



**Making Meaningful  
Connections with Staff**

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# Background Leading to this inquiry

- ★ Feedback from staff regarding communication
- ★ Feedback from staff on availability
- ★ Generational gaps in preferred communication style
- ★ Feedback from staff on how they are comfortable sharing information
- ★ Conscious Discipline Training, Dr. Becky Bailey
- ★ My PCM results harmonizer



**What role does monthly check  
play in creating a caring school  
culture?**

I want to provide something that is simple and meaningful and that allows me to respond quickly.

Personal transformation is vital for embedding resilience in our families, schools, communities, nation and the world. May we each be willing to embrace change in order to strengthen education, sustain our planet and secure a bright future for all children!

~Dr. Becky Bailey, Conscious Discipline

# **My Actions**

What do we use most often?

What are staff comfortable with?

Let's Create a google inquiry Form

## How You Doin'?

Checking in on my people! <3 This semester, I will be sending this check-in out to every staff member on a bi-monthly basis. I will then follow up any way I can with a personal discussion, meeting, resources, etc.

YOU are important to me and YOU MATTER.

Email \*

Valid email

This form is collecting emails. [Change settings](#)

Image title



How are you feeling? \*

- I am doing well!
- I am doing okay.
- Please come see me—I need some TLC.
- I am not doing well at all, either physically or emotionally, and I would love some help.
- Other...

What do you NEED for the upcoming week?

Long answer text

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How can I HELP you with this? \*

Long answer text

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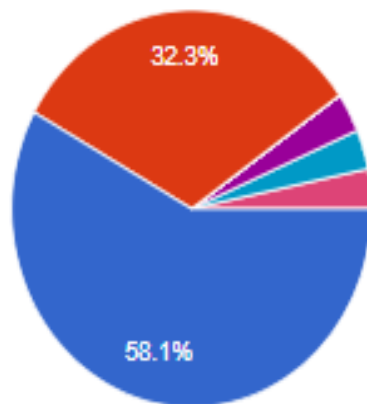
What can I do to make this week BETTER for you? \*

Long answer text

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## How are you feeling?

31 responses



- I am doing well!
- I am doing okay.
- Please come see me--I need some TLC.
- I am not doing well at all, either physically or emotionally, and I would l...
- I'm exhausted, but I'm ok!
- Doing well but little stressed/chaotic in my head planning for my leave in April
- I'm doing okay. Improvement has been great now that we are getting the slee...



What do you NEED for the upcoming week?

30 responses

More time

Honestly, prayers for my family. My grandma in Pittsburgh is not doing well, and it's not looking good.

I think for me it's adjusting being off of maternity leave and balancing work/school again.

For the I AM testing to be over :) (But no worries...it'll get there)

I do not need anything at this time.

This is for the students, but I feel they need consistency and routine. Missing class as much as they have and will is not beneficial to their academic success, especially with the ILEARN approaching. We had 3 days of band and choir and 3 days of NWEA testing and a mental reset day all during the two weeks prior to spring break. Now we have band rehearsals this Friday, a PCC field trip Monday, and band and choir kids going to elementary schools over the next two weeks. In a four week span, students will not have a consistent routine and miss classes up to 11 out of 20 school days.

More 2 hr delays, to have all of my students present~ I don't really need too much

How can I HELP you with this?

31 responses

we're good....one step/day at a time

Continue to be available if things are not going well in the future.

We just need to look at the amount of days that we are pulling students out of classes and limit that going forward.

Learn an effective snow dance- sometimes I feel I am dancing alone, which doesn't bring the best snowfall totals, change this school into a boarding school,

Recently, it seems in some of the communications that we are not doing enough to prevent negative behaviors and poor decisions by the students. This 8th grade has some particularly challenging students that will do what they do no matter how effectively we are running our classes. Please remember we are working hard to help all students, and that it is the students making these decisions. We need to emphasize student accountability on grades and behaviors. As teachers, we have enough on our plates with our own classrooms and content.

It is mostly internal work. Just encouraging me to keep on keeping on! I am hyper self-critical, so perhaps reminding me that I am doing the best I can.

What can I do to make this week BETTER for you?

31 responses

Just continue being you!

Nothing. Thank you for doing the check-ins!

I'm doing great, all is well!

No complaints, so nothing needed for this week. Thank you for checking in!

Thanks for allowing me to share my concerns.

Honestly, I am very sick to my stomach about something. I created a 6th grade Canvas page so that we could acknowledge students who do the right thing. People complain that our time is spent on the 5-10% of students who screw up, so I thought I would give them a public platform to acknowledge our kids being good Tomahawks. I archive the old pages and start fresh each week. I am often the only one who types something on the page. I have given EVERY teacher who has access to 6th grade students the editing rights. I need the middle of the road, do-the-right-thing-always kids to be heard.

From you, I need to know you are going to stay and be the principal who knows, cares about and loves the kids we serve.

## My Discoveries

- Most teachers appreciated this type of checking in
- None of my support staff completed the check in even though it was intended for all staff!
- Allowed responders to be honest
- Provided a safe environment for people to share concerns and celebrations

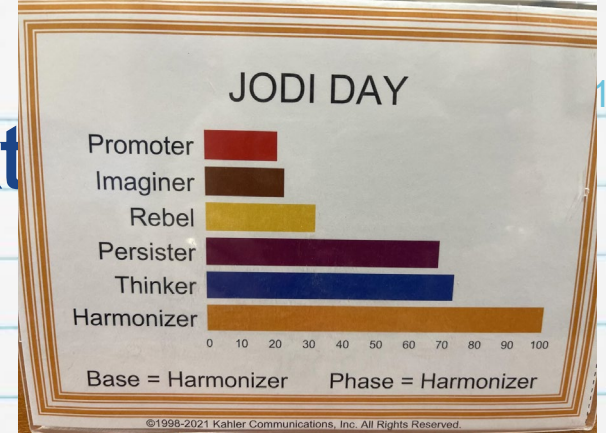
# Where I am Heading Next

Make sure all staff are aware this is for them

Encourage staff to share celebrations

Continue to empower staff to share concerns even if they think it is minimal

As a compassionate person who is nurturative, this project was very typical as always seem to invite criticism I am always looking for ways to improve my personal leadership skills.



# References

Bailey, R. A. (2015). *Conscious discipline building resilient classrooms*. Loving Guidance.



## [Making Meaningful Connections with Staff]

**Principal Name:** Jodi Day

**School Name:** Battle Ground Middle School

**Principal's Email Contact:** jlday@tsc.k12.in.us

### **Background Leading to My Inquiry (2)**

I have teachers complete a survey each year regarding communication effectiveness, availability, and collaboration. The information I received in December is what landed me on this study.

### **The Purpose of My Inquiry**

Establish a better way of being present for staff as well as being responsive to their individual needs.

### **My Wondering (3)**

With this purpose, I wondered how I might be able to provide opportunities for my staff to share concerns and celebrations. I wanted some that would be simple and meaningful!

### **My Actions (5-6)**

**First, I identified a tool that was most commonly used to survey and capture feedback**  
**Second, I had a brainstorming session with my assistant principal and my counselor to see how often I should reach out to staff for collecting information**  
**Together, the three of us drafted a google form in which staff could respond quickly.**

### **Data Collection (6-7)**

This slide outlines that format of the survey. I wanted to make sure my staff understood that this was important to me and that I truly wanted to hear from them. The survey included 4 questions. 1. How are you feeling with a multiple choice selection; 2. What do you need for the upcoming week?; 3. How can I help you with this?; 4. What can I do to make this week better for you?

### **My Data (8-11)**

Slides 8-11 include a pie chart of the collection of responses as well as sample responses to each of the questions asked in the survey.

### **My Discoveries (12)**

- I learned that most teachers appreciated having some form of contact with me on a bi-weekly basis. They appreciated the fact that I was reaching out asking for them to check in rather than them initiating this type of contact.
- I learned that I did not make it clear to my support staff that they were included in this check in.
- I learned that this format provided a platform for candid responses

The teachers that responded were teachers who I otherwise do not hear from. They are teachers who are very quiet during staff meetings and provide little to no conversation during those meetings.

The data collected was all from teachers. There were no responses from any of the classified staff in the building. This tells me that I was not clear with communicating the purpose and the audience for this check in

The responses collected were honest and direct. The specific one capture in the data spoke of feeling ill because of a lack of response to an initiative for student recognition. As a result, I was able to provide guidance on how to have a conversation with the grade-level team to receive more input.

### **Where I Am Heading Next (13)**

In her book, *Conscious discipline, building resilient classrooms*, Dr. Becky Bailey talks about creating a compassionate school culture. This requires leaders to reflect back on the building blocks of relationship building where the priority is safety and trust. This is done by using daily interactions to build safety and trust. When this happens, school staff members are more willing to let down their guard and truly connect and share (Bailey, 2015).

If this is a system I have put in place for the purpose of truly gaining feedback from staff to make improvements, I have to make sure that ALL staff members are aware of the intent.

### **Bibliography (Slide ?)**

Bailey, R. A. (2015). *Conscious discipline building resilient classrooms*. Loving Guidance.