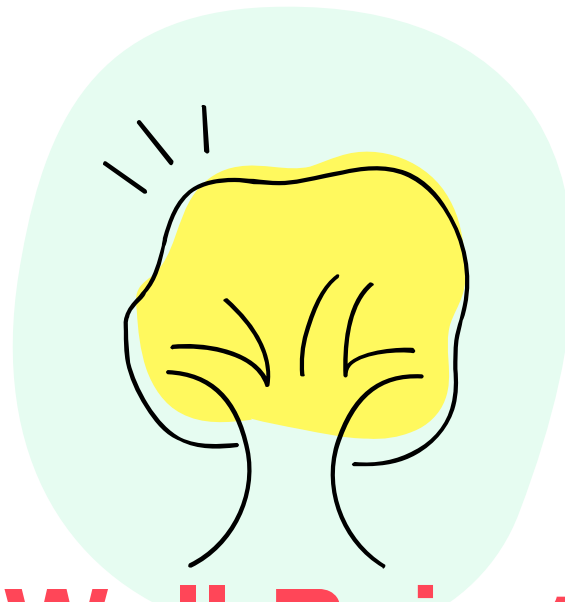
Well-being



Belonging



Engagement



Well-Being

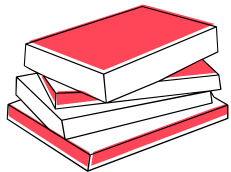
Mental

Emotional

Social

Mental Well-Being

To the person who...



**The person
who shows
great
expertise...**



**The person
who makes
my job
easier...**



**The person
who shows
care in their
work...**



**The person
who is clear
on their
purpose...**



**The person
who finds the
good in all
situations...**

Next

Emotional Well-Being

A yellow brushstroke underline under the title.

Desiree 🌴 10:15 AM

@channel Our point of contact from Jefferson County Public Schools, Scholanda Gates, had called me to let us know how wonderful the entire process of onboarding CharacterStrong has been. She has been super excited to implement district-wide and it's finally happening because onboarding has been COMPLETE. She wanted to give thanks to this team for nurturing the district and for always being on top of it. At JCPS, we will be in over 100 schools, serving over 15,000 educators, and impacting over 95,000 students. #PTSPTSPTS



11



10



12



11





john 10:06 AM

@channel I thought these were two beautiful pieces of positive feedback that were provided at some point during this last PD season from educators who attended. Thank you **@Sonjanita Moore** for sharing them at our Professional Learning Monthly Sync this morning. We need PTS reminders like this from time to time. The work happening here matters and is making a difference team!

1. **CharacterStrong helped me realize that the content I teach is a lot less important than I originally thought. Relationships really are everything and if you don't cultivate them from the beginning, your buy in decreases and your classroom becomes unproductive. I owe a great debt to CharacterStrong for opening my eyes and giving me the opportunity to explore different methods of relationship building.**
2. **Last year one of the Character Dares told us to reach out to someone in need and do something nice for them. This Dare helped me to be less selfish and make myself less important. I thought of Jack Nicholson's line from As Good As It Gets, "You make me want to be a better man." I don't know if I wanted to be a better man, but with the various Character Dares throughout the year, I could feel the cracks forming in my icy emotional shell, and that perhaps I could actually become a better person and look outside of myself to those in need more than I have before.**



6



2



2



+



Visionary
**Principals
Conference** *Character Strong*

The video call interface shows two participants in a split-screen view. On the left is Todd Whitaker, a man in a dark suit and tie, speaking. On the right is John Norlin, a man in a grey t-shirt, looking down. The background of the call is a green banner with the event title and logos. Below the video feeds are white nameplates for each participant.

Todd Whitaker
Professional & Vocational Leadership and Author

John Norlin
Co-Founder, Character Strong

Next

Emotional Well-Being

A yellow brushstroke underline is positioned below the main title.

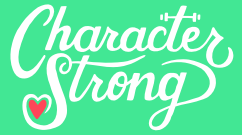
Option 1

I was sitting down in the office and I forgot what school was and when this happens I go into your classroom so that I can remember what school is all about. Thanks for being here for all the students and thank you for reminding us all what this work is all about.

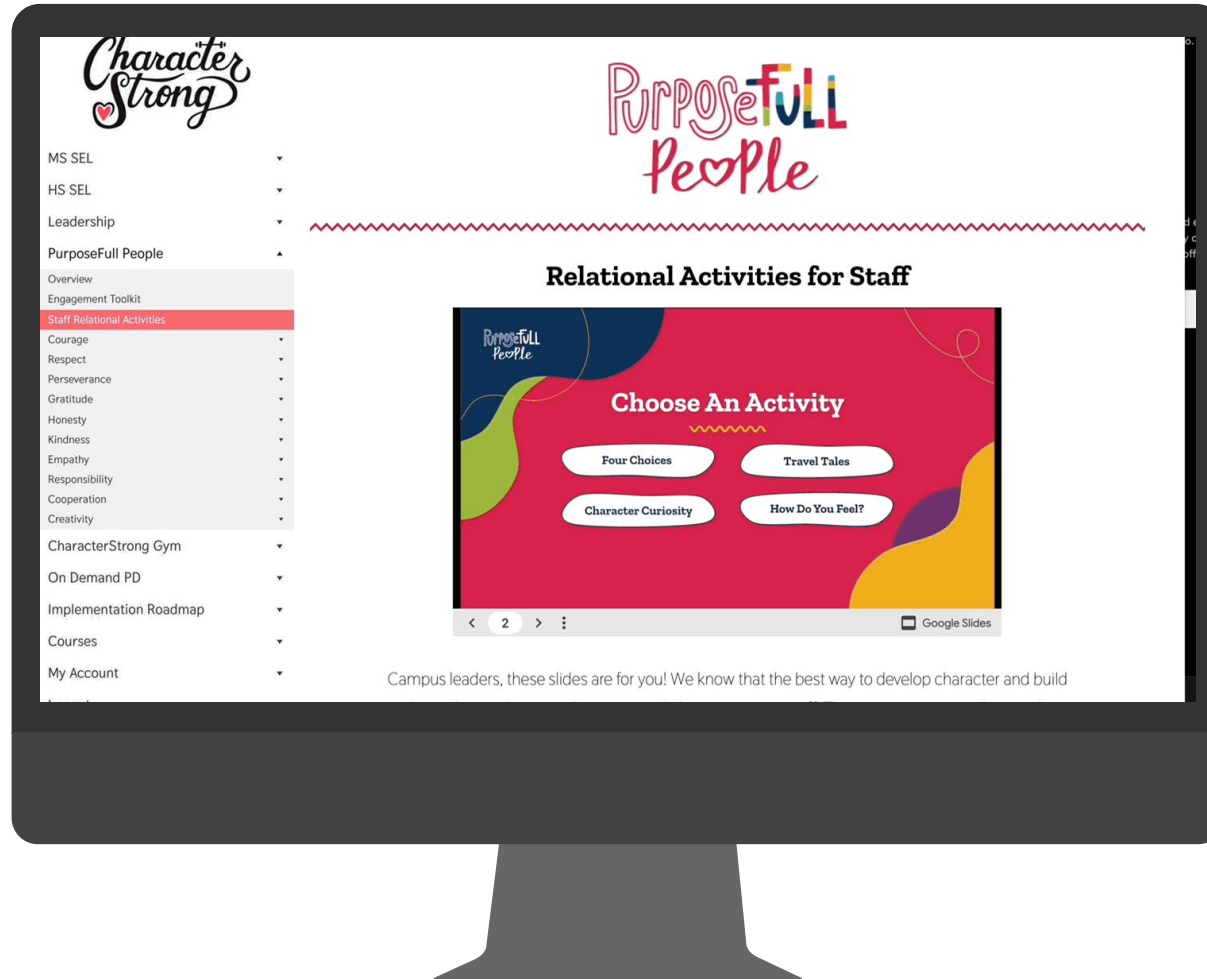
Emotional Well-Being

Option 2

*Do you know what I love most about school?
You! I love when kids talk about you. I love
coming into your room and not wanting to leave. I
love hearing kids talk in the lunchroom and
hallways about what they are going to be doing in
your class because then I want to see it.*



Social Well-Being





**We NEED permission
to prioritize**

Permission to Prioritize




~~“I don’t have time”~~

“It’s not my priority”

Permission to Prioritize

A yellow brushstroke underline is positioned directly beneath the title 'Permission to Prioritize'.

Leaders Prioritize Time
by saying what is most important
(and what is non-essential)

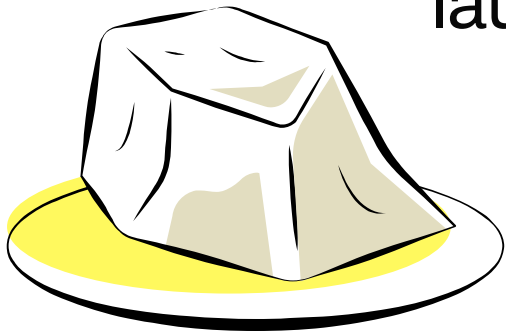
A large, abstract green shape is located in the bottom right corner of the slide, partially overlapping the white background.

Permission to Prioritize

What is Center Stage?

“The ‘big rocks’...represent the important priorities that our roles play in our lives – time spent on key relationships and responsibilities, important projects, critical meetings, and so forth. These activities are in contrast to gravel, which represents all the little things that fill up our lives – email, calls, laundry, less important priorities, and so on.”

-Franklin Covey



Permission to Prioritize

What is Center Stage?

“In today’s environment, the key to true productivity is not to get more things done, but to get the right things done.”

-Adam Merrill, *The 5 Choices to Extraordinary Productivity*

Permission to Prioritize



Reminders Matter
“Getting through the lesson”

Permission to Prioritize

Protect Me

“A Circle of Safety is something leaders provide. Leaders draw a circle of safety around those they lead and then say, *‘If I keep you safe internally and you do not fear any dangers internally, then you are more likely to work together, trust each other, cooperate to face the dangers externally.’*”

-Simon Sinek, *Leaders Eat Last*

Permission to Prioritize

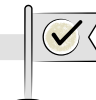
Protect Me

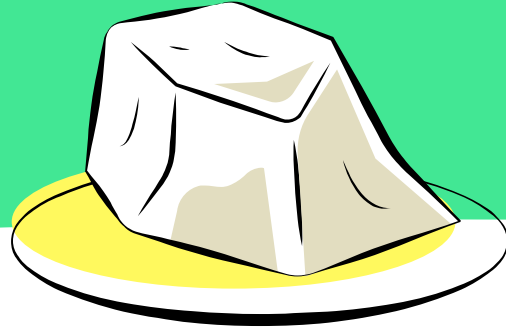
“A leader's job is to provide cover from above:
Be it an effective platoon in the fog of war or a successful company in a booming market, [or a school in a world wide pandemic] they all share one thing: leaders provide cover from above and the people on the ground look after each other.”

-Simon Sinek, *Leaders Eat Last*

Permission to Prioritize

STEPPING STONES





“When nothing seems to help, I go and look at a stonecutter hammering away at his rock perhaps a hundred times without as much as a crack showing in it. Yet at the hundred and first blow it will split in two, and I know it was not that blow that did it, but all that had gone before.”

-Jacob Riis



Upcoming Events



February 10 // Secondary SEL Curriculum Demo

February 24 // Webinar: Increase Success with Tier 2 Interventions

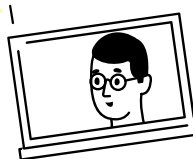
March 8 // Webinar: Tier 3 Strategies

3 Things Your Staff
Aren't Telling You
(But You Need to Hear)



Character Strong

webinars



/characterstrong

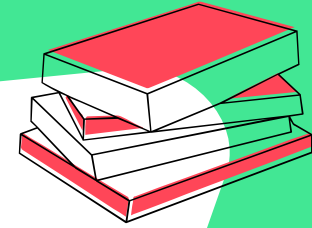


@characterstrong



@characterstrong

Back



Hey _____. I just wanted to let you know I am grateful for your expertise in _____. It inspires me and _____. I love how it provides _____ to our students.

Back



Hey _____. I just wanted to let you know I am grateful for you making my job easier by _____. Your ability to _____ makes me better at my work. Thank you for the way you _____ for our students.

Back



Hey _____. I just wanted to let you know I am grateful for the care and _____ you put into your work daily. This care is evident when _____. Thank you for the _____ you give to our students.



Back



Hey _____. I just wanted to let you know I admire how you _____. You so clearly care about _____ and it is contagious.

Thank you for role modeling passion and _____ for our students.

Back



Hey _____. I just wanted to let you know I am grateful for the way you _____. Your perspective helps me _____. I appreciate how your optimism gives _____ to our students.



Links shared in
today's
presentation!



- **Education Week Article:** https://www.edweek.org/teaching-learning/the-teaching-profession-in-2021-in-charts/2021/12?link_id=11&can_id=2f483cc9ba49f727fb8d45d1651639b7&source=email-sel4ca-december-2021-newsletter&email_referrer=email_1390988&email_subject=sel4ca-december-2021-newsletter
- **Guest Educator Toolkit:** <https://www.characterstrong.com/guest-educator-toolkit-resources/>
- **CharacterStrong Weekly:** <https://characterstrong.com/cs-weekly>
- **Link to the script:** <https://docs.google.com/document/d/1Xwm-BDeYnAyLJDAXI8pEQq6ZJ2mqzkD1dq0yCMb1MMA/edit>