



**Principal Name:**Kevin Beveridge  
**School Name:**Southridge Elementary  
**Principal's Email Contact:**kbeverid@highland.k12.in.us

### **Background Leading to My Inquiry**

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

- I was feeling some frustration that I was not communicating clearly with my staff and they were frustrated with many of the new procedures I implemented. I was struggling to find a cause for this and a solution to fix the problem.
- During a meeting with building level union representatives we discussed the need to improve the climate in the building. Some staff felt that I had not taken time to get to know them personally and were feeling undervalued.

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

The purpose of my inquiry was to help build a better climate and understanding between myself and staff.

### **My Wondering**

I wondered if I shifted my personality structure in order to build better relationships with staff, by trying to see issues through their personality structure. I wondered if the best way to start was to make a personal connection with them on a consistent basis

### **My Actions**

I began by reading 4 Things Principals Can Do (and 4 Things They Shouldn't) to Build Relationships With Teachers. After reading the book I decided my first step was to build a positive relationship by touching base with staff. Not just having discussions about school, but their interests, etc. I made a goal of touching base with all 34 staff members at least three times a week.

### **Data Collection**

I tracked my data using a checklist (notebook) that I carried in my pocket. Each time I touched base I recorded it.

### **My Data)**

Touched base with each staff member at least three times per week. (34 staff members)  
January- Touched base with 85% of the staff  
February- Touched base with 91% of the staff  
March- Touched base with 88% of the staff

### **My Discoveries**

Teachers were reserved at first, but as time went on they became more comfortable as the

visits were more frequent. Teachers were more willing to share positive thoughts each time I visited rather than just problems or concerns.

### **Where I Am Heading Next**

As I move forward I will continue to check in with staff at least three times a week, with a goal of 100% each week. I will also work to plan outside social activities to bring the staff closer together.

### **Bibliography**

Madeline Will (October, 2019). 4 Things Principals Can Do (and 4 Things They Shouldn't) to Build Relationships With Teachers. Education Week.<https://www.edweek.org/leadership/4-things-principals-can-do-and-4-things-they-shouldnt-to-build-relationships-with-teachers/2019/10#:~:text=Principals%20can%20build%20strong%20relationships,teachers%20as%20professionals%2C%20he%20said.Books>

- Author, A. A. (Year of publication). *Title of work: Capital letter also for subtitle*. Location: Publisher.

#### Single Author Article

- Author, A. A. (Year of publication). Title of article. *Name of journal, volume (number)*, page numbers.

#### Multiple Authors Article

- Author, A. A. & Author B.B. (Year of publication). Title of article. *Name of journal, volume (number)*, page numbers.

#### Websites

- Author, A. A., & Author, B. B. (Date of publication). Title of document. Retrieved from <http://Web address>

### **Citing Your Presentation and Publication**

Congratulations on completing the Year 1 Action Inquiry process! You can list your project as both a professional presentation and a professional publication on your resume. Here are examples of the correct ways to cite:

#### Presentation

Andrews, K. (2022). Providing effective feedback. Presented at the annual Indiana Principal Leadership Institute Action Research Showcase, Indianapolis, IN.

#### Publication

Andrews, K. (2022). Providing effective feedback. Retrieved from <https://Web address>

# Increasing My Bandwidth

Southridge Elementary

Kevin Beveridge

[kbeverid@highland.k12.in.us](mailto:kbeverid@highland.k12.in.us)

# Background Leading to this Inquiry

I was feeling some frustration that I was not communicating clearly with my staff and they were frustrated with many of the new procedures I implemented.

During a meeting with building level union representatives we discussed the need to improve the climate of the building.

# The Purpose of My Inquiry

The purpose of my action inquiry was to help build a better climate and understanding between myself and staff.

# My Wondering

I wondered if I shifted my personality structure in order to build better relationships with staff, by trying to see issues through their personality structure. I also wondered if I worked harder to praise and have compassion for staff would this build a better building culture.

# My Actions

- Read 4 Things Principals Can Do (and 4 Things They Shouldn't) to Build Relationships With Teachers.
- Touch base with each staff member at least three times per week.



# Data Collection

January-March- Track the number of times I touched base with each staff member using a checklist.

# Data

Touched base with each staff member at least three times per week (34 staff members)

January- Touched base with 85% of staff at least three times per week

February- Touched base with 91% of staff members at least three times per week

March- Touched base with 88% of staff members at least three times per week

# My Discoveries

- Teachers were reserved at first, but as time went on they became more comfortable as the visits were more frequent.
- Teachers were more willing to share positive thoughts each time I talked to them rather than just problems or concerns.

# Where Am I Heading Next

- I will continue to check in with staff at least three times a week and work hard to make sure I check in with all staff at least three times a week.
- I will work with staff to plan times for staff to get together outside of school to better build relationships with all staff.

# Bibliography

Madeline Will (October, 2019). 4 Things Principals Can Do (and 4 Things They Shouldn't) to Build Relationships With Teachers. Education Week.<https://www.edweek.org/leadership/4-things-principals-can-do-and-4-things-they-shouldn-t-to-build-relationships-with-teachers/2019/10#:~:text=Principals%20can%20build%20strong%20relationships,teachers%20as%20professionals%2C%20he%20said.>