

Title of Action Research Project: Following the Platinum Rule

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What was the problem? Background Leading to this Inquiry

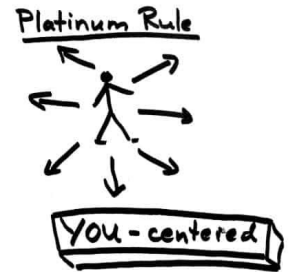
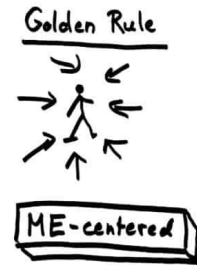
- Morale has gone down especially since Covid
- Meeting the demands of a new set of challenges
- Promoting adequate yearly student growth
- Loss of school wide community due to Covid (Isolation)
- Staff are mentally EXHAUSTED

Therefore, the purpose of my Action Inquiry was to BOOST staff morale

- It was evident that teachers and staff were in a rut and going through the motions. Teachers and staff became withdrawn and began having minimal contact with each other.
 - In what ways could I use the Platinum Rule along with Process Communication Model (PCM) to meet the needs of all Six Kahler Personality Types: Thinker, Persister, Harmonizer, Rebel, Imaginer, and Promoter.

My Wondering

- If using the Platinum Rule will boost staff morale and impact the climate of my building?



What Actions did I take?

- Prioritize and Focus on each of the six personality structures to boost morale.
 - **Thinker:** Logical, Responsible, and Organized
 - **Persister:** Dedicated, Conscientious, and Observant
 - **Harmonizer:** Compassionate, Sensitive, and Warm
 - **Rebel:** Spontaneous, Creative, and Playful
 - **Imaginer:** Reflective, Imaginative, Calm
 - **Promoter:** Adaptable, persuasive, and Charming

My Actions: What did I do?? How did I meet the needs of all six personalities?

I felt the need to focus on each of the six personality structures to promote positivity in the building:

- **Thinker:** PLC's/Data Digs, Organizing PD's Asking for feedback/direction/planning including PD/Field Day (Achievement, Time Structure)
- **Persister:** Subaru AdoptAClassroom (Recognition of Purposeful Work)
- **Harmonizer:** Relax Dress, Thank you notes (Recognition)
- **Rebel:** Student-Faculty Basketball Game (Contact, Movement, Play)
- **Imaginer:** PD Teacher Time/Work Time (Solitude/Uninterrupted Time)
- **Promoter:** PD Get to Know, Bulletin Board Competition, Scavenger Hunts (Incidence, Risk, Excitement, Action)

Data Collection

- Google Sheet to chart time, date, action, personality structure, and feedback given.

Data

Date	Action	Personality Structure	(Teacher Initial) Positive Interactions/Follow up
2/22/22	AdoptAClassroom	Persister	HH 2/22, KS 2/22, MK 2/22, LD 2/22, CB 2/22, KC 2/22
2/23/22	PLC Data Digs	Thinker	RM 2/23, RM 2/23, TS 2/23, VA 2/23, CW 2/24, AB 2/24
2/24/22	Planning PD	Thinker	RM 2/23, RM 2/23, TS 2/23, VA 2/23, CW 2/24, AB 2/24
2/25/22	Bulletin Boards	Promoter	KT 2/25, CB, 2/25, AC 2/25, TS 2/25, SH 2/25, AS 2/25
3/3/22	Teacher Time	Imaginer	CB 3/3, JA 3/3, KC 3/3, AS 3/3, LP 3/3, HB 3/3, SF 3/3
3/10/22	PD Know Each Other	Promoter	MH 3/10, KT 3/10, NM 3/10, TW 3/10, LW 3/11, SG 3/11, TC 3/11, HW 3/11
3/21/22-3/24/22	Thank you notes, Jeans Pass	Harmonizer	LM 3/21, SH 3/21, DJ 3/21, AH 3/22, GG 3/23, VA 3/23, MH 3/24, KB 3/24
3/25/22	Student-Faculty BBall Game	Rebel	LD 3/25, CB 3/25, LT 3/25, CR 3/25, TC 3/25, AH, 3/25, LB 3/25, TU 3/25, GR 3/25, MJ 3/25, KP 3/25, JM 3/25, TS 3/25

My Discoveries

- My teachers and staff appreciate being recognized and valued for the contributions to our school.
- It is easy to overlook groups of teachers and staff.
- I needed to make a conscious effort to not overlook any groups of personalities in the building.
- Going through the daily routine of running a building is challenging and easy to get away from making the well-being of teachers and staff a priority.

Where am I heading next?

- Prioritize my time in order to make my staff and teachers a priority
- Make sure to include all six personality types when building staff morale
- Continue to look for feedback from staff that what is being done is working to BOOST Morale!!

Bibliography

- Regier, Nate (2020). *Seeing People Through: Unleash Your Leadership Potential with the Process Communication Model*. Oakland, CA: Berrett-Koehler Publishers. Inc.

Principal Name: Nicholas Petralia
School Name: Salk Elementary School
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I wanted to focus on the staff and building a positive morale in the building. Morale in the building has faded as a result of the mental fatigue and challenges presented by the COVID pandemic. Therefore, the purpose of my action inquiry was to BOOST staff morale.

With this purpose, I wondered if using the Platinum Rule would boost staff morale and impact the culture of the building.

I made a point to focus on each of the six personality structures according to the PCM Model.

1. **Thinker:** PLC's/Data Digs, Organizing PD's Asking for feedback/direction/planning including PD/Field Day (Achievement, Time Structure)
2. **Persister:** Subaru AdoptAClassroom (Recognition of Purposeful Work)
3. **Harmonizer:** Gift Exchange, Relax Dress, Thank you notes (Recognition)
4. **Rebel:** Student-Faculty Basketball Game (Contact, Movement, Play)
5. **Imaginer:** PD Teacher Time/Work Time (Solitude/Uninterrupted Time)
6. **Promoter:** PD Get to Know, Bulletin Board Competition, Scavenger Hunts (Incidence, Risk, Excitement, Action)

When a specific action was taken I took notes in Google Sheets. I then used the same Google Sheet to see if there was positive or negative feedback given from staff and teacher.

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2/23/22	PLC Data Digs	Thinker	RM 2/23, RM 2/23, TS 2/23, VA 2/23, CW 2/24, AB 2/24
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3/25/22	Student-Faculty BBall Game	Rebel	LD 3/25, CB 3/25, LT 3/25, CR 3/25, TC 3/25, AH, 3/25, LB 3/25, TU 3/25, GR 3/25, MJ 3/25, KP 3/25, JM 3/25, TS 3/25

I learned that by the number of teachers that responded positively it was much needed. Also, I learned that I need to prioritize my teachers' well-being and acknowledge them for doing a great job. Going through the daily routine of running a building is challenging and easy to get away from building the morale of staff.

I will make a conscious effort to acknowledge my staff in all six personality groups. It is easy to have a one size fits all model which does not reach every staff member. In the 2022-2023 school year my goal is going to be to continually try to bring out the best in my staff by following the Platinum Rule.

Bibliography

- Regier, Nate (2020). *Seeing People Through: Unleash Your Leadership Potential with the Process Communication Model*. Oakland, CA: Berrett-Koehler Publishers. Inc.