CELEBRATIONS

• Simple specific thank you notes for those going about doing simple things that make the school great
• Breakfast of champions
• Calls/notes to parents’ emails to high flyers
• Birthday pencils
• thank you notes
• personal recognition for staff
• I am grateful for... week.
• Have a special coffee cart for staff that students bring to each classroom
• Share a thank you to staff in the weekly memo/ Share thanks for what they did
• Individual staff judos. Each staff gets a name and writes an anonymous note
• Celebrations could be: verbal, email, tv screen, face-to-face, announcements, high 5’s, prep times, newsletter, lunches, tokens, assemblies
• Bubble gum salute
• Wall of fame
• Reading caterpillars
• Social media
• Alumni events
• Food
• Staff room treats
• Teacher crate for gifts once per month
• Personalised opening year gift
• Students give random cards to staff to compliment them on good traits
• Shirts made for beginning of the year
• Share good stories
• Bday cards and cake
• End of year cultural showcase to celebrate a year of learning
• Cards with gift cards
• Doing something new
• Supervision – positive interaction
• Movement in F&P results – completing F&P
• Working on extra-curricular
• Mailbox surprises
• Fab February, notes, cards, post cards
• Free lunch on birthdays (cafeteria)
• Walk-up songs
• Small notes
• Handwritten cards
• Make staff lunch
• High five Fridays
• e-cards
• month of kindness
• “commit” mints to individual staff
• Twitter and Facebook to celebrate success
• Retirement celebrations
• 100 days of school
• Christmas and all holidays
• Student success
• Life daily
• Monday memos
• Attendance awards
• Happy birthday on intercom
• Monthly staff award
• Notes on doors
• Sports announcements/ games played & won
• Citizenship/ improvement in student behaviour
• Staff of the month
• Pomme box
• Shout out board names into hat and draw a winner
• Fish award, above and beyond
• Good news post card
START RIGHT FEEDBACK
JULY 4, 2019

• General acknowledgement in weekly messages inspirational quotes in bathroom
• A cup of coffee anonymously delivered to staff “just because”
• Certificates for staff
• You’re a great teacher because...
• Talk about things that have gone well at staff meeting
• Celebration of learning k-12 night
• Monthly assemblies: super hero/ royal awards
• Awards night 7-12
• HR reading awards
• Year end staff awards
• Star staff

WELLNESS RECOMMENDATIONS

• Find something everyday that makes you smile
• Give yourself permission to not understand and ask for help
• Run
• Swimming before school
• Yoga sessions
• Having coffee dates with friends outside of school
• Getting family time on the weekend
• Take time for fun
• Teach/coach
• Read
• Exercise
• Date nights
• Play with your children
• Schedule time for horses
• Write down at least 3 positives at the end of every day
• Eat right
• Spend time with family
• Express gratitude
• Be thankful
• Curling
• Essential oils
• Cozy blankets
• Settlers of Catan
• Homemade pizza
• Zumba
• Meditate
• Ski
• Games night with friends
• Pets
• Sports
• Laughing
• Ritual
• “me” time
• Journal
• Coffee
• Sleep
• Join a choir
• Decorate cakes
• Travel
• Enjoy life – beer and wine
• Make shirts as a hobby
• Massage
• Mindless tv
• Pedicure
• Talk to your animals
• Go to meetings
• Empower others
• Masters/Phd
• Business projects
• Make art
• Protect my “yes”
• Play in my community band
• Prioritize my values
• Play in community band
JULY 4, 2019

- Adult recreational sports
- Ride motorbike
- Nap
- Tie a floaty to the dock and spend the day splashing and soaking up the sunshine

EMPATHY INTERVIEW IDEAS

Ideas

- Build relationships that will support you in your journey
- Courses toward leadership
- Create a culture of putting yourself out there, be excited about learning
- Everyone no matter who they are needs someone to support them
- Healthy and effective relationship building without performing
- Teacher supervision gives you credibility and defines you as a leader
- Listen to people to learn
- Listen before acting
- The power of connections with community
- Have an impact on how teachers meet the needs of high needs students
- Staying on track and not getting into conversation
- Foster a growth mindset
- Inspiration
- Change trajectories
- Distributive leadership
- Understanding the school context and bridging relationships
- Mentorship possibilities
- Maximize staff potential
- Relationships are key
- Who would you like to support your work? My principal! To feel supported, validated and heard
- Focus on authoritative
- Community involvement
- Communication and conversations
- Community leadership
- Involve community in the school
- Old vs. new staff alliances
- Encourage others to follow ideas. Support success
- Make staff equal/ a team
- Coaching children is often the same process as coaching adults
- Be prepared to put time in and to learn
- Be comfortable in your own faith, this is how I have led (in catholic system)
- Working “with” to problem solve vs. fixing
- Stay positive, stay true to yourself
- Concerned about how colleagues will see them in a new position at the same school
- Didn’t recognize myself as a teacher leader although my admin might not agree
- Starting off by not being the “chosen one” by the principal
- Professional development
- Empowering
- Solutions-oriented
- Collaborative
- Empowerment
- Be courageous
- Show empathy
- Humble enough to ask for help!
START RIGHT FEEDBACK
JULY 4, 2019

Have a support group of people you trust

Thoughts

- Collecting data to show what teachers are working on and how it’s working
- A lot of challenges to overcome for the upcoming year
- Learn from others beside you who are also leaders
- Don’t feel alone
- Growing as a leader, becoming more confident in role. You have that role because you should be, someone saw something in you!
- Half time VP with over 40+ years of leadership
- 4 kids and taught at University
- Teaching certificates in 4 provinces
- Literacy with dogs – St John’s ambulance – elementary
- Inspiration from grandmother (her strength) – a principal when women weren’t principals
- Living in a small town where not everyone agrees with your decisions
- Felt like a fraud but builds from experiences of last year
- Want to make a change but is concerned with the balance of doing it too soon
- New experience completely, moving into new role in a new division with no prior experience
- Expecting future power struggles in new community
- Admit when you make mistakes
- Have vision for other people
- Support building capacity
- Naturally stepped up in a crisis
- New position comes with adopting new professional persona
- Working with so many new teachers and being able to support them
- Admire others without feeling need to alter yourself
- Lead in your own way
- Opportunity in an we are beginning
- Be intentional
- Being boss vs being a leader, striking the right chord
- Intimidating going into a new school
- Worried staff will see an authority figure instead of a peer
- School leaders need to be emotionally intelligent
- Expectations of you based on preconceived notions
- Build capacity and wellness among staff
- Very involved in leadership roles in school for several years to grow into this leadership role
- Changing relationship dynamics
- Importance of support
- New students
- Balance and moving from different sized schools
- Don’t ambush admin team if you’re a teacher
- It’s okay if you need to cry!

Questions

- Compassionate yet assertive
- Building relationships with all staff (EAs) and families
START RIGHT FEEDBACK
JULY 4, 2019

- Being a leader in a polarized world
- Classroom visit vs walkthrough
- How to deal with teacher requests!
- Changing tradition or culture
- How do you keep the spark for teaching when you are leading others?
- Changing roles
- How to deal with negativity and set a positive school culture
- How to strengthen positive culture within the staff and student communities?
- Keeping the magic connection with kids, even when you must discipline them

RESOURCES

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