

Supporting Faculty & Staff



Tangible

- Lunch delivery
- School spirit store credit
- Ice cream truck
- Flare pens
- Fun notepads
- Mask with school logo
- Flavored waters
- Seasonal coffee
- Mints and candy
- Take home meals for family
- Relaxed dress code



Personal

- Treat everyone with grace
- Check in personally
- Support staff with outside stakeholders
- Ask for faculty opinions and suggestions
- Be patient, be a listening ear, be open and honest
- Eliminate meetings and other expectations that are not absolutely necessary
- Offer faculty childcare or learning pods on campus
- Encourage teachers to reach out for help
- Help teachers feel comfortable with giving up parts of their schedule or curriculum
- Thank others for their hard work
- Extend explicit permission to slow the pace
- Academics may take a back seat to engagement and relationships
- Pause and reflect on what has worked well and what might be modified next month or next semester



Social

- Virtual or outdoor happy hour
- Friday afternoon outdoor concert featuring student and faculty performances
- Faculty miss fellowship with their colleagues, find ways to gather safely



Staffing

- Permanent substitute(s) on campus for last-minute coverage and extra support
- Create a "utility roster" of non-instructional staff who can cover a class for a quick break
- Allow teachers to be content experts and share planning and teaching responsibilities
- Offer just-in-time tech assistance by stationing tech staff throughout campus
- Have counselors and academic support step in as student support assistance



Wellness

- Offer mental health resources
- Discuss stress and anxiety at faculty meetings
- Provide on-campus flu shots
- Offer distanced yoga or meditation classes before or after school
- Remind staff of the counseling benefits included with the school's health plan
- Offer COVID testing to give peace of mind
- Add mindfulness and self-care activities as part of faculty meetings



Schedule

- Schedule extra vacation days, allow mental health days, and modify your sick leave policy and/or don't specify a number of days allowed
- Transition to virtual before major breaks to allow staff time to isolate before seeing vulnerable family members
- Plan workdays with no classes, meetings, or masks
- Declare periodic screen-free days or afternoons
- Allow teachers to work from home on conference or PD days
- Hold fewer faculty meetings
- Alter the format or frequency of progress reports to allow for fluctuating assessment practices
- Consider late start or early dismissal days
- Plan an afternoon movie for students to allow teacher planning time
- Adjust hours so that staff with children can go home at dismissal



Parent Support

- Provide take-home meals for faculty
- Teacher appreciation yard signs
- Screen and train volunteers to supervise lunch and cover carpool duties
- Provide small treats, cookies, and thank you notes for teachers

