



I've Got the Joy!

Principal Name: Pamela Guilliams

School Name: Sunman Elementary

Principal's Email Contact: pdguilliams@sunmandearborn.k12.in.us

Background Leading to My Inquiry (Slide 2)

As a 3rd year principal, I noticed that my stress level was continuously on the rise. I wanted to know what could be done to relieve the stress and emphasize the opportunities to experience JOY.

The Purpose of My Inquiry (Slide 3)

Therefore, the purpose of my action research was to focus on finding JOY in my day to day tasks in order to find balance and fulfill my personal roles; to in-turn, better lead and support others in my professional role. Ultimately, I was interested in increasing my own level of job happiness by tracking actions that are within my control.

My Wondering (Slide 4)

With this purpose, I wondered if purposefully focusing on finding JOY in my day to day tasks will improve my overall ability to lead and support in both my personal and my professional life.

My Actions (Slide 5)

1. Defined "Joy" in November of 2019.
2. Shared AR Project with Staff at December 2019 Staff Meeting.
3. Created and shared survey with staff in January 2020.
4. Analyzed survey data in February 2020.
5. Created "Joy" Jar in January 2020. Submitted weekly deposits.
6. Read Daily Promise, January 2020-present.
7. Picked one piece of survey feedback per week to address, February-present.
8. Shared survey again with staff in March 2020.
9. Analyzed findings in April 2020.

Data Collection

Quantitative data in the form of graphs/charts/tables.

Qualitative data in the form of survey notes, pictures, and messages/feedback from teachers.

My Data (Slides 6-14)

Staff Survey Results:

I am recognized and thanked for what I do? Increase of 4%

I am treated with dignity and respect by everyone? Increase of 7.3%

My Discoveries (Slide 15-17)

As a result of analyzing my data the three important things I learned include:

Finding #1- This process forced me to be intentional in seeking out positive experiences and interactions.

1. Joy Jar
2. Daily Promise Readings
3. Texts/Notes/Emails to Staff

Finding #2- The more I felt JOY, the more I expressed gratitude for others and their efforts, which in turn increased the amount of gratitude I received.

1. Prior to the AR I received one written piece of gratitude.
2. During AR, I've received over eight pieces of written gratitude.

Finding #3- This process forced me to be intentional in working to establish a positive climate and culture.

1. Prior to the AR I sporadically sought out staff input for improved climate and culture.
2. During the AR, I addressed issues brought forward in the survey on a weekly basis.

Where I Am Heading Next (Slide 18-19)

Taking action on my wondering has shown me that searching for JOY has positive impacts on both school climate and culture, as well as on my overall job satisfaction. The more I have sought out ways to celebrate successes and to address staff concerns, the more I am motivated to keep searching for the JOY! Continue to provide opportunities for staff to give feedback regarding climate and culture.

1. Continue to provide opportunities for staff to give feedback regarding climate and culture.
2. Provide students with the opportunity to provide feedback regarding climate and culture.
3. Utilize the SES Leadership Team to plan and organize ways to celebrate one another, in order to continue to foster a climate and culture of JOY!

Bibliography (Slide 20)

Afina Partners. (2018). Creating Joy in Work: What Effective Leaders Do. Retrieved from <http://www.aefinapartners.com/blog>

Wellman, Jack. (2015). What Is The Biblical Definition of Joy?. Retrieved from <https://bit.ly/38heS47>

I've Got the JOY!

Sunman Elementary School

Pamela Guilliams
pdguilliams@sdstaff.us



Background Leading to this Inquiry

As a 3rd year principal, I noticed that my stress level was continuously on the rise. I wanted to know what could be done to relieve the stress and emphasize the opportunities to experience JOY.



Purpose of This Inquiry

Therefore, the purpose of my action research was to focus on finding JOY in my day to day tasks in order to find balance and fulfill my personal roles; to in-turn, better lead and support others in my professional role. Ultimately, I was interested in increasing my own level of job happiness by tracking actions that are within my control.



My Wondering



With this purpose, I wondered if purposefully focusing on finding JOY in my day to day tasks will improve my overall ability to lead and support in both my personal and my professional life.





My Actions



1. Defined “JOY” in November of 2019.
2. Shared AR Project with Staff at December 2019 Staff Meeting.
3. Created and shared survey with staff in January 2020.
4. Analyzed survey data in February 2020.
5. Created “JOY” Jar in January 2020. Submitted weekly deposits.
6. Read Daily Promise, January 2020-present.
7. Picked one piece of survey feedback per week to address, February-present.
8. Shared survey again with staff in March 2020.
9. Analyzed findings in April 2020.



joy

noun;

1. The emotion evoked by well-being, success, or good fortune
2. A state of happiness or felicity
3. A source or cause of delight

Data Collection



Professional Definition: “By joy, we refer to the feeling of success and fulfillment that results from meaningful work... without joy and meaning in work, the workforce cannot perform at its potential.” -Aefina Partners

Personal Definition: Joy is a permanent possession while happiness is fleeting. Joy stays, happiness comes and goes so why aren't you more joyful if you are a child of God? We have very good reason to be since “the righteous shall be glad; they shall exult before God; they shall be jubilant with joy”(Psalm 68:3) and our worship songs should “tell of his deeds in songs of joy” (Psalm 107:22)! - Wellman

My Data



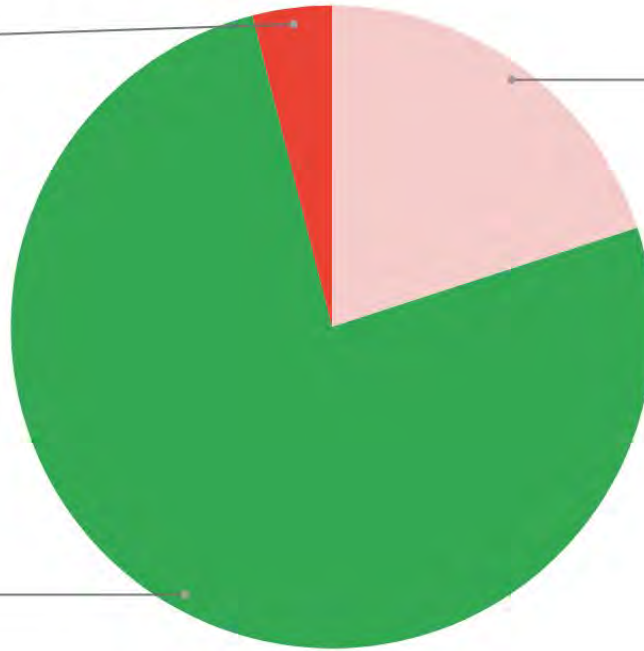
January Survey Results

I am recognized and thanked for what I do?

Not always
4.0%

Sometimes
20.0%

Yes
76.0%



My Data

January Survey Results

I am treated with dignity and respect by everyone?

Not always by adults

4.0%

Not always by kids

16.0%

No

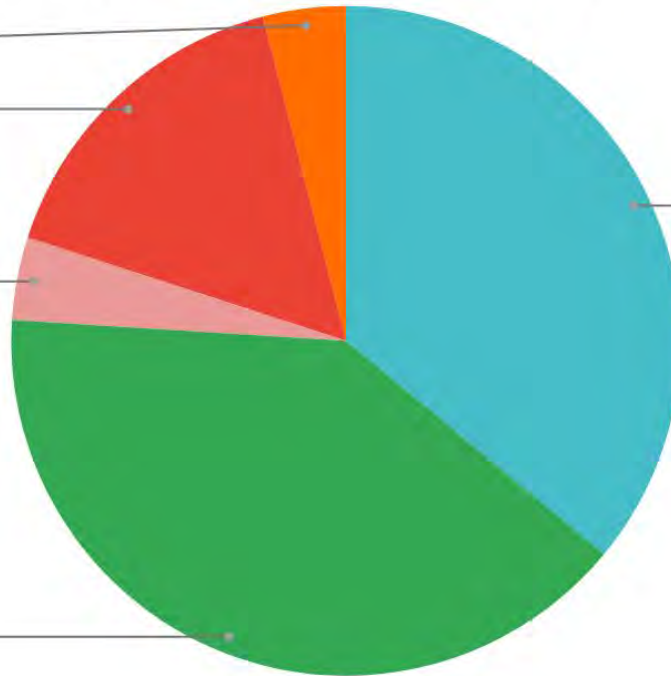
4.0%

Yes

40.0%

Mostly

36.0%



My Data

Google Sheets Link

January Survey

Timestamp	What makes a good day for you as an educator?	I am recognized and thanked for what I do?	I am treated with dignity and respect by everyone?	Think of a time when you routinely experienced JOY in work. What did it look like? What did it feel like?	What is one way you'd like to see Physical & Psychological Safety addressed, to further promote JOY?	What is one way you'd like to see Camaraderie addressed, to further promote JOY?	What is one way you'd like to see Choice addressed, to further promote JOY?
1/3/2020 16:26:23	When I feel like my students really get it and are kind to one another.	Sometimes	Not everyone.	I feel a lot of joy when my students are behaving well and other people notice it. I want my students to be better people when they leave my classroom. I work hard to be kind to them so they are kind to others. I feel so much joy when I see this paying off.	I am not really sure. Sometimes it is hard to feel a lot of joy when the students are hurting teachers and other students.	I've heard of people doing happiness clubs in their workplaces. It's usually pretty simple little things to help spread joy.	I wish there was a choice where we could spend more time doing things the kids enjoy to help build relationships with peers and teachers.
1/3/2020 16:40:08	Kids understanding their art project and cohesive classroom management.	Yes	Mostly	Working well with others on a collaborative project and watching the kids make connections between the subjects. It felt like a sense of accomplishment.	Additional help in the classroom. More one-on-one, with specific students, so that when that student needs a break there's someone available to help that student be supervised and deescalate.	More outside of school activity and opportunity for collaboration and fun.	I'm really not sure.
1/3/2020 17:51:17	Being able to plan and work with my students, seeing them make progress and watching them beam with pride when they know they've done well.	I believe I am.	I generally believe I am.	When we had time to really collaborate which felt great.	Hopefully some of the family meetings will help address these concerns.	It would be nice if some other decisions were made by those who collaborate like at the Dive before Christmas break.	I honestly am not sure.
1/3/2020 18:21:54	When all of the odds aren't stacked against me and I'm not put into an impossible and fearful situation.	Not always	Not always	I experience JOY when I make connections with students. One in particular is a new student and the progress he has made with me through this time with me.	Seeing discipline to students from administrators so I don't have to have anxiety about coming to work because I don't know what certain students are going to do at any given moment.	I'm not sure	I'm not sure
1/3/2020 21:01:01	When I witness a child learning something new and having an understanding for it. The look on their face is priceless and it makes me feel awesome to witness!	Most adults that I work with are very happy that I am there to help.	I feel that my coworkers see me as an equal.	When helping with Math! It looks like me kneeling at a desk or sitting on the floor while having positive on-topic conversation with kids. It feels natural, like a key in a lock.	When helping with Math! It looks like me kneeling at a desk or sitting on the floor while having positive on-topic conversation with kids. It feels natural, like a key in a lock.	I love the monthly food days and I really liked how we did a dress-up week for Christmas that didn't include the students.	I don't know what Choice means in this particular case...

Handwritten notes:

- \emptyset = not in my control
- x = not enough resources
- Family Time \rightarrow 3
- Discipline/Consequences \rightarrow 10
- Physical & Psych Safety
- FRIDAY PEAST

My Data



Sooooo neeeeeeeded that!!!!

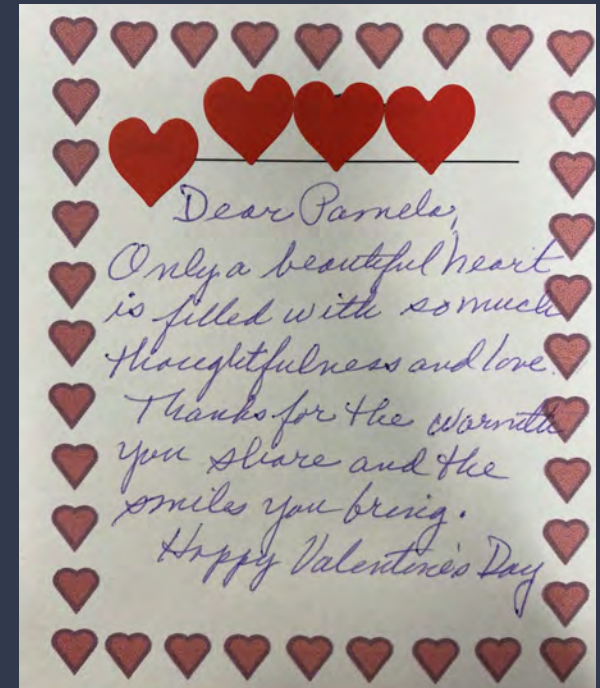
I figured!! Thank you for everything that you do for all of us and our Tigers!!

💖 Thanks, Jessie!

You are always telling us how you appreciate what we do for the kids but I don't think anyone tells you enough how we appreciate what you do for our kids as well! 😊

Thanks..that means a lot.

Have a good evening.



Kind Words



Jeanie Walters

to me

Thu, Feb 13, 12:19 PM

I so appreciate the kind words in your card. Teaching Title I students is the most fulfilling work I've ever done. Being able to share strategies is a bonus. Thank you for being an instructional leader who understands and supports our staff.

Jeanie Walters

Title I Reading Teacher
Sunman Elementary

Reply

Forward

Feb 13, 2020 at 11:33 AM



I didn't get a chance to tell you, since our meeting time was so full, but thank you for the very nice note and notebook.

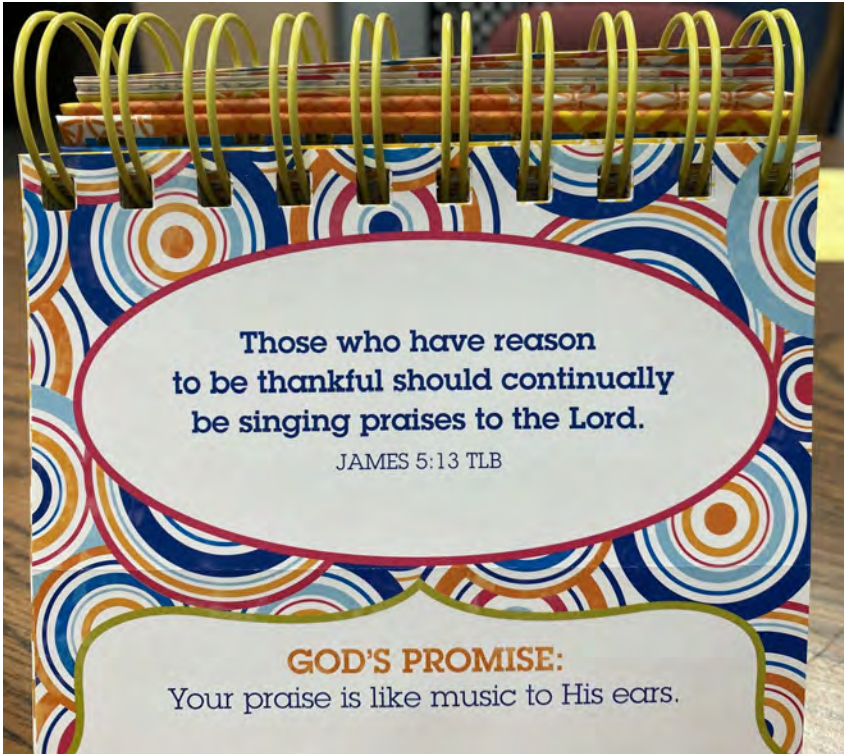
Feb 13, 11:33 AM

Feb 13, 2020 at 4:51 PM

You are most welcome. You are such a blessing!

Feb 13, 4:51 PM

My Data



40+ days of Daily
Promise Readings



12 Joy Jar
Deposits

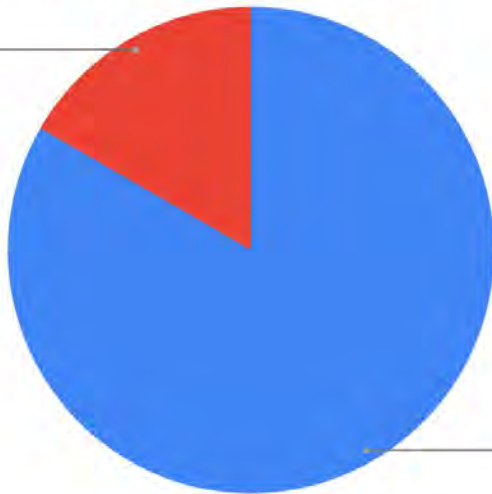
My Data

March Survey Results

I am recognized and thanked for what I do?

sometimes

16,7%



yes
83,3%

Yes/Sometimes



4%

My Data

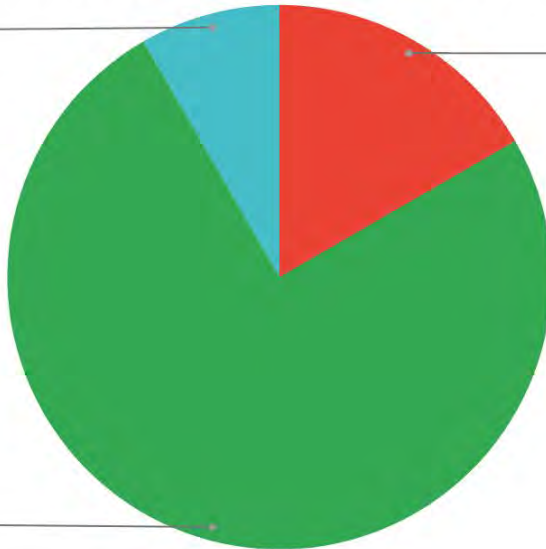
March Survey Results

I am treated with dignity and respect by everyone?

Mostly
8.3%

Not always by kids.
16.7%

Yes
75.0%



Yes/Mostly



7.3%



My Data

March Survey Results

What is one way you'd like to see Choice addressed, to further promote JOY?

It would be nice to be asked what grade levels I would work best with, what my strengths are, what I think would work with scheduling, and running aspects of the school versus me being told to do this and suck it up. You only have a strong team if all voices are heard and all opinions are considered.

In some things choice is letting a teacher do what they feel is right because it is a gut feeling and not necessarily because it is best practice.

Give teachers one opportunity to 'pass' during a poor time to be observed.

I know this is not your choice, but being able to give opinion of when to get observed. I don't know that principals really understand the extra stresses the come along with the possibility of being observed. No, I don't ever change my instruction or teachings when a principal walks in to observe, but constantly worrying about when an observation is coming is VERY stressful! Especially with the length of time that a teacher might have to wait to be observed and the fact that those three observations are a determinant in a teacher's pay. Talk about stressful....

I think personal choice is part of why our society is becoming so selfish and regarding our students...I think some of them could benefit from tighter guidelines to hold them accountable. Regarding "choice" for teachers, I appreciate it when we are allowed to choose our own forms of PD as each of us often need improvement in different areas.

I think this area is ok for now.

Can't honestly think of where choice would come into play aside from giving choices for gatherings to promote camaraderie.

This may sound silly, but I love having more opportunities this year in wearing jeans to school. Comfort brings a state of JOY to me.

This one is tricky because Choice is so open to opinion. Depending on the teacher/assistant, their idea of choice may be different. I feel like we have so many things on our plates between meetings, data tracking, testing, behavior, home life, children, etc that having simple choices would be nice. I cannot think of an example at the moment though.....

Choice/feedback on the amount of 1 on 1 benchmark/progress monitoring assessments
(I understand there is a need but I'm overwhelmed.)

My Discoveries

As a result of analyzing my data the three important things I learned include:

- Finding #1
 - This process forced me to be intentional in seeking out positive experiences and interactions.
 - JOY Jar
 - Daily Promise Readings
 - Texts/Notes/Emails to Staff

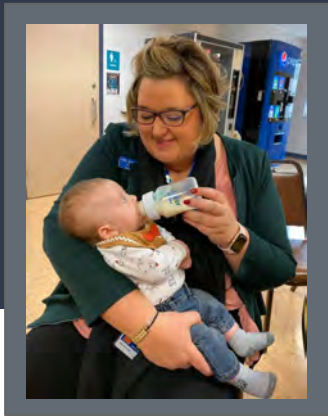


My Discoveries



- Finding #2
 - The more I felt JOY, the more I expressed gratitude for others and their efforts, which in turn increased the amount of gratitude I recieved.
 - Prior to the AR I received one written piece of gratitude.
 - During AR, I've received over eight pieces of written gratitude.





My Discoveries

As a result of analyzing my data the two important things I learned include:

- Finding #3
 - This process forced me to be intentional in working to establish a positive climate and culture.
 - Prior to the AR I sporadically sought out staff input for improved climate and culture.
 - During the AR, I addressed issues brought forward in the survey on a weekly basis.

Where Am I Heading Next

Taking action on my wondering has shown me that searching for JOY has positive impacts on both school climate and culture, as well as on my overall job satisfaction. The more I have sought out ways to celebrate successes and to address staff concerns, the more I am motivated to keep searching for the JOY!



Where Am I Heading Next

1. Continue to provide opportunities for staff to give feedback regarding climate and culture.
2. Provide students with the opportunity to provide feedback regarding climate and culture.
3. Utilize the SES Leadership Team to plan and organize ways to celebrate one another, in order to continue to foster a climate and culture of JOY!



Bibliography

Afina Partners. (2018). Creating Joy in Work: What Effective Leaders Do. Retrieved from <http://www.aefinapartners.com/blog>

Wellman, Jack. (2015). **What Is The Biblical Definition of Joy?**. Retrieved from <https://bit.ly/38heS47>

