

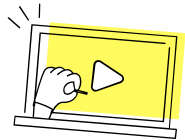
Webinars



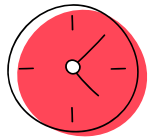
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The **3 Highest Leverage** Moves to Build Staff Culture

What You Need To Know



We will be sending out the slides in PDF format



We are recording this webinar so you can watch later or share as you want to



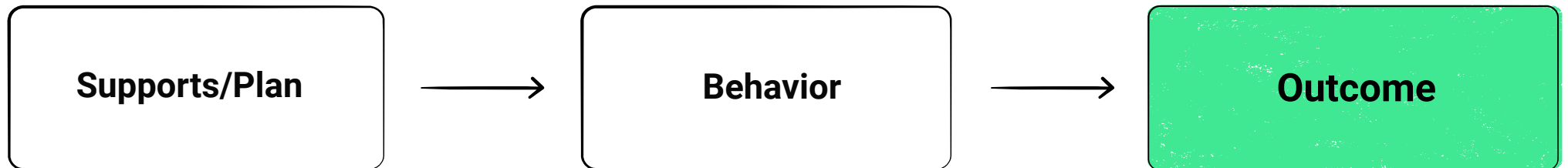
Drop questions in the chat as you have them!

Culture & Climate

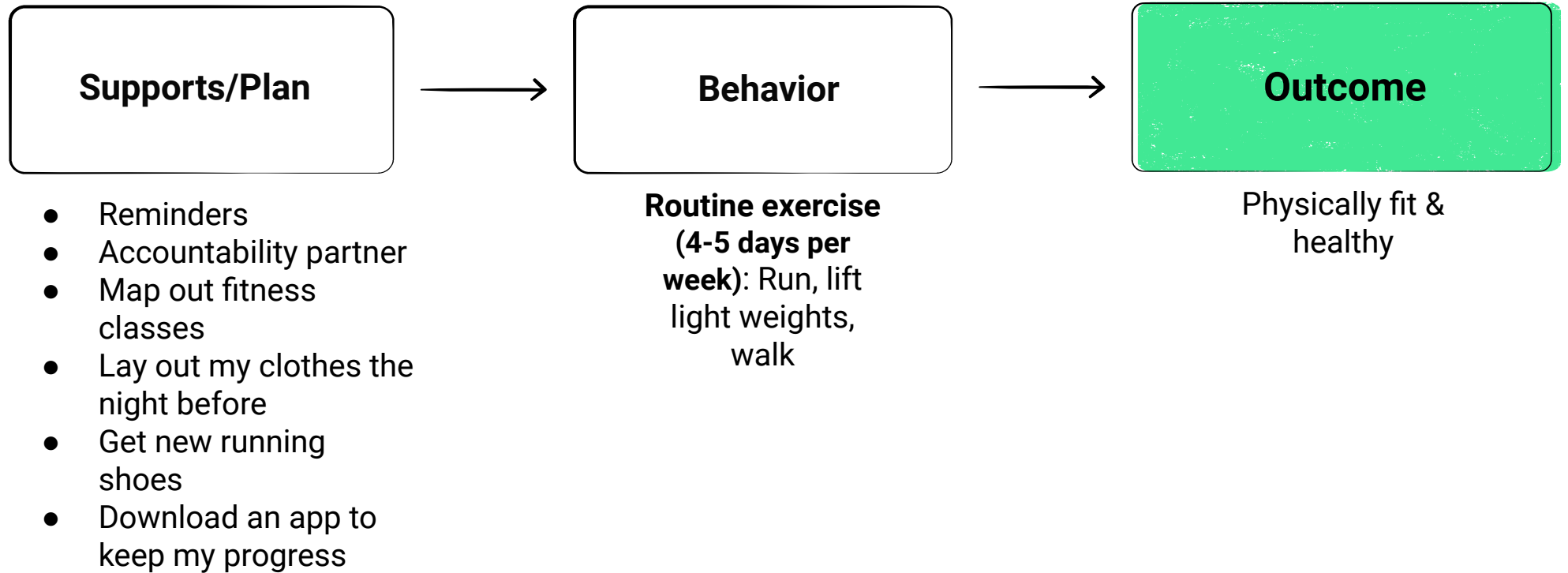
Culture: *“...goes much deeper than a mission statement... culture is how group members actually behave, repeatedly and habitually.” - James Hunter*

Climate: The product of the attention to those behaviors; the school's effects on its people. It is something you can actually feel.

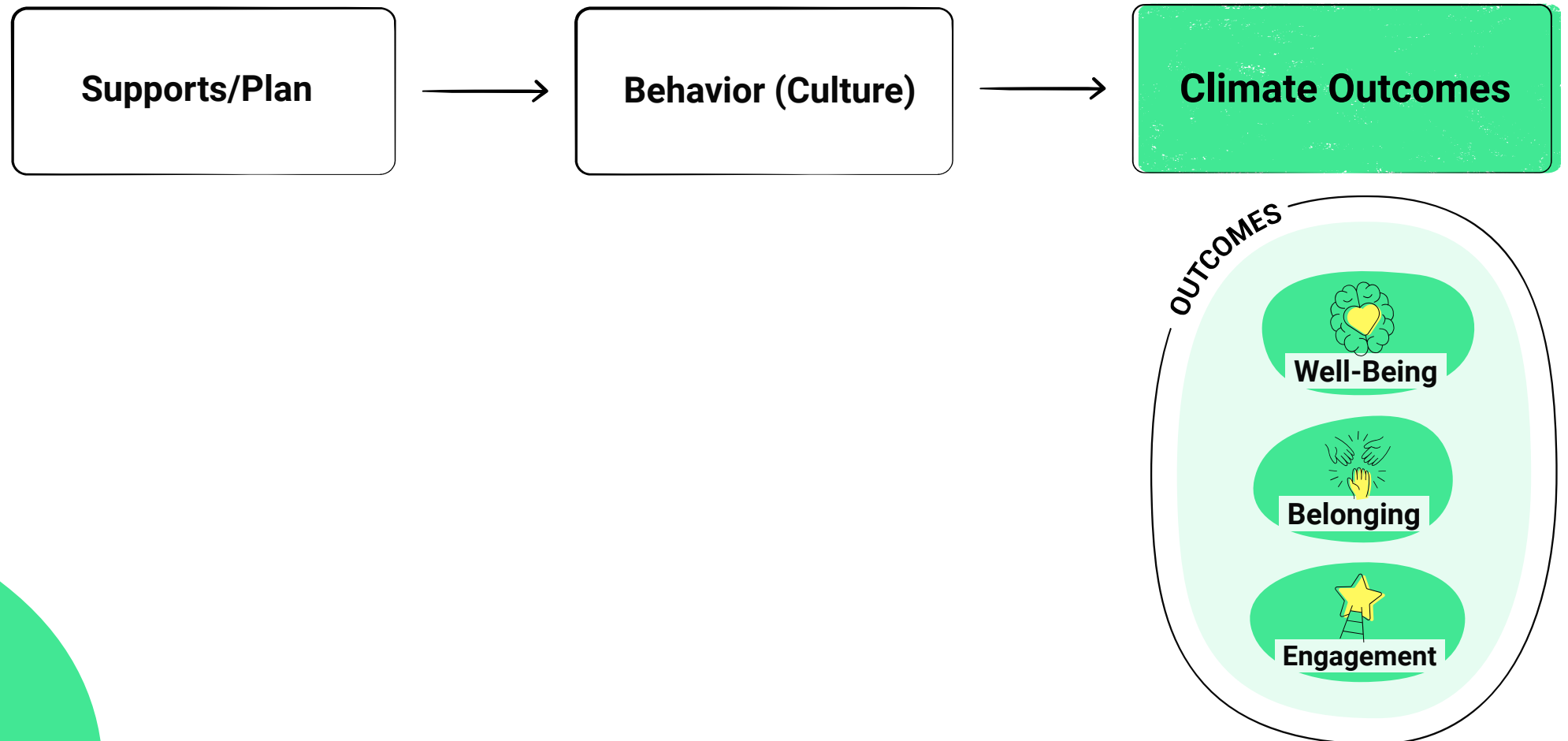
Backwards Design (going from right to left)



Example: **Physical Fitness/Health**

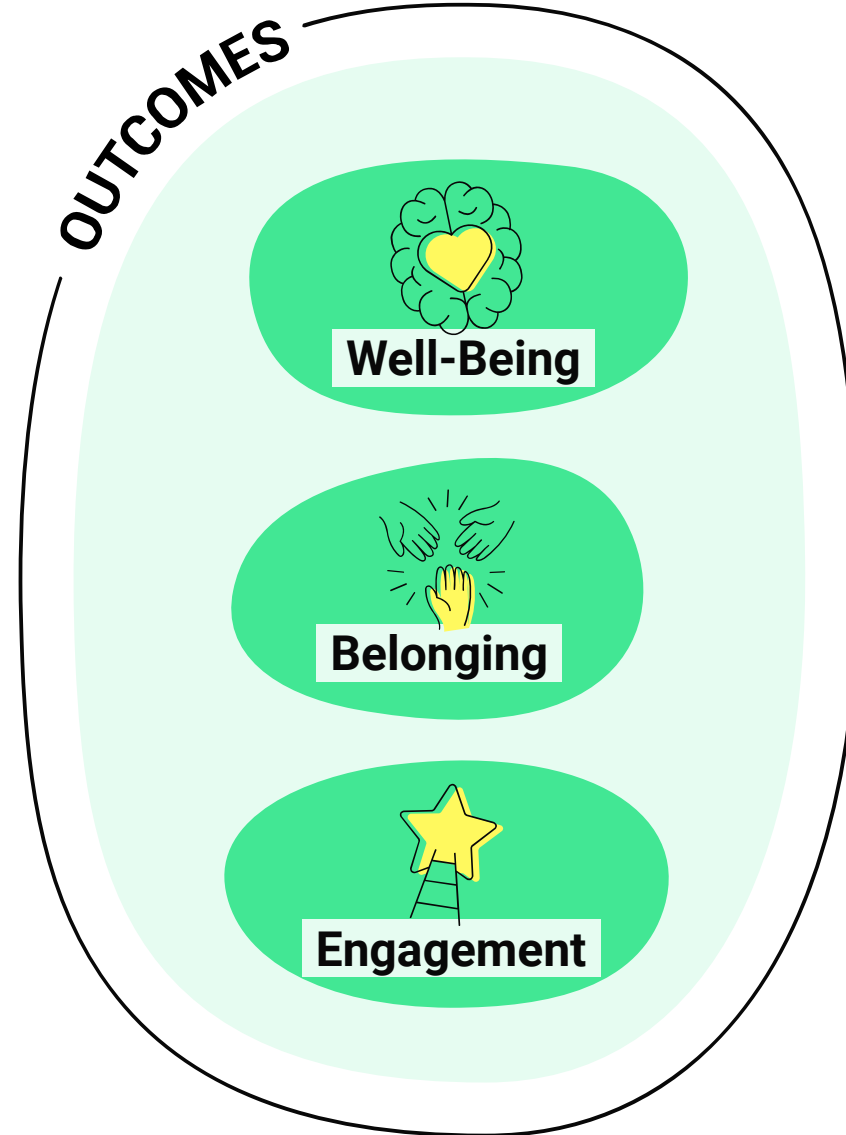


Example: Culture and Climate



Proximal Outcomes

Character
Strong



Three Highest Leverage Moves



Culture that promotes well-being.



Culture that cultivates belonging.



Culture that drives engagement.

Well-Being



Culture that Promotes Well-Being

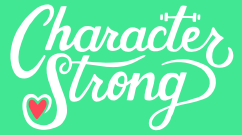


Habitual behaviors among educators that that promote supports people to have positive thoughts and feelings about as well as be resilient in the face of



Well-Being Gratitude





Well-Being

Values Clarification & Commitment

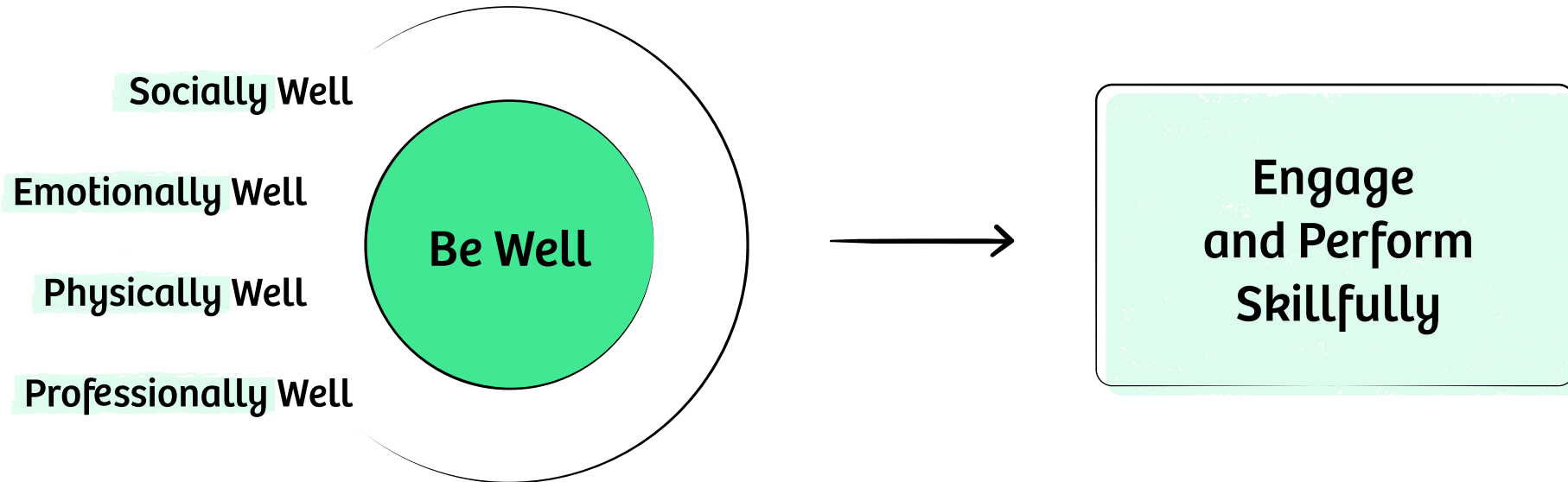




Well-Being Neutralizing Routines



Culture that Promotes Well-Being





Socially Well

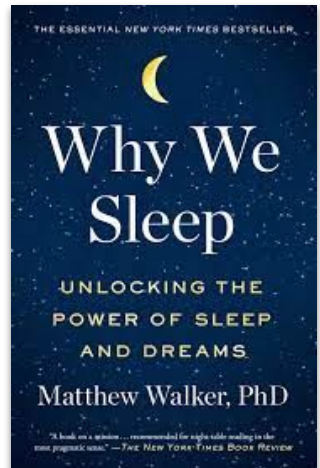
Neutralizing Routines

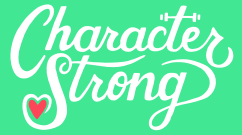


Physically Well

RESET sleep to be a better you

- R** Routines (set bedtime/waketime; bedtime routine)
 - E** Environment (light, noise, temp, & comfy items)
 - S** Stress
 - E** Emotions
 - T** Technology (limit technology & screen time)
- } (calming mind & body at bedtime)





Professionally Well Supported & Confident



Professionally Well



Supported:

- proactively offer help and create ways to request help when needed

Confident



Socially Well

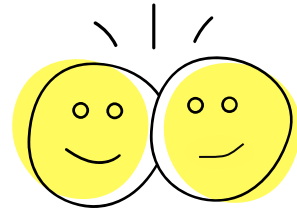
Emotionally Well

A state of having positive thoughts & feelings as well as confident in one's ability to cope with and be resilient in the face of challenges.

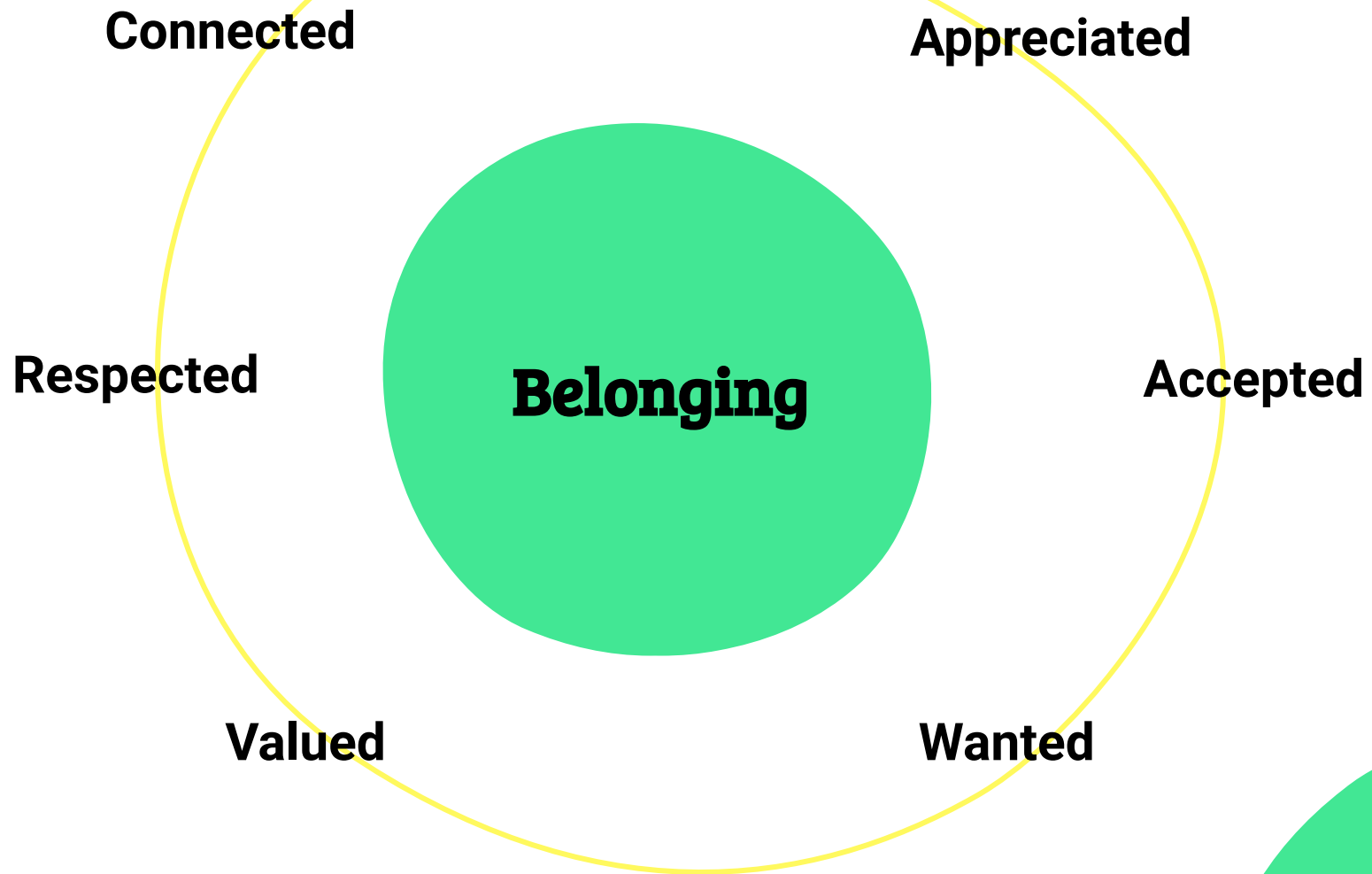
Promoting Routines, Mindsets, & Skills

- Gratitude Routine
- Mindsets
- Coping Skills

Belonging



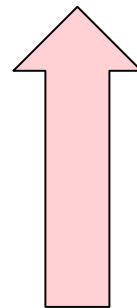
It's all about
RELATIONSHIPS



Rituals to Acknowledge & Recognize



Educators who feel valued & appreciated for who they are and what they do report



Belonging

Engagement

Retention

Rituals to Acknowledge and Recognize

1

Use Students to Acknowledge and Recognize Staff

2

Use Parents to Acknowledge and Recognize Staff

3

Random Acts of Kindness

4

Small Notes with Powerful Messages

5

Indirect Compliments through Others

6

Taking Over a Duty to Give Time

7

Getting Some Love from the Whole Crew

8

Weekly Rituals of Recognition Among Staff



Community Building



Staff CharacterDares



Restorative Conversations

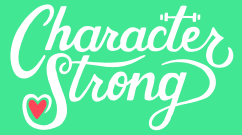


Engagement

Engagement

Definition

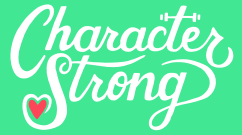
People are more engaged
when they feel **HEARD &
SUPPORTED**



Voice (in the room where it happens)

Quality Professional Learning

Collaboration in the Context



Upcoming Events

March 11 // Sneak Peek Webinar

March 16 // Visionary Principals Conference

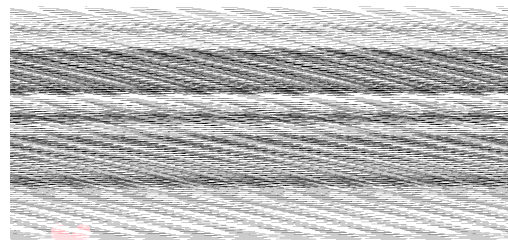
March 18 // School Culture Conference

March 22-26 // Whole Child Virtual Summit

Closing prompt

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