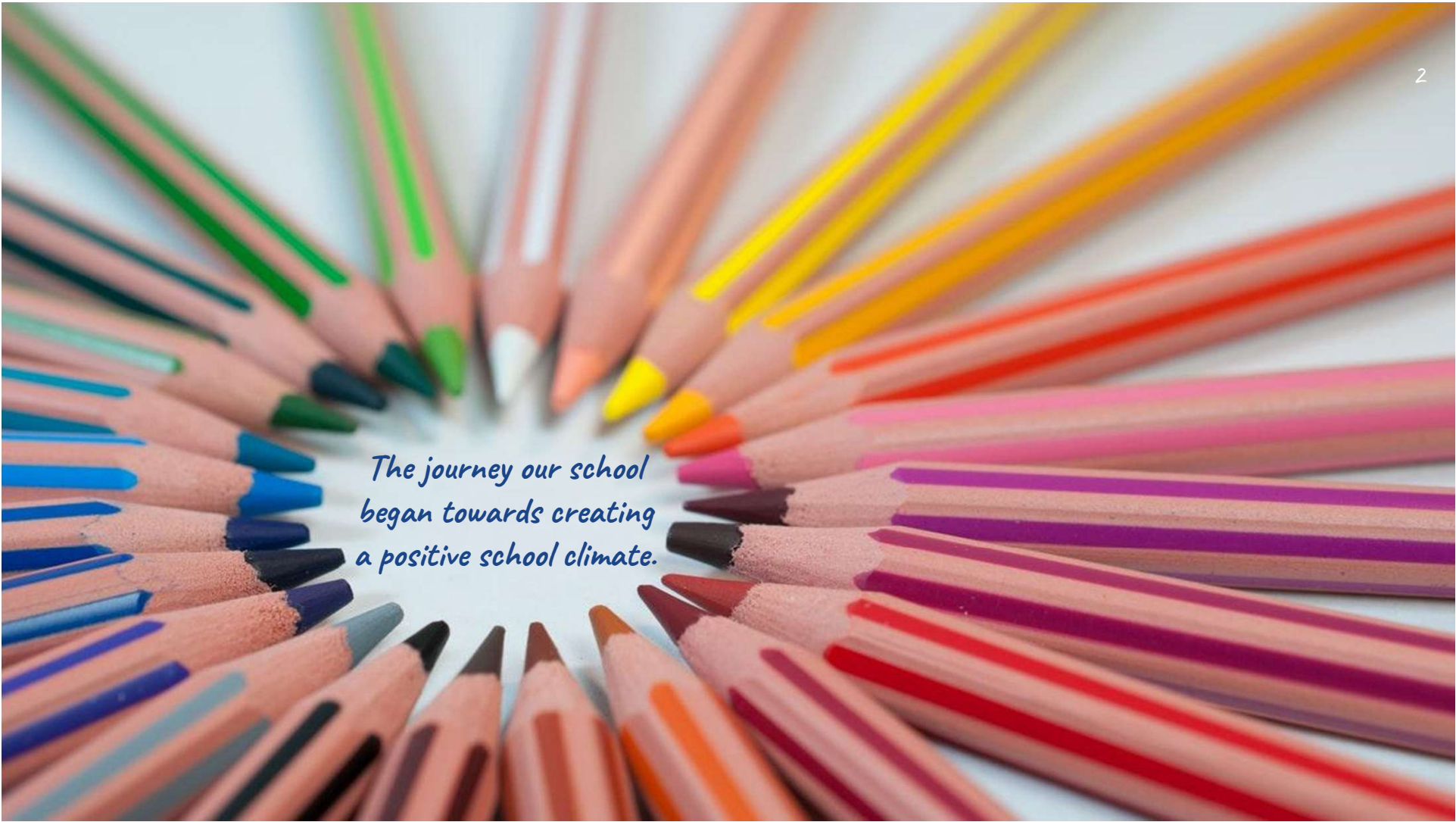


CREATING A WHOLE-HEARTED  
LIVING CULTURE

Shane Killinger, Principal  
[skillinger@browncountyschools.com](mailto:skillinger@browncountyschools.com)  
Alyson Hanus and Alyse Johnson

A photograph of numerous colored pencils arranged in a large circle, with their tips pointing towards the center. The pencils are in various colors including green, yellow, orange, red, purple, pink, blue, and black. The background is a light, neutral color. The text is centered over the white space in the middle of the circle.

*The journey our school  
began towards creating  
a positive school climate.*

## WHY WE CHOOSE THIS INQUIRY?

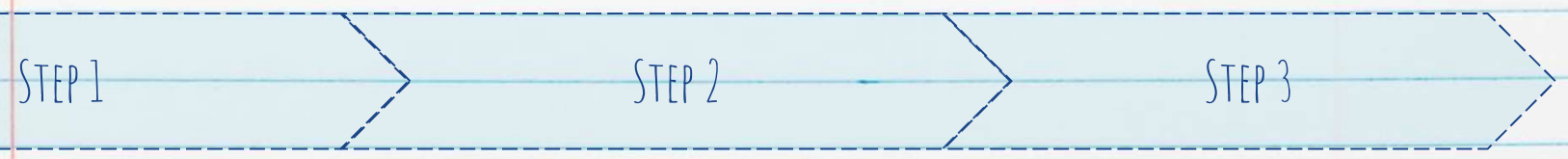
*Our school staff has a history of being hardworking, Type A personalities that are hard on themselves, other staff members, and students.*

*We chose this particular inquiry as we wanted to put systems in place to show our teachers that they are appreciated, supported, and heard.*



*If you put positive systems in place, will it impact the way staff feel about themselves and the school?*

# OUR PROCESS IS EASY



Shirts for staff, food  
for staff, shout out  
board, and duty  
coverage (Principal)

Book Study- "Gifts of  
Imperfection"

Data Collection and  
moving towards  
Surprise and Delight  
Instructional  
Coaching  
More book studies-  
Strength Finder

DATA COLLECTION  
*Shout Out Board in  
Teacher Workroom*



DATA COLLECTION

*Food*

*Surprise Lunches*

*Surprise Snacks*



DATA COLLECTION  
*Book Study*





# DATA COLLECTION – SURVEY, EMAILS, CONVERSATIONS, SOCIAL MEDIA

Question:

What are some things that are making you feel happier at work?

People asking about how I'm doing or how my family is doing, eating lunch with staff members, having pitch-ins or special events to celebrate staff members, people recognizing when I've helped a student or helped make their students improve. 2-hour delays :)

When the environment feels positive and staff is warm and welcoming.

When everyone pitches in and supports each other.

I love the supportive staff and principal. Everyone is very quick to help and support you with whatever you need.

Working with the kids and the family atmosphere with the staff.

Staff luncheons and staff gatherings outside of school!

I like it when teachers and paras take time to eat together in the work room. I think this build camaraderie.

I am happier to having people care about me at work.

I love that we really care about each other and I feel we really listen to each other.

The overall climate at Sprunica seems to be very positive. I see it in our students as we are walking down the hallway...so many smiles and polite good mornings!

What are some ways SES could make the environment of the school more joyful?

More staff lunches, it really boosts morale!

Continue ways to keep up staff moral. Even little things can make big impacts!

Working together on behavior plans/reward systems.

People could eat in the workroom more often! Too many people eat and work in their rooms....grace us and yourself at least once a week! school wide spirit days, fun events

We should reintroduce pitch-ins for lunch - maybe each quarter?? I liked it when we did these by groups - you only bring food for one of the quarters and the other three you just enjoy the provided lunch.


Another idea, a teacher from primary hall switches places with a teacher from intermediate hall for lunch about once per month so that there is a little interaction between primary hall and intermediate hall teachers.

Staff learning ways to manage their own stress so that kids aren't feeling stressed.

More color. If there is going to be a room for chilling out and maybe reading, I feel that it needs bright colors and colorful pictures, with positive sayings. Actually, the later could be done more throughout the whole school!! Kids love animals - find positive sayings with picture of animals.

School wide reward program for students. Each grade and each class has it's own reward system. I would like there to be something: Dojo, all the same money for all the grades, or Eagle feathers... something that everyone in the school can give to the students and it would count to a reward instead of all the different things that each class does.

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Posts

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Boost Post



"I love the supportive staff and principal. Everyone is quick to help and support you with whatever you need."

-SES Staff Member

# OUR DISCOVERIES

- All the activities that we participated in have impacted the staff in a positive way.



# OUR NEXT STEPS...

*Surprise and Delight*

*Involving Students*

*District-Wide Professional Development Plan with NIET team*



*Any questions?*

*You can find us at [skillinger@browncountyschools.com](mailto:skillinger@browncountyschools.com)*

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