

Improving Faculty Morale

Presented by

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A little about...

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Keep in touch

I am the author of
seven books...

A Treasure Chest of Teaching Wisdom

I Teach Kindergarten!



- ◆ Q&A Sections
- ◆ Reproducibles
- ◆ Assessment
- ◆ Activities
- ◆ Student Samples

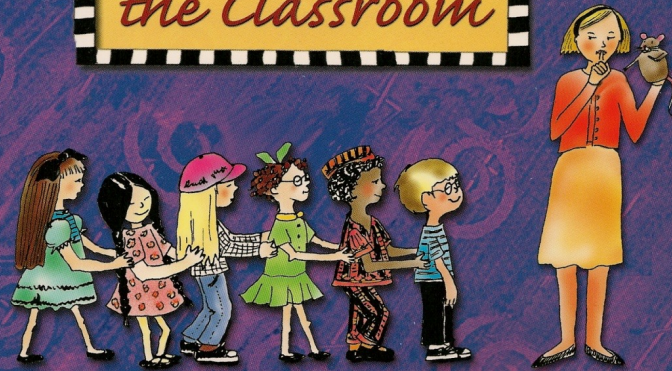
Peggy Campbell-Rush

Foreword by Joy Cowley

PreK-2

TRICKS of the TRADE

*In & Out of
the Classroom*



Peggy Campbell-Rush

PreK-2

Success for Struggling Learners

Techniques That Target Your Students' Needs



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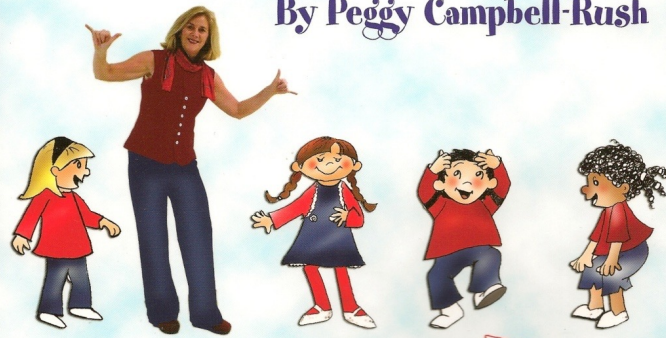
Foreword by Bobbi Fisher

PreK-2

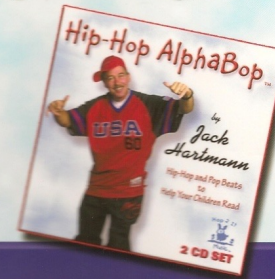
Hip-Hop AlphaBopTM

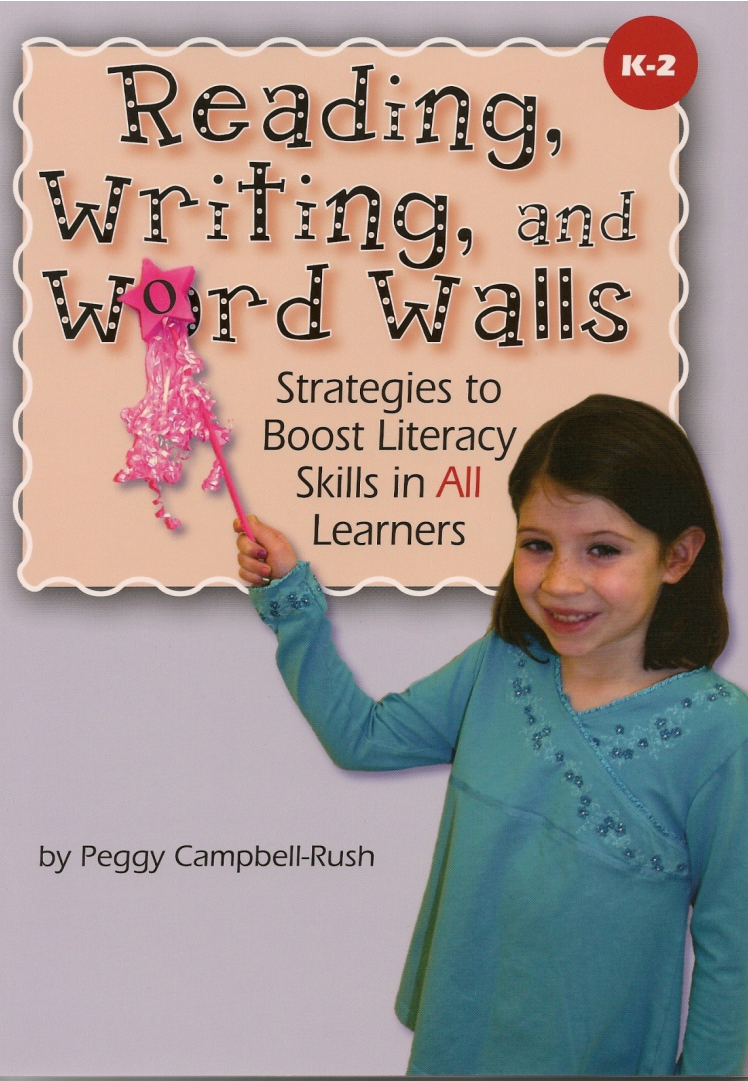
ACTIVITY BOOK

By Peggy Campbell-Rush

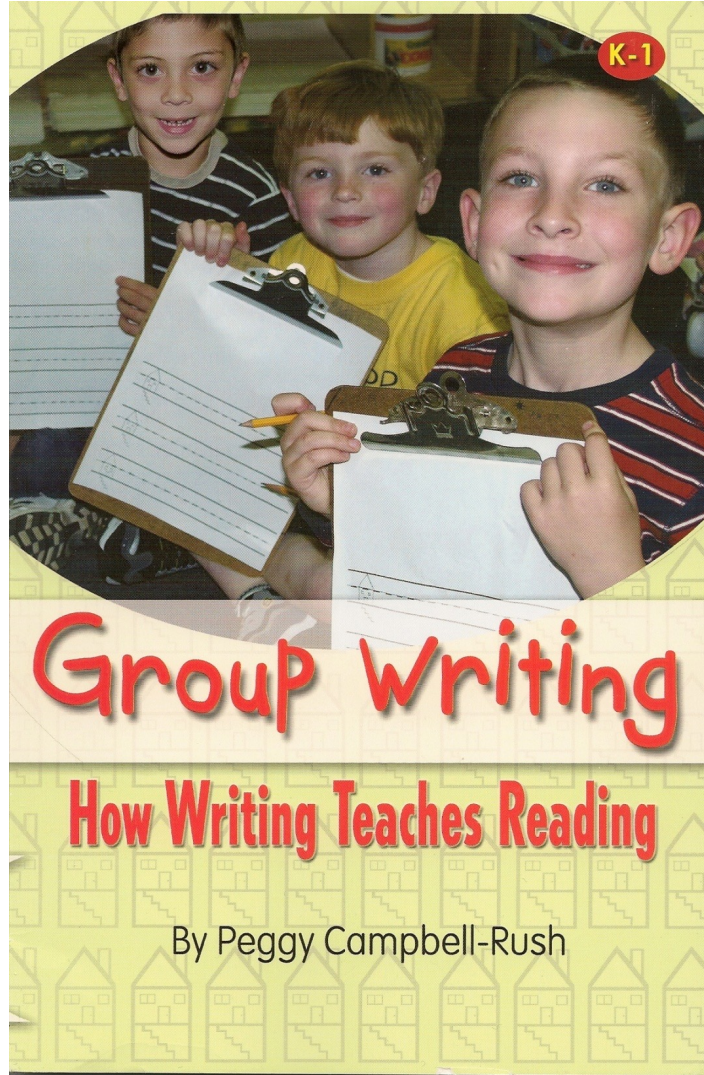


Music & Lyrics
by Jack Hartmann





by Peggy Campbell-Rush



 SCHOLASTIC

Grades
PreK-2

Ready to Write!

Peggy Campbell-Rush

50 Easy Strategies for Developing Fine-Motor Skills to Help
Young Students Build a Strong Foundation for Handwriting

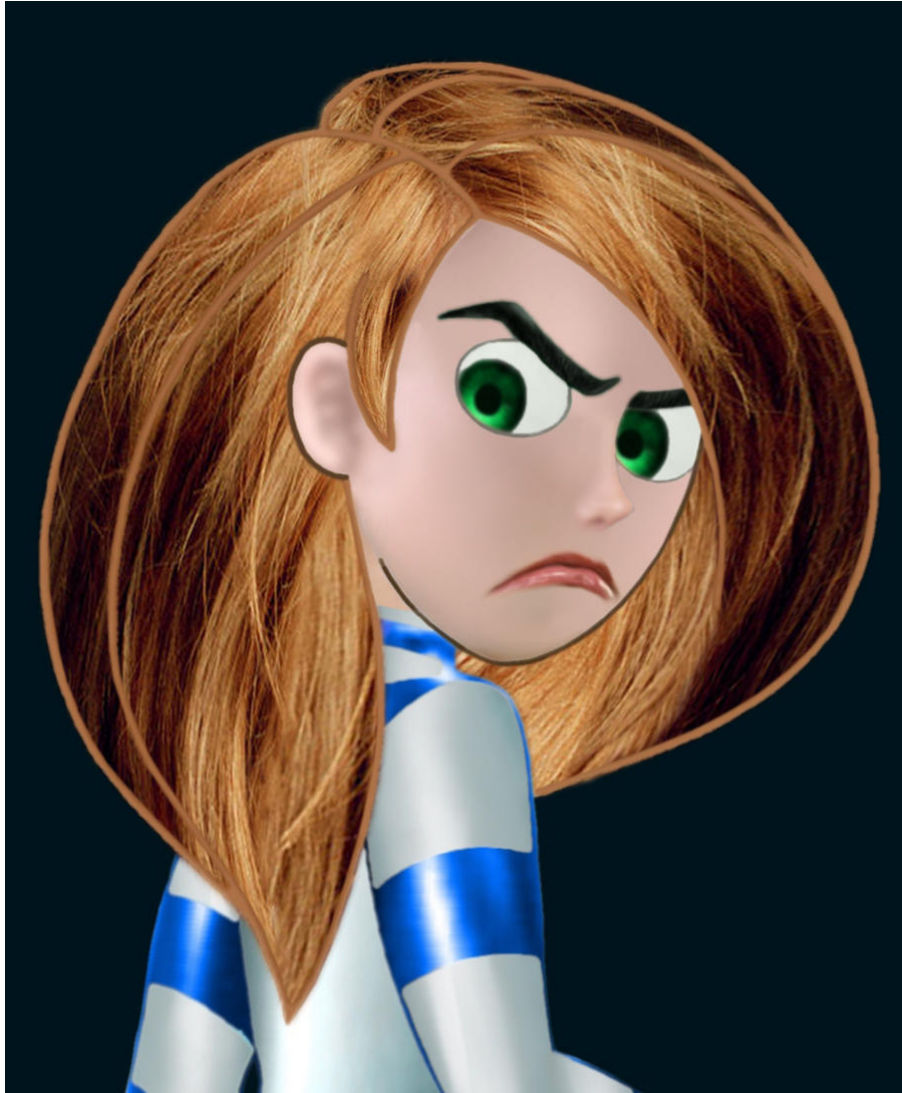


Helps Students
Write with
STAMINA
and
PRECISION!

So let's
get
started



MOOD Matters!!

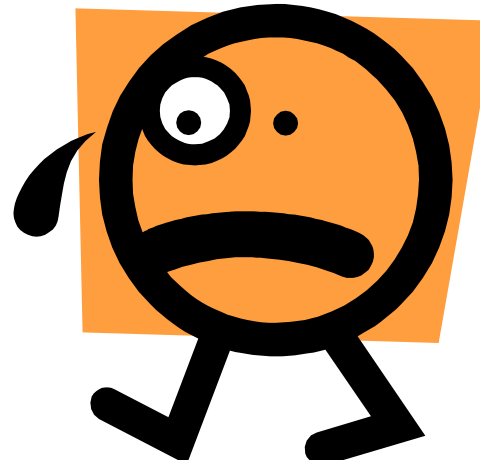




Be filled
with
enthusiasm!

Be the Joy!

- Whatever you are feeling...
- is contagious



T.G.I.T.

- Begin each day with this statement...
 - Thank God it's today!

It is people...(Relationships)

- Not programs that determine the success and thus morale of a school



Shoe Story

- Two shoe salesmen went to a remote village in Africa to see if they could go global in their sales...
- One salesman reported “No one here wears any shoes, there is no market for us here!”.
- The other salesman said, “No one here wears any shoes, there is a huge market for us, send inventory fast!”.
- Which one are you?
- You cannot increase morale that much if **YOU** are not looking at the bright side...or at least a silver lining.

Drive by, “walk-abouts”

- Be visible and accessible.
- **Nothing defeats morale more than having to make an official appt. and meet in the main office every time you want to talk with an administrator.**



My teachers...

- Have access to me all day
- However, I have a lot on my plate, thus sometimes forgetful
- So I told them, you can stop me and ask me anything
- But...
- Do not expect an immediate answer/approval
- Because sometimes I need to think on things
- And I ask them to follow up with an email reminding me to “think about...”

Accessibility outside your office

- Affords you a more casual way to learn about issues before they become problems
- It also cements that you have confidence in your teachers to present things to you.



Birthday Duties

- Make the time to take a duty
- It connects you with the students
- And gives teachers a well-deserved break



Sometimes...

- I give breaks
- “on the fly”





Appreciation:
Beyond coffee
mugs

- They want you to create and maintain an ongoing culture built through the following:
- Encouraging autonomy
- Inviting and demonstrating flexibility
- Coaching, rather than catching, their failures
- And having a regular presence in the classroom to notice and comment on all the “good” you see

Teachers
Say they
want...

That we stop
talking about
“SELF-CARE”

AND ACTUALLY,
GIVE THEM SOME
TIME TO DO SO

One short note

- ...can make all the difference



...or this



Be
transparent

MY PRINCIPAL: Can you stop by my
office when you get a chance?

ME, JUMPING TO CONCLUSIONS:



Realize there are four groups on
any Faculty



First group

- The climate manipulators...they are the rumor mill and pit one group against another



Second group

- The climate busters...they burst the balloons of happiness, enthusiasm and effort



Third group

- The climate cruisers...harmless, have the same routine, park in the same spot, carry the same bag, classroom is always the same



Fourth group

- The climate improvers...these are **your movers, shakers, and innovators.**
- Watch them closely.
- They can burnout easily without your support





Help
People
accept
change

- Ask, how can I help you accept this change?
- It will look very different for many people
- Some will need help you never even thought of!

But...

- Nothing is remembered before the word ***“but”***
- Practice using the word “and” (and it is so much harder than you think to do it!)

Defensiveness



- It takes 20 minutes to peel off defensiveness
- You do not hear the rest of the conversation
- “I do not like where this is going. I might not be getting my point across. Let’s meet again.”

Teachers
Say they
want



Us to try to *diffuse*
or ditch the
DRAMA



If you know about
it, you can do some
conflict resolution



Brad Johnson

@DrBradJohnson



Teacher retention: if you want to keep the best teachers, treat them like they are the best. Few teachers leave an environment where they feel valued, supported, appreciated, and treated like professionals.

When questioning...

- Always say, “I want to hear your perspective.”



Meaningful Mondays...and the rest of the week

- Each Monday I choose 3 faculty or staff members and I jot a few words down when I see that person help someone, when he/she shined, learned something new, tried something.
- Then I type a note saying how much I appreciated these things this week.
- It helps so much when I must have a “bad” conference or redirect someone because I have a huge deposit of goodwill already.

Grateful Fridays

- Every Friday right when school ends, I write a thank you note one staff or faculty member. It can be for some noteworthy event or something small that I noticed. It is a wonderful way to end the week: feeling grateful.
- It means so much to those who get them (and all faculty/staff will receive one), even if they are only 3-4 sentences long.

Surprise them now and again

Me finding out the professional development day is actually for teacher planning.



Monthly Breakfast

- Birthday Breakfasts
- Everyone takes a turn
- There may be teachers who do not eat in the Faculty Room who will come to a breakfast



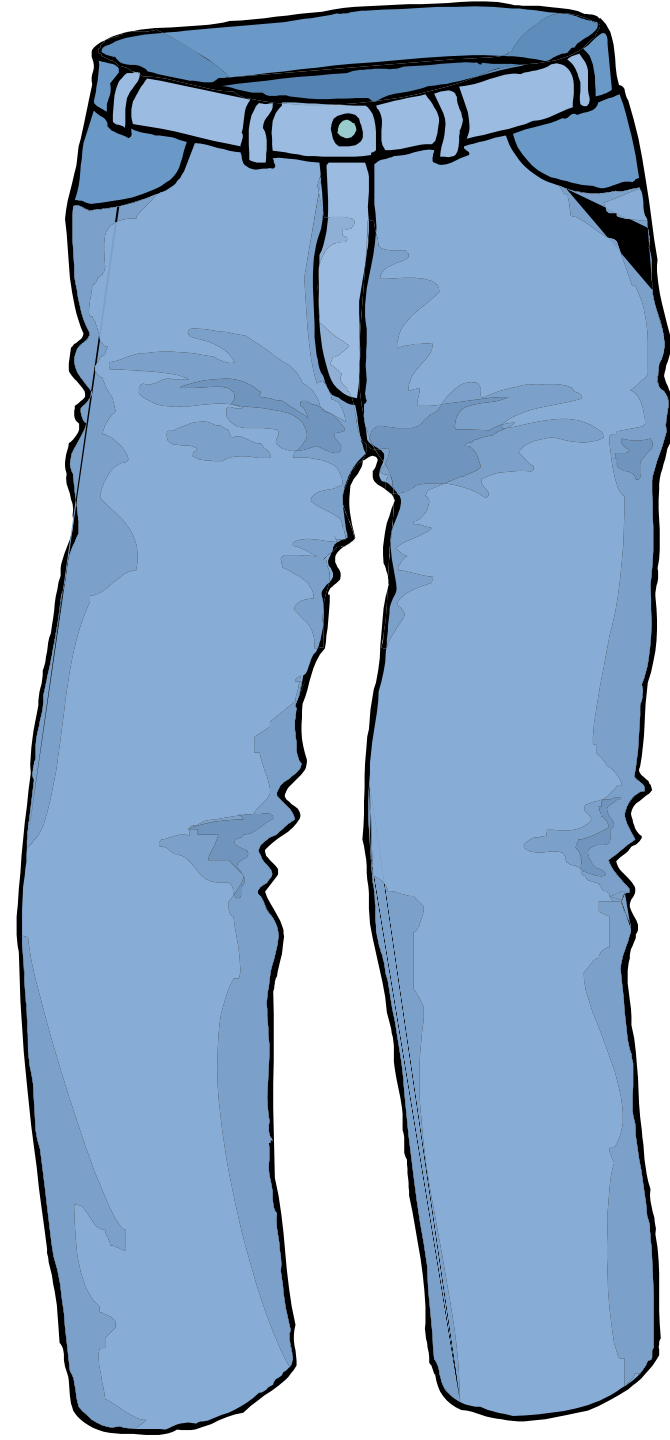
Affirmations

- Carve out 5 minutes a week to affirm two staff/faculty members
- You can easily build that into your calendar
- Start with the hardest first



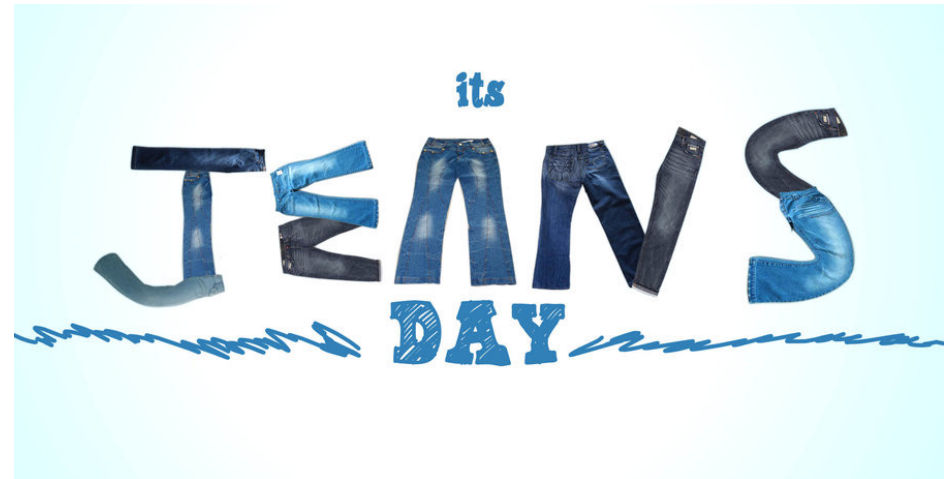
Jeans Day

- Having a jeans day is like having a snow day for many teachers



Spirit/Jeans Day

- Do not ask your faculty and staff to pay \$5.00 for the luxury of wearing jeans, etc...
- Maybe solicit a business to make a donation
- Or a parent to sponsor a dress down day
- Teachers already spend money on supplies and resources



You do not have to do it all by yourself!



Let Parents and others Help!



Do you have parents who want to help?

- Let them stock the faculty lounge or building refrigerators with refreshing drinks



Have a coffee cart for when teachers arrive at school



Have a car wash for teachers while they are at school

- If parents do not want to do this themselves...
- Hire a car detailer to come to school during school hours



Or even wash and clean off the windshields

- Leaving a note that says...
- **We CLEARLY love you!**



Parents who want to help

- Deliver a special snack for the faculty, etc...
- What do your parents do?





Remember...You
are the joy

- Your words
matter
- But your posture
matters more!

Also, be mindful...

- That words are only 7% of your message
- 38% is your tone
- 55 % is your BODY LANGUAGE!

Top-down leadership is outdated, and, more importantly, counterproductive

- By focusing too much on control and end goals, and not enough on their people...
- Leaders are making it more difficult to achieve their own desired outcomes.



Humility

- Actively seek the ideas and unique contributions of your faculty and staff
- Servant leaders create a culture of learning





Emails or Faculty
Meetings

REALLY “Know” your faculty


- You do a “values” assessment
- Everyone lists their unique skills and qualities
- And then further explore how these could be a benefit to the organization
- This helps you form collaborative groups that really WORK

And really “read” the room

- When you are starting a meeting
 - Use the “Goldilocks” method
 - Read the room and start small
 - And then build from there
-
- ***Meaning, do not barge in with your agenda, not looking around, booming voice...take stock of the climate of the room before you begin***

Teachers
say they
want...

For you to address only the person
who has the problem or issue



Not the entire group



Do NOT Spray and Pray

example

- Dear All, unless you already have days approved, I'm asking you to please be at school unless you are so sick that you just can't teach. We don't have the depth of subs to get us through the end of the year for personal days. Everyone is always gracious to cover if needed, but we have gotten to a point where others are not getting their work done because there is so much covering going on. The other thing is that we aren't getting notifications that subs are needed until it's too late to arrange coverage. Please...we have 8 weeks along to go. Let's try to make it. Thank you,

A fundamental question

- How can I help you do your job even better than you already do?



Create the momentum

- Have you created the energy and support necessary for all to have a shared belief in the school's
- **big ideas**



Time, For you!

- You will never be “done”
- Allocate time for yourself
- School will take from you, all the time you give it
- Go home...all that work will be there to greet you in the morning
- Don't be a slave to your super ego



I had a principal I absolutely adored. His motto:
Hire good people and get out of the way.

He nurtured me as an instructional leader, gave me opportunities to grow and learn, and pushed back on the district when their demands didn't make sense for our school community.

During his tenure, our school was recognized by the state for academic achievement. I was also named Teacher of the Year.

I lasted exactly one year in that building after he left.

Good admin can make all the difference.

Thanks for your time today

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Keep in touch