

# A Caring Culture!

Wallace Elementary School  
Hammond, Indiana  
2022

# Inquiry Project Team Members, Cohort 8



**Lori Thursby**  
Principal

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Instructional Coach

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1st Grade Teacher

# Background information

- x Pandemic
- x Virtual until April, 2021
- X New Staff
- x Teacher Shortage
- x Substitute Shortage
- X District Turnover
- X Trust Issues
- X Lack of Participation
- X Emotions



## How can we support our staff?

With this project,  
we wondered...if acts of  
appreciation would change the  
climate of our building?

It's fair to say that schools have become stressful environments for children and adults, which makes learning, teaching and leading difficult. Caring Cultures start with strong relationships that are developed when leaders prioritize human needs.



"The deepest craving of human nature is the need to be appreciated."

-*william james*

"The way to develop the best that is in a person is by appreciation and encouragement."

-*charles schwab*

# BIG CONCEPT

Our team project focused on how changing the climate of our building could strengthen relationships and improve the overall sense of belonging, and well-being.

Which will ultimately impact the relationships and academic success of our students.



# Our Actions

**First:**  
Review data  
from  
2020-2021  
Panorama  
Survey.

**Second:**  
Plan and  
implement  
activities to  
support staff.

**Last:**  
Progress  
monitoring; end  
of year survey.



# Support and Appreciation

- X Fun Fridays
- X Monthly/Themed celebrations
- X Thank you cards
- X Provide breaks
- X Communication, team building, honesty
- X Restorative Circles
- X Know and engage individually
- X Reduce number of meetings
- X Parent and student support
- X Shared decision-making, ask for input and implement
- X Increased visibility (before, during and after school)
- X Share successes, celebrate growth and achievement





# Data Collection

## Surveys

X Panorama

Staff-Leadership relationships have increased from 86% favorable to 93%.. (spring 2021 - spring 2022)

## Absenteeism

X Low Absences

Teachers inform school administrators prior to absence, to form a plan of action, if no substitute teacher is available.

## Extra-Curricular

X Volleyball

X Basketball

X Chess

X Tutoring

X Girls on the Run

Teachers are coaching and leading after-school activities.

# Staff-Leadership Relationships

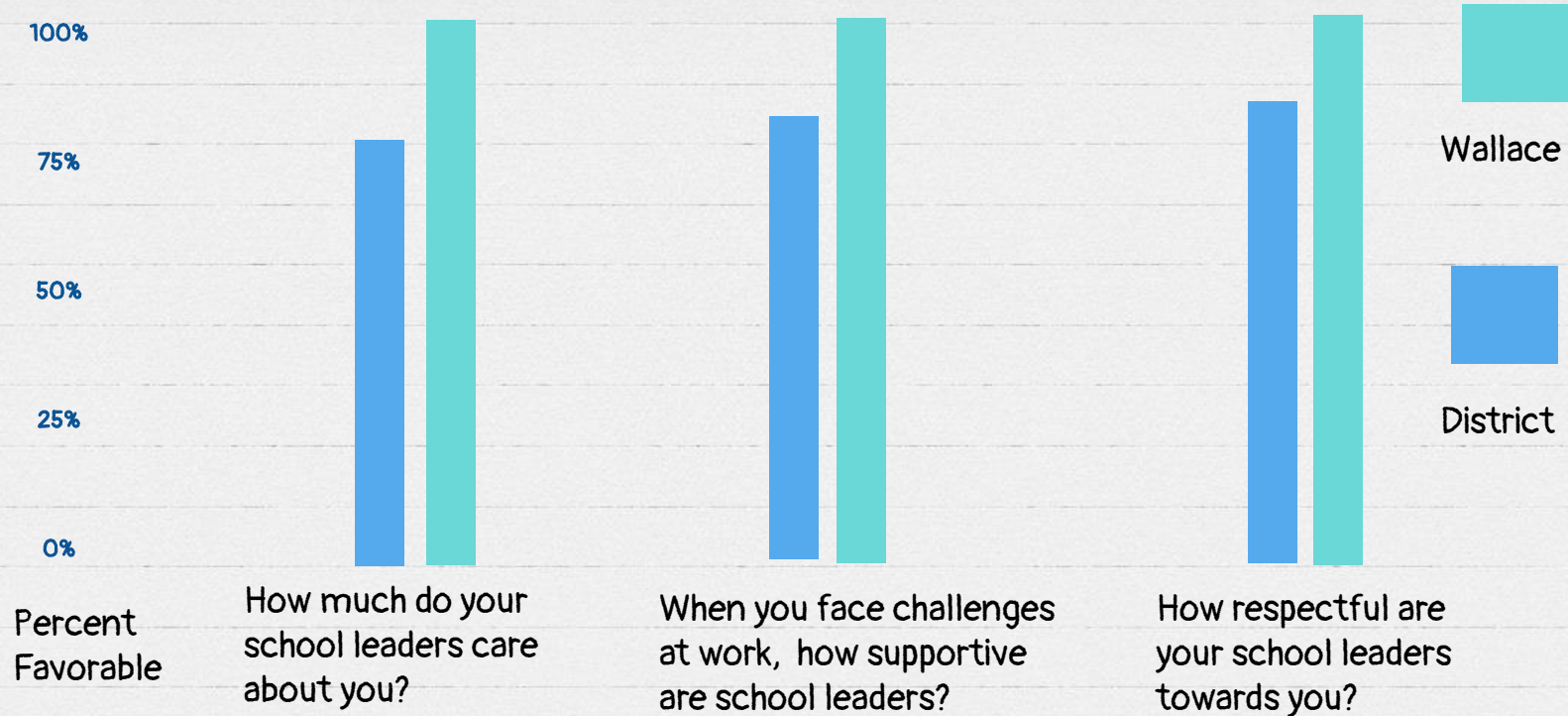
Based on **15** responses

Perceptions of faculty and staff relationships with school leaders.

How have results changed over time?



## Our Panorama Survey data shows.... Staff-Leadership Relationships

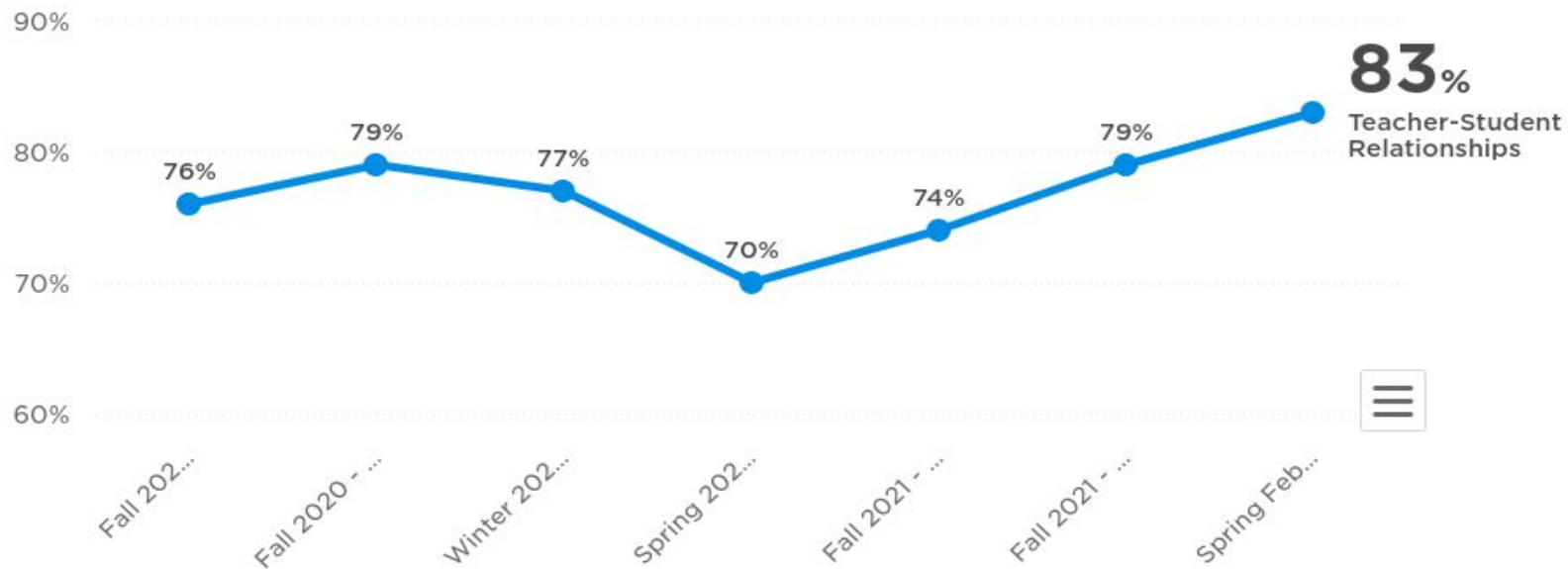


Based on **146** responses

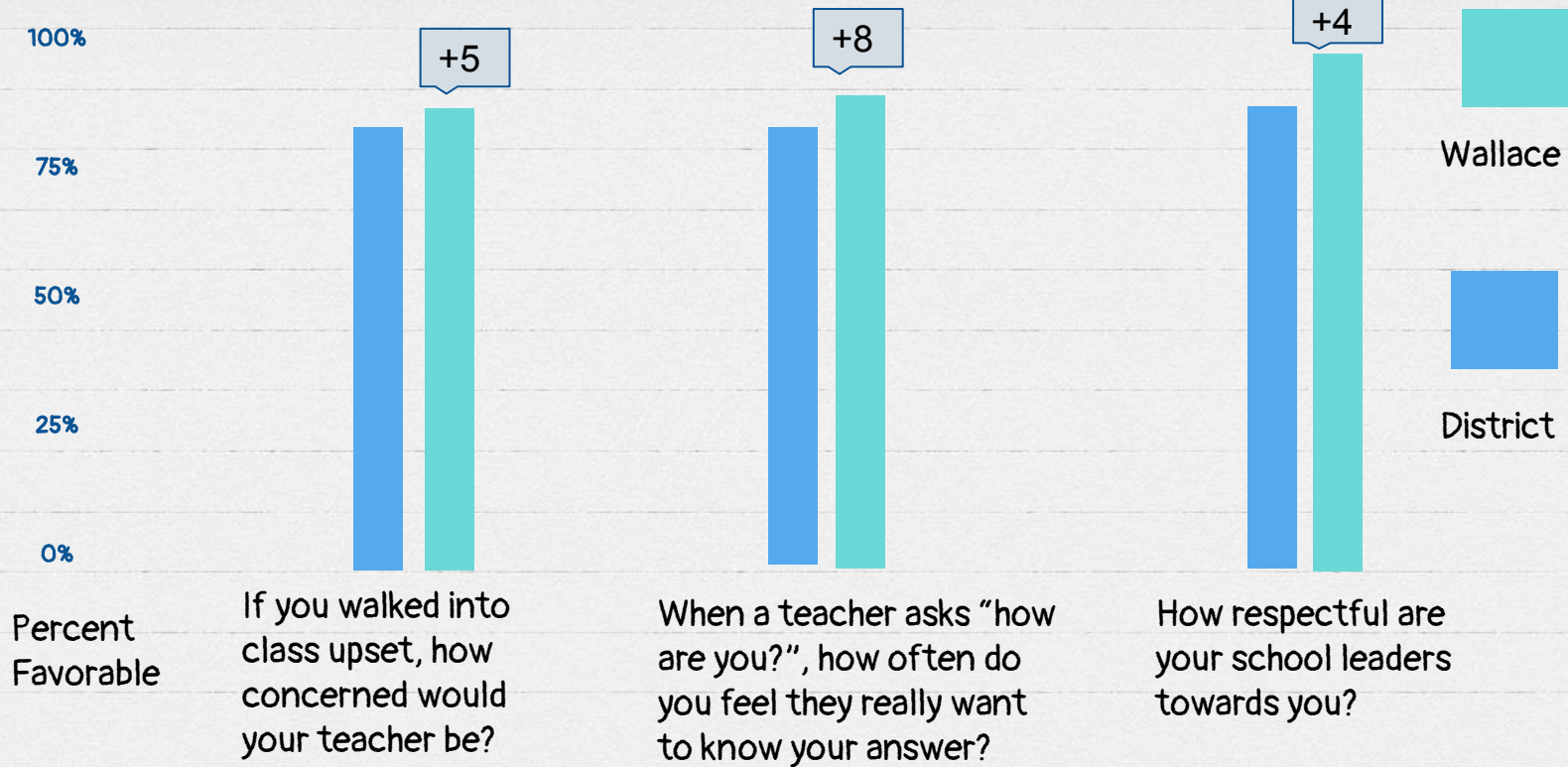
How strong the social connection is between teachers and students within and beyond the classroom.

How have results changed over time?

Percent Favorable



## Our Panorama Survey data shows...Teacher-Student Relationships



## Written survey responses:

If you could change anything about working at your school, what specific changes would you make?

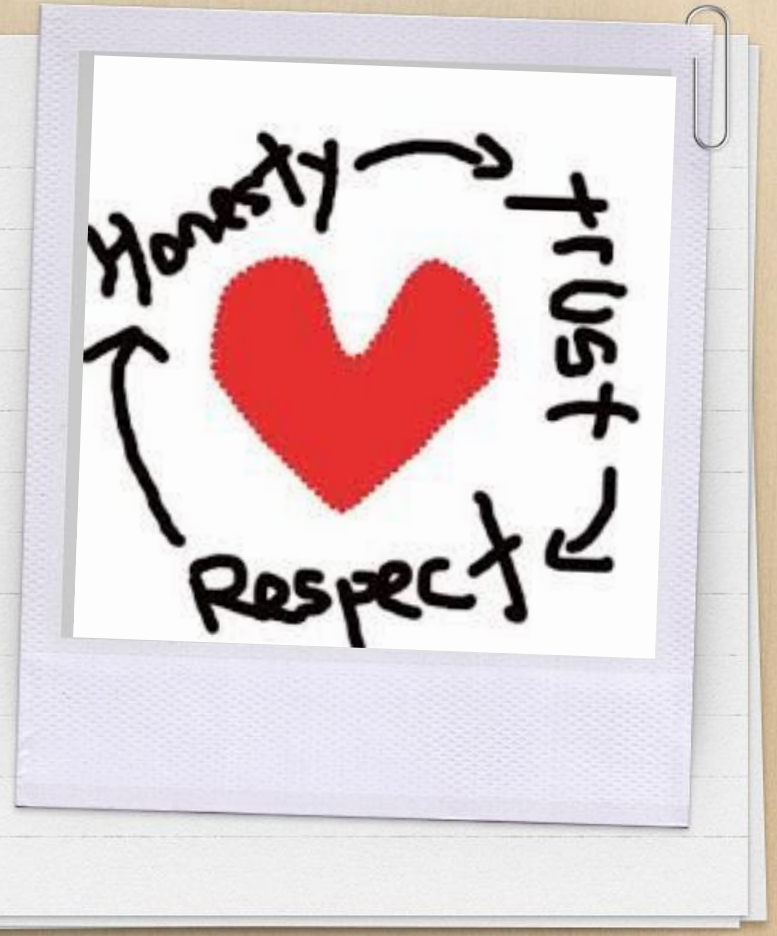
- X I love working at Wallace, everyone is supportive and friendly!
- X The past year has been amazing because of the leaders at our school.
- X My school leaders are AMAZING! They go above and beyond to support our staff and students. They are resourceful, empathetic, knowledgeable and relevant. They look ahead and work hard to minimize the daily stresses that are mounded upon teachers. I greatly appreciate the sacrifices they make to support our students. I wish the district level leaders would take a lesson or two from my school leaders. Then, perhaps the district could move forward.





## Learning Statement Two:

By showing appreciation and support, teachers feel cared for thus creating trusting relationships.





Learning Statement Three:

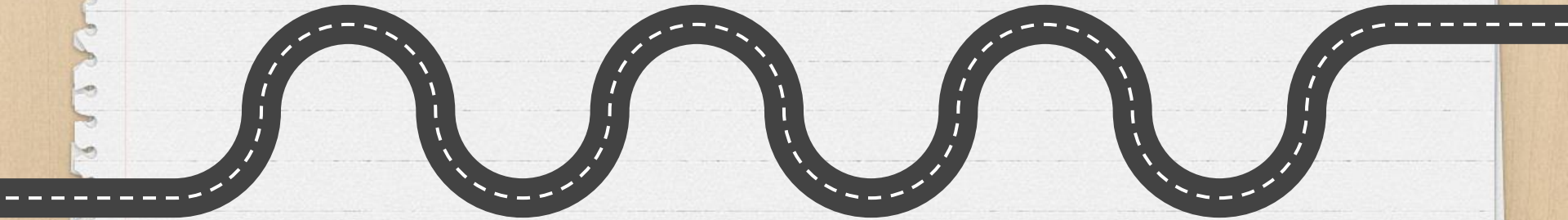
By showing appreciation and support, teachers' relationships with students have improved.



## Where we are headed next...

Continue with appreciation activities for staff and students.

Work to build a community climate of trust with our families and district administration.



Teachers work to create supportive classroom environments, which will impact student academic growth.