

*Smoothly riding the waves of change to create a sense of community in the building.*

Patricia I Meadows,  
Terri Wallace, and Erin White  
New Haven High School

[pmeadows@eacs.k12.in.us](mailto:pmeadows@eacs.k12.in.us)



# Background to our Inquiry

In the past year at New Haven High School has experienced considerable turnover the of the administration team (four out of five administrators are new within the past year to the building). The start of the 2022 school year, our team also had to hire many positions:

- 14 new teachers
- 6 new para-professionals



30% of our staff was new to the building at the beginning of the school year.



**The changes increased the staff anxiety regarding school procedure including safety procedures.**

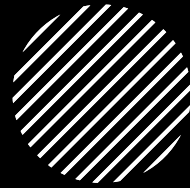
*"You can't stop the waves,  
but you can learn to surf."*

John Kabet-Zinn



## Purpose of Our Inquiry

To ease and reassure staff members that it will be a smooth transition for the school year even with personnel changes.



Our wondering.....

What activities could we put in place throughout the year to help ease the anxiety level?





# Our actions

- Discussions began with teacher leaders about what would be beneficial to reduce anxiety.
- Discussions with teacher leaders regarding questions/understanding each other. What would they need in the way of support to become connected.
- Discussions of the “why” behind anxiety.
- Department Head meetings – bi-monthly
- Collaboration Notes – answer questions.
- Bulldog News – Friday communication from admin.



# Our actions continued

---

- In-Service Days – four full days built in the year.
  - Activities to get to know the entire staff.
    - Scavenger Hunt
    - Time for grade level meetings to plan success.
- Dr. Halik Climate Study
- Google survey regarding key take-aways from the Climate Study
  - Communication/micromanage
  - Technology/facilities



---

# Data Collected

---

- Department Head meetings – bi-monthly - agendas
- Collaboration Notes by Departments – answer questions.
- Monthly meetings with EAEA
- Collaboration regarding safety situations.
- Bulldog News – Friday communication from admin.
- In-Service Days – four full days built in the year.
  - Activities to get to know the entire staff.
    - Scavenger Hunt
    - Time for grade level meetings to plan to plan success.
- Dr. Halik Climate Study
- Google survey regarding key take-aways from the Climate Study

# Safety Scenarios – Small group/full group

---

- You walk into a bathroom, and you see three students coming out of one stall.
- A student starts having a seizure in your room.
- Walking down the hall you see two students yelling quite loud at each other.
- You see a student in the hall without a pass.
- You hear there might be a fight downstairs.
- You are in class and two students start fighting.

# Climate Survey

A Climate Audit was conducted at all schools in the East Allen County Schools, New Haven, Indiana during October, November, and December 2022 by Dr. James Halik, President and Founder, Compass-Keynote Consulting, LLC. Dr. Halik interviewed in small groups all teachers and support staff; and a small group of students and parents for twenty minutes. An identical list of predetermined questions was asked of everyone each of the twenty-minute small group sessions. To protect the integrity of the audit process small groups were interviewed rather than individual interviews primarily to hold people accountable for their statements. Participants were deliberately not asked their name so they could speak openly knowing all comments would be kept anonymous.

Dr. Halik developed the questions to avoid suspicion or that there might be a hidden agenda. It should be noted that the questions were discussed with the Superintendent of Schools



# Communication Survey

Questions Responses **40** Settings

## Communication Survey

Climate Audit follow-up

Preferred line of communication \*

- meeting
- email
- written - in mailbox
- Other...

Emails - do you receive too many from me?

- Yes
- No
- IF yes, answer the next two questions
- Other...

If you answered "yes" to the prior question, describe what is "too many" (numerical)

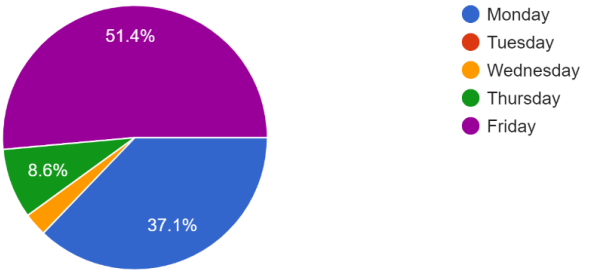
Short answer text

Describe the issues/subject of "too many"

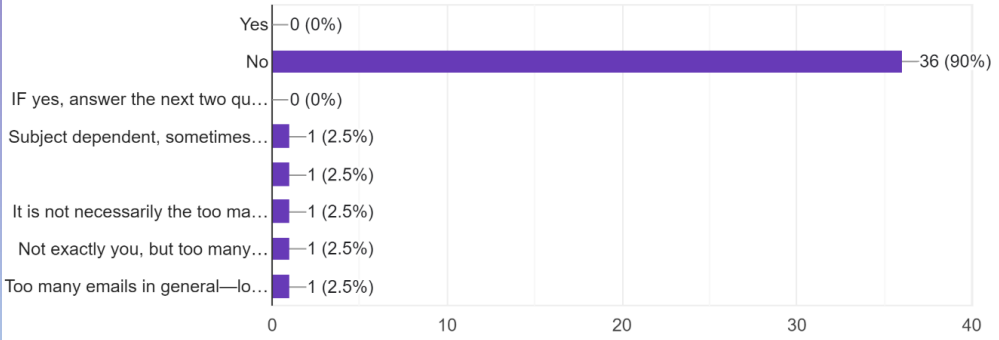
Long answer text

# Communication Survey results

Day of week preference to receive Bulldog News  
35 responses



Emails - do you receive too many from me?  
40 responses



# Technology/Facilities Survey

Questions Responses **62** Settings

## Technology/Facilities

Technology/Facilities

This form is automatically collecting emails for East Allen County School users. [Change settings](#)

Name

Short answer text

Room Number

Short answer text


Check what technology you currently have in your room

- TV - viewsonic
- Docking station
- Laptop
- Apple TV
- Mirror cast
- Red cat - optional
- Wireless access
- Phone

What training would you like for technology?



# Our Discoveries

- Staff needed opportunity to have questions/concerns answered.
  - Time and open communication for staff and admin to feel as one team.
  - Anxiety levels have decreased over the year.
  - Staff comfort level has increased with open line of communication.
  - Admin listening and using the information received from staff as a tool to improve moral.
- 



## Where are we headed next....

- Planning for opening of next year.
  - Opening days for staff development
  - Opening days for students – homerooms
  - Continued discussions and time to plan for lessons related to or pathways.



