



Together We Can!

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School Name: Sullivan Elementary School

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Background Leading to My Inquiry (Slide 2)

Outline what led you to this particular inquiry. Include the following:

- After analyzing the data from Marzano's High Reliability School Report and teacher survey with my teacher leaders, we determined that our focus for this inquiry should relate to the Leading Indicator 1.7: The success of the whole school, as well as individuals within the school, is appropriately acknowledged.

The Purpose of My Inquiry (Slide 3)

- We want our staff to feel appreciated, especially during a time where teachers have felt attacked. Teaching during a Pandemic has been especially difficult. Teachers have had to find ways to deliver instruction remotely (in some cases with little or no resources) but also in regards to the emotional toll it has taken. The teachers have shouldered most of this burden even though they have had little or no control over what is happening around them. They have been ridiculed on social media by parents and other stakeholders for policies and procedures that have been mandated due to the Pandemic. Now more than ever our teachers need to know they are appreciated and valued.

My Wondering (Slide 4)

- Will teachers see the recognition as genuine and what types of recognition mean the most?

My Actions (Slide 7 and 9-11)

- **Questions before we started...**
 - What are meaningful ways to celebrate teachers and staff?
 - Will all teachers and staff appreciate this attention or will it make them uncomfortable?
 - Will teachers and staff see this increased praise as genuine?
 - Will increased public appreciation for teachers and staff improve the morale of the building and improve relationships between staff and administrators?

- Will teachers be motivated to expand their teaching when they see the innovative approaches other teachers use that have been recognized by administrators?
- **So what did we do?**
 - “Toot’n Horns” bulletin board where we recognize teacher and staff accomplishments and support.
 - More frequent Facebook and website updates that celebrate teacher accomplishments.
 - Acknowledging teacher leaders and innovative practices at staff meetings by administrators presenting their work or those teachers presenting their own work.
 - Celebrating teacher and staff work with monthly carry-ins and treats.



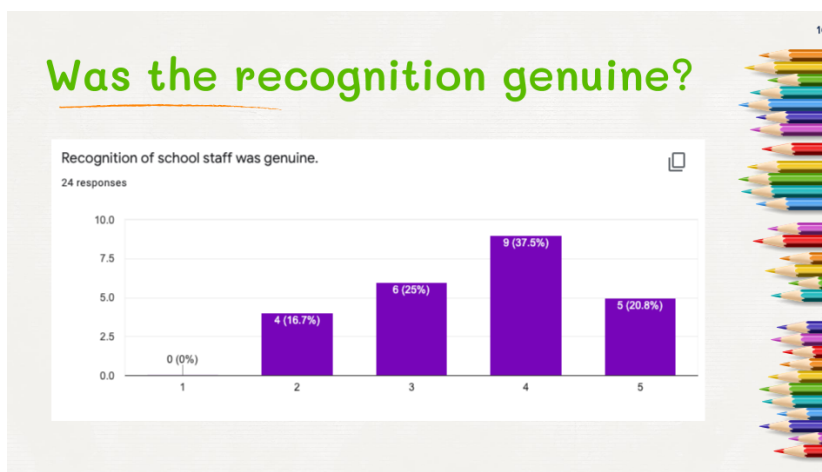
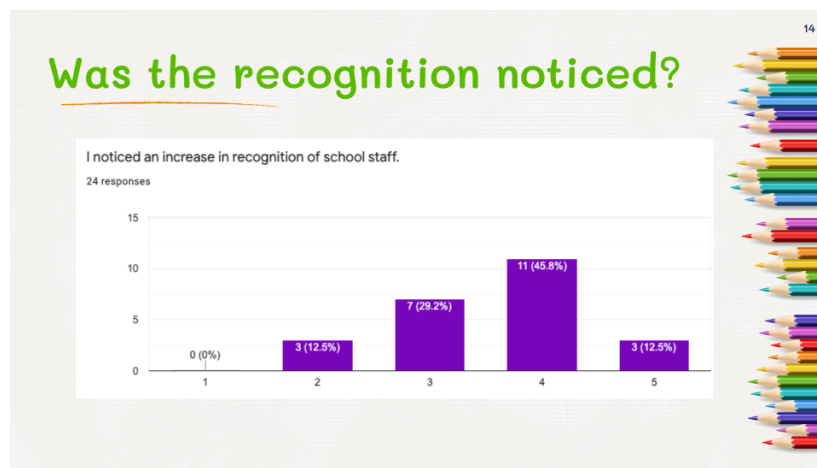
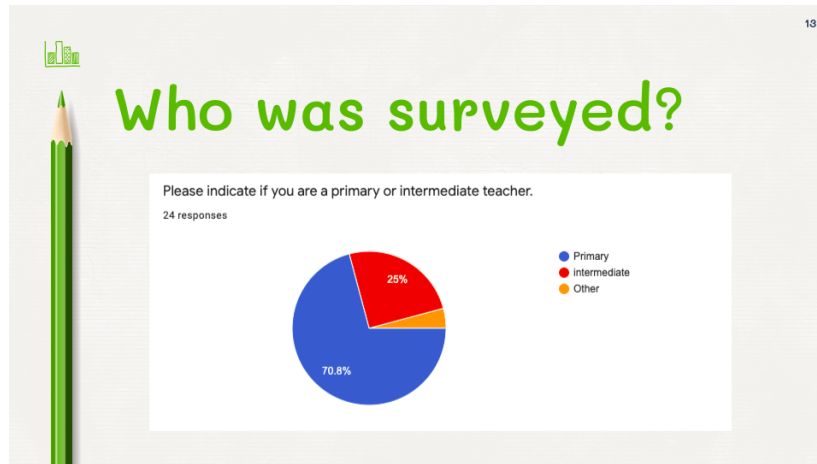
Data Collection (Slide 12)

- Teacher leaders will check in with staff to gauge the effectiveness of increased recognition/praise from administrators.
- Teacher leaders will informally survey teachers regarding what type of recognition or acknowledgement they perceive as appropriate and

meaningful.

- Administrators will develop a post survey addressing the questions listed above to determine if there was improvement.

My Data (Slides 13-17)



How can we improve in giving our staff the recognition they deserve?

Staff recognition could be improved in the following ways.

24 responses



Teacher suggestions

- ✗ Genuine feedback
- ✗ Personalized notes or cards
- ✗ Private emails
- ✗ Highlighting staff at meetings
- ✗ Individual meetings
- ✗ Staff recognition on Facebook
- ✗ A combination of public and private praise.

My Discoveries (Slide 19)

- Primary teachers participated more in the survey than intermediate teachers. Does this mean they are more concerned about being recognized.
- Personal and private praise seems to be more appreciated than public.
- Staff need to see the praise as genuine.

Where I Am Heading Next (Slide 20)

- Give the teachers genuine, frequent praise and recognition by:
 - Sticky notes or cards in mailboxes
 - Individualized/personal emails
 - Staff presenting ideas and resources to colleagues
 - Stay up-to-date with the Toot'n Horns bulletin board
 - Continue staff carry-ins
 - Continue Facebook recognition
 - Be present and show concern regarding teachers personal and professional well-being.

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Together We Can!

Recognizing teachers is more important than ever.

By: Samantha Phegley



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The Purpose of This Inquiry

We want our staff to feel appreciated, especially during a time where teachers have felt attacked. Teaching during a Pandemic has been especially difficult. Teachers have had to find ways to deliver instruction remotely (in some cases with little or no resources) but also in regards to the emotional toll it has taken. The teachers have shouldered most of this burden even though they have had little or no control over what is happening around them. They have been ridiculed on social media by parents and other stakeholders for policies and procedures that have been mandated due to the Pandemic. Now more than ever our teachers need to know they are appreciated and valued.

Teaching during a Pandemic: Resilience

[Ted Talk Video](#)





“We need to focus on our educator wellbeing. In addition to the stress of trying to learn a whole new way of implementing education, they are now even more in a position of taking on the secondary traumatic stress they are experiencing with their students.”

**-Sharon Hoover, PhD
Co-Director, National Center for School Mental Health**

Our Wondering...

Will teachers see the recognition as genuine and what types of recognition mean the most?



Questions before we start...

- ✗ What are meaningful ways to celebrate teachers and staff?
- ✗ Will all teachers and staff appreciate this attention or will it make them uncomfortable?
- ✗ Will teachers and staff see this increased praise as genuine?
- ✗ Will increased public appreciation for teachers and staff improve the morale of the building and improve relationships between staff and administrators?
- ✗ Will teachers be motivated to expand their teaching when they see the innovative approaches other teachers use that have been recognized by administrators?



So what did we do?

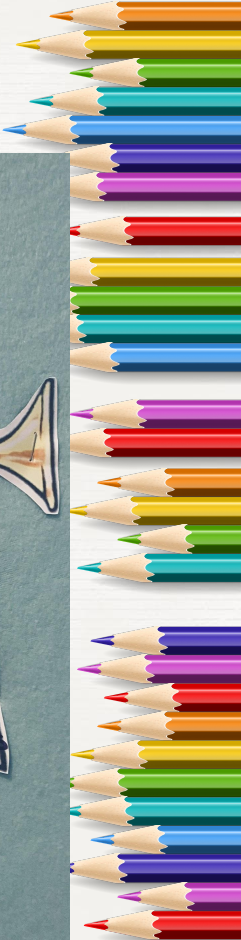
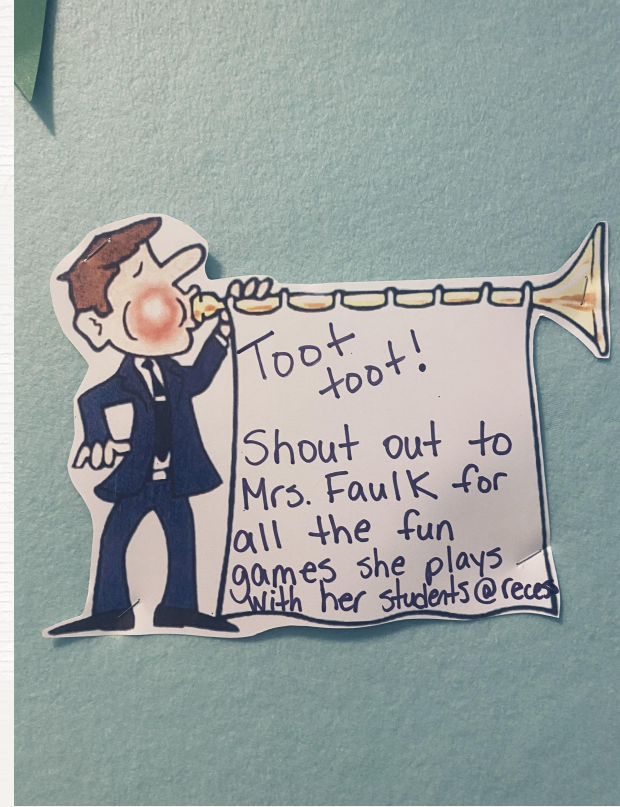
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Facebook Recognition



Toot'n Horns!





Data Collection

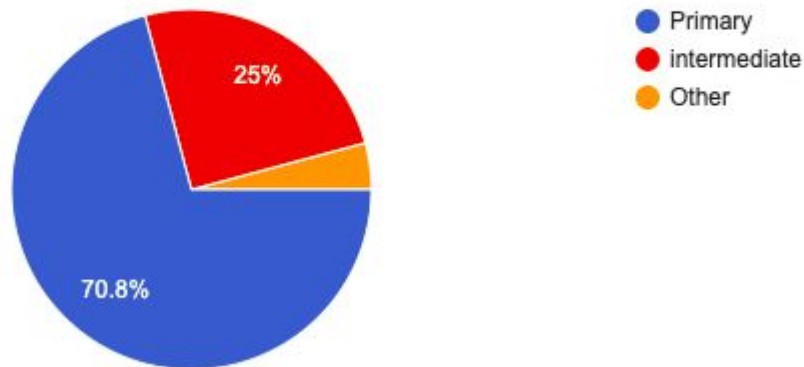
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Who was surveyed?

Please indicate if you are a primary or intermediate teacher.

24 responses

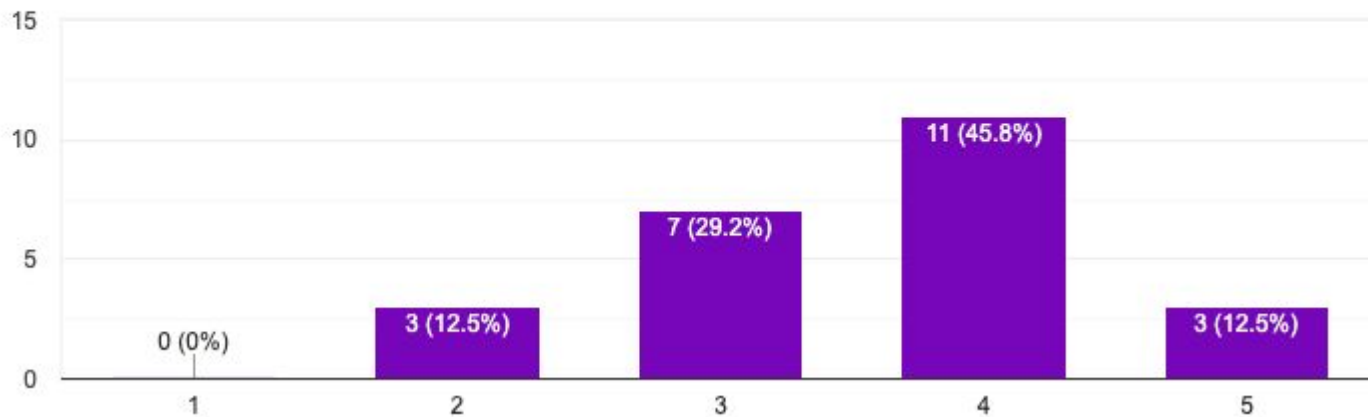


Was the recognition noticed?



I noticed an increase in recognition of school staff.

24 responses



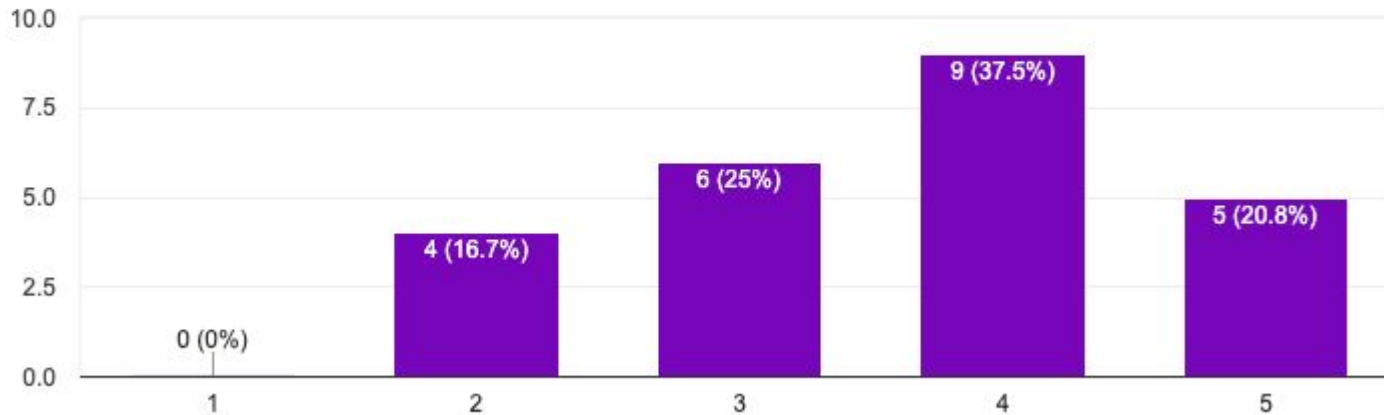
Was the recognition appropriate?



Was the recognition genuine?

Recognition of school staff was genuine.

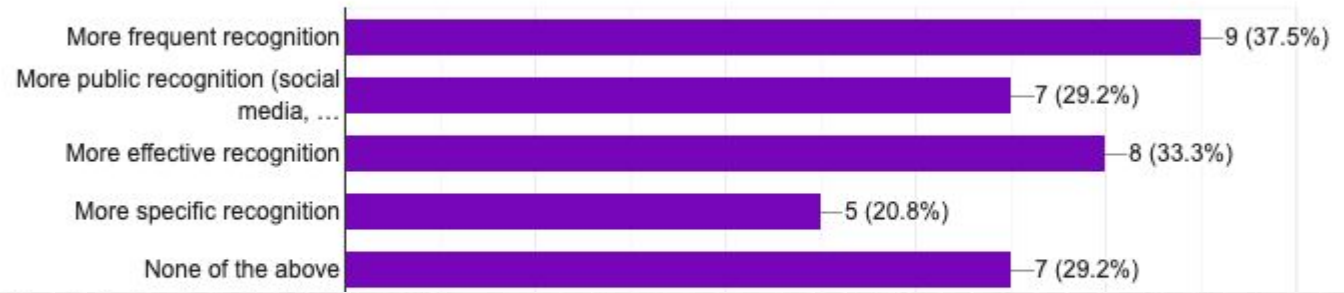
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Our Discoveries

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- ✘ Personal and private praise seems to be more appreciated than public.
- ✘ Staff need to see the praise as genuine.

Where are we headed next?

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Thanks!

Any questions?

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