

STAFF BUY-IN AND MORALE

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EVER WONDER...

- ⦿ Does staff behavior and attitude affect students behavior and attitude?
- ⦿ How can I get more staff involved?
- ⦿ How can I increase our staff morale?

INCREASING BUY-IN

- ⦿ Review PBIS every year with staff
- ⦿ Practice!
- ⦿ Have them join the team
- ⦿ Present data to staff
- ⦿ Use the language with staff

INSPIRATION OF THE DAY

"It is my personal approach that creates the climate. It is my daily mood that makes the weather...

I possess tremendous power to make a child's life miserable or joyous.

I can humiliate or honor, hurt or heal.

In all situations, it is my response that decides whether the crisis will be escalated or de-escalated and a child humanized or de-humanized."

Haim Ginott

INCREASING STAFF MORALE

- Tropical Lounge Escape
- Secret Snowflake
- “Who Cares” slips
- Fill your bucket
- A Million things went right today
- Festive sweater Fridays
- Halloween feast
- Valentines
- Easter treat
- Weekly or bi-weekly emails
- “Paw”erful teacher tips
- Yoga
- Monthly gatherings



TROPICAL LOUNGE ESCAPE



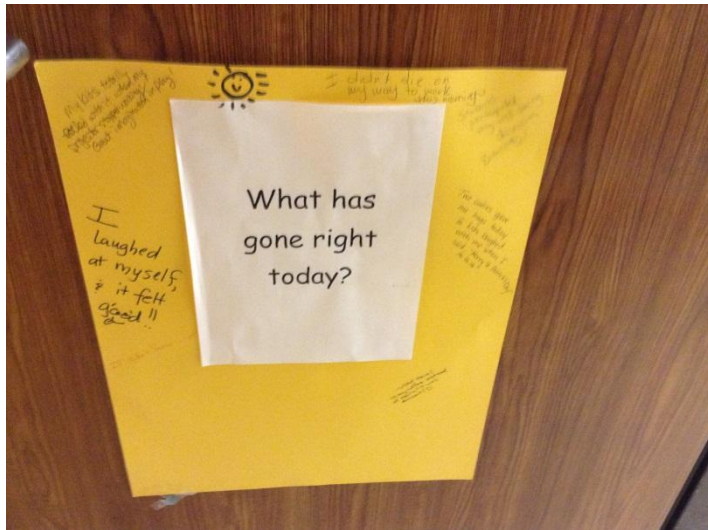
HOLIDAY FUN

- Easter eggs
- Secret snowflake
- Halloween feast
- Valentines
- Festive sweater Fridays



POSITIVITY IN THE STAFF LOUNGE

- A million things went right today
- Fill Your Buckets



WEEKLY “PAW”ERFUL TEACHER TIP EXAMPLES

“Paw”erful Teacher Tip #2

Set goals and celebrate! It is easy to think of academic goals for classes, but it also is a great idea to ask students to think of personal or classroom goals when it comes to character and school expectations. For example, a student might make a goal of giving at least 3 compliments in one day or week. Then you could acknowledge the reached personal goal (s), or celebrate a class goal with a non-tangible recognition. Here are a few ideas for non-tangible recognitions:

- 1) 5 minute dance in the classroom
- 2) Choose music for the class to listen to during work time
- 3) Extra art time
- 4) Reading time outside
- 5) Reading buddies with a younger classroom

MORE EXAMPLE TIPS

◎ Powerful Teacher Tip #3

Remember the power of the positive phone call home! I had a student come up to me last week and she was so excited because the teacher had called home and it was a good phone call. To help remember, you could put a post-it note next to the phone with a goal of how many you want to make that week. The positive post-cards can work the same way!

ANOTHER EXAMPLE TIP

◎ Powerful Teacher Tip #4

I mentioned this idea last year but I thought I would mention it again, because I've been using it lately and it actually works □ When redirecting a student, try the “save method.” It looks like this... Save the _____ for the _____. For example...Save the running for recess, or save the loud voice for outside. Eliminating the negative (stop or don't or no) seems to have a positive effect on students.

BI-WEEKLY EXAMPLE EMAILS

- Lynn and I went to a great workshop on self-regulation, which I will be sharing at the staff meeting next week. As a preview, here are a few activities that you could do during morning meeting to practice self-control and self-regulation.

EMAIL CONTINUED

- 1) **The Pause Game** (also a great way to review our school rules):
 - Students are instructed to do and say certain things. If the instruction is consistent with classroom rules (such as stand up, turn around, stand on one foot, sit down, raise your hand, shake hands with the person next to you, pat your head, smile, etc) then they are to do it. If they are instructed to do or say something inappropriate (yell really loud, hit your desk hard, stick your tongue out, stand on your desk, go to sleep, etc), they are to say “pause,” freeze, and not do the direction.

EMAIL CONTINUED

- 2) **Naming the colors** (may be best for upper grade levels):
 - A poster is made with the names of colors, each color name is written in a different color. For example, the word red is written with a green marker, yellow is written with a red marker, black is written in blue. Also include some color names written in the color (ex. red written in red). Students are instructed to name the colors, **NOT READ THE WORDS**, in the order they appear on the poster, as fast as they can. The activity is hard because the written words interfere with the process of identifying the color. This activity helps teach students the different between reacting out of habit and responding appropriately.
- •Both activities were taken from “Hunter and his Amazing Remote Control,” by Lori Copeland

EMAIL CONTINUED

- ◉ We were also given a list of free online resources to use with your students. Lynn has made hard copies if you would like them. Here are a few of my favorites.
- ◉ <http://dotolearn.com/index.htm>: lots of great resources for academics, social skills, and behavior management
- ◉ <http://www.makebeliefscomix.com/Comix>: You can create your own comic strips!
- ◉ <http://myyoungchild.org/Stories>: A variety of electronic social stories. Many focus on our BG CARES themes!

MORE EXAMPLE EMAILS

- “The single most influential variable in the teacher-student dynamic is the teacher’s well-being.”
- Example:
- You truly are all fabulous teachers who work VERY hard to inspire our students and make BG the best place it can be. Your creativity for solving problems amazes me. You rock! Thanks for all your hard work! Here is a little teacher humor to brighten this gloomy Tuesday 😊

HUMOR!

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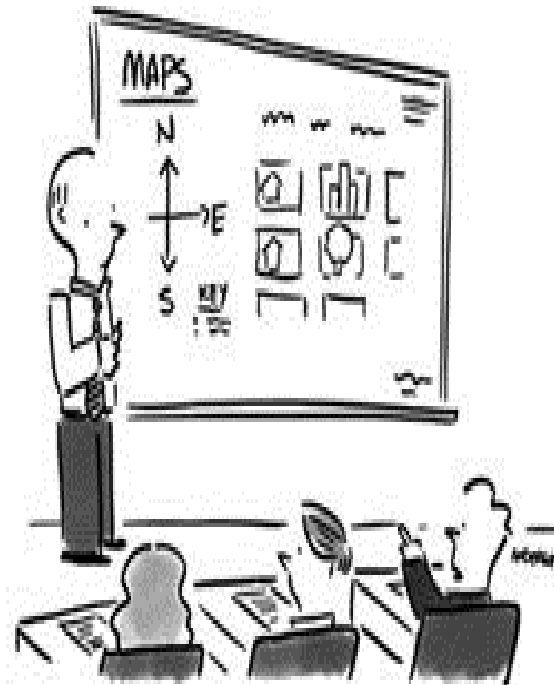
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"I said Logan has trouble staying on task."

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"My dad's GPS says I don't need to learn how to read maps."

MORE HUMOR

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"Is this *right*? The class list and the troublemaker list are the *same list*?!"

EMAIL CONTINUED

- A few other ideas to help keep you motivated...
- 1) Turn up the music and dance/sing at the top of your lungs
- 2) Get a massage (that's what I'm doing tonight 😊)
- 3) Go on a staycation...the Mall of America has a great restaurant called Kokomos, which makes you feel like you're in the tropics.
- 4) Meet up with a friend for dinner or coffee
- 5) Exercise...yesterday I had no motivation until I went to Step class and by the end I was wanting another class ▢
- If you are one of the lucky ones who hasn't lost your motivation, share your secrets 😊

WHO CARES SLIPS

Who CARES?...

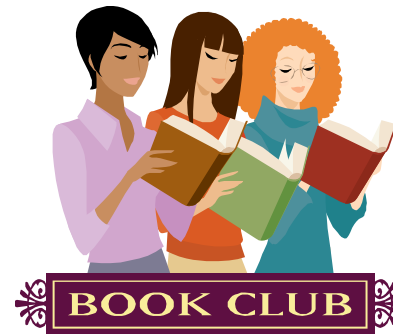
I do!!!





MONTHLY PICK-ME-UPS

- ◉ Rootbeer float social with 80's music
- ◉ Staff appreciation breakfast
- ◉ Chair yoga
- ◉ Cookies and conversation
- ◉ Book club



YOUR IDEAS

- ◉ Share ideas you have used at your school
- ◉ Brainstorm ideas you would like to use in future years