



Improving Culture through Recognition

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School Name: *Decatur Middle School*

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Background Leading to My Inquiry (Slide 3)

Decatur Middle School has done several things over the past few years to help improve the school culture including setting high expectations, implementing a culture guide, accountability and collaboration. After surveying our staff, the Marzano High Reliability Schools Report indicated we could do more to recognize the accomplishments of our staff in several areas. While we have made a solid effort in the past at Decatur Middle School to do whole school recognition, our survey data showed that we need to improve the recognition of individuals, department teams and support staff. In addition, this recognition needs to be done on a consistent basis and through multiple platforms. Our team believes that increasing our efforts in this area will help improve our school culture as we promote, celebrate and recognize the accomplishments of all our staff.

The Purpose of My Inquiry (Slide 4)

To have a school culture where ALL STAFF feel recognized for the great things they do as an individual and as a group.

Our Wondering (Slide 5)

We wondered what would happen to the staff culture at Decatur Middle School if we celebrate the successes of the whole school, PLC's, departments and individuals through multiple platforms on a consistent basis.

Our Actions (Slide 6)

Our team identified 4 specific methods we as a leadership team could use to promote, recognize and publicize staff accomplishments. They are:

- Staff Meetings
- School Website
- School Social Media
- Daily Building Announcements

Since our initial survey data showed we needed to improve on recognition by moving beyond just recognizing teachers and our whole school, we identified sub groups which needed consistent recognition. These groups are:

- PLC's
- Teachers
- Support Staff
- Individuals

[Our Actions Continued \(Slide 7\)](#)

Our Team met and built a calendar so we had an organized approach to ensure no sub group was left out or represented less than others. We decided we would use our classroom walkthroughs to be the primary source of gathering opportunities for recognition. Each Friday morning at our Admin meeting, we would lay out specific recognitions according to our calendar for the next week. Each person on our team had an assignment. For example, Tuesday's category for recognition is Support Staff. In our Friday morning meeting we would define Who we would recognize and What we would recognize them for. Then each person on our team had an assignment. The Principal was in charge of making sure this person was recognized in our staff meetings. Our secretary would update the school Website. SLC Directors were in charge of the Announcements and our Lead Teacher would post to the school Social Media.

[Our Actions Continued \(Slide 8\)](#)

After about one month in, our team noticed that staff were interested in sharing with Admin through casual conversations or emails details about individuals or groups who should be recognized. We began to incorporate this into our process for gathering info on recognitions. -We noticed the staff recognition on the announcements and in staff meetings seems to be the most impactful. We confirmed this through our post survey results and plan to continue to make this a priority. In addition, we noticed how our weekly Friday meetings held us (Admin Team) accountable to always be looking for opportunities for recognition.

[Data Collection \(Slide 9\)](#)

Our team collected data through three specific methods. First, we gave all the staff a Pre-survey and a post-survey and compared the results. Second, we used a Stratified Random Sample of staff which were selected to interview. Third, Admin were interviewed to gather additional data and information about the success of our efforts.

[My Data \(Slides 10&11\)](#)

When asked the question on a scale of 1-5 with 5 being the highest, how good of a job do we as a school do at recognizing the accomplishments of our staff through these different platforms, our staff reported:

Pre-Survey:

Staff Meetings - 3.0
School Website - 1.8
School Social Media - 2.2
Announcements - 2.0

Post-Survey:

Staff Meetings - 4.8
School Website - 3.7
School Social Media - 4.2
Announcements - 4.1

When asked the question on a scale of 1-5 with 5 being the highest, how good of a job do we as a school do at recognizing the accomplishments of different groups of our Decatur Middle School staff, our staff reported:

Pre-Survey:

PLC Teams - 3.5

Teachers - 2.8

Support Staff - 3.2

Individuals - 2.2

Post-Survey:

PLC Teams- 4.4

Teachers - 4.5

Support Staff - 4.4

Individuals - 4.0

My Data (Slide 12)

Display quotes from Quantitative data

My Discoveries (Slide 13)

There are 4 Specific Discoveries which we made.

(1) Our staff seem to really enjoy and appreciate announcements and staff meeting recognition.

The social media posts and website posts seem to be less impactful.

(2) What we have put in place for recognition can easily be connected to PD initiatives thus helping us recognize the most impactful successes. Example: Success Criteria

(3) This does not have to be overly complicated to still be impactful and can be sustained long term. Having this planned out in a systematic way long term helps significantly with the management of our efforts.

(4) Our efforts helped our Admin team see all the things we are doing right rather than constantly focusing on what we can improve on as a school.

Where Are We Heading Next (14)

We plan to continue with our efforts and calendar of recognitions for the remainder of this school year. Over the Summer, we will plan a calendar of recognitions for next school year. As an admin team, we plan to continue to find ways to see and consistently recognize the great things we do at Decatur Middle School. This helps us as a leadership team to appreciate and celebrate our current accomplishments rather than continuously looking for and focusing on ways we can improve.

Improving Culture through Recognition!

Decatur Middle School

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Background Leading to this Inquiry

Decatur Middle School has done several things over the past few years to help improve the school culture including setting high expectations, implementing a culture guide, accountability and collaboration. After surveying our staff, the Marzano High Reliability Schools Report indicated we could do more to recognize the accomplishments of our staff in several areas. While we have made a solid effort in the past at Decatur Middle School to do whole school recognition, our survey data showed that we need to improve the recognition of individuals, department teams and support staff. In addition, this recognition needs to be done on a consistent basis and through multiple platforms. Our team believes that increasing our efforts in this area will help improve our school culture as we promote, celebrate and recognize the accomplishments of all our staff.

Purpose of this Inquiry

*To have a school culture where **ALL STAFF** feel recognized for the great things they do as an individual and as a group.*

Our Wondering

We wondered what would happen to the staff culture at Decatur Middle School if we celebrate the successes of the whole school, PLC's, departments and individuals through multiple platforms on a consistent basis.

Our Actions

- ❑ **We plan to use the following methods to promote, recognize and publicize staff accomplishments:**
 - ❑ **Staff Meetings**
 - ❑ **School Website**
 - ❑ **School Social Media**
 - ❑ **Daily Building Announcements**
- ❑ **This should be done on a regular basis for all sub groups including PLC's, Teachers, Support Staff and Individuals**
 - ❑ **PLC's**
 - ❑ **Teachers**
 - ❑ **Support Staff**
 - ❑ **Individuals**

Our Actions

- Our Team met and built a calendar so we had an organized approach to ensure no sub group was left out or represented less than others.
- We decided we would use our classroom walkthroughs to be the primary source of gathering opportunities for recognition.
- Each Friday morning at our Admin meeting, we would lay out specific recognitions according to our calendar for the next week.
- Each person on our team had an assignment:
 - Tuesday's: Support Staff Recognition: Define Who and What*
 - Staff Meetings: Principal*
 - Website: Secretary*
 - Announcements: SLC Director*
 - Social Media: Lead Teacher*

Our Actions/Adjustments

- After about one month in, our team noticed that staff were interested in sharing with Admin through casual conversations or emails details about individuals or groups who should be recognized. We began to incorporate this into our process for gathering info on recognitions.
- We noticed the staff recognition on the announcements and in staff meetings seems to be the most impactful. We confirmed this through our post survey results and plan to continue to make this a priority.
- In addition, we noticed how our weekly Friday meetings held us (Admin Team) accountable to always be looking for opportunities for recognition.

Data Collection

- Staff Pre-survey and a post-survey**
- Stratified Random Sample of staff were selected to interview**
- Admin were also interviewed to gather additional data and information**

Data - Quantitative

- ❑ On a scale of 1-5 with 5 being the highest, how good of a job do we as a school do at recognizing the accomplishments of our staff through these different platforms:

- ❑ **Pre-Survey:**

Staff Meetings - 3.0

School Website - 1.8

School Social Media - 2.2

Announcements - 2.0

- ❑ **Post-Survey:**

Staff Meetings - 4.8

School Website - 3.7

School Social Media - 4.2

Announcements - 4.1

Data - Quantitative

- ❑ On a scale of 1-5 with 5 being the highest, how good of a job do we as a school do at recognizing the accomplishments of different groups of our Decatur Middle School staff:

- ❑ **Pre-Survey:**

PLC Teams - 3.5

Teachers - 2.8

Support Staff - 3.2

Individuals - 2.2

- ❑ **Post-Survey:**

PLC Teams - 4.4

Teachers - 4.5

Support Staff - 4.4

Individuals - 4.0

Data - Qualitative

“I love how this helped me to see the good things our staff are doing. Our efforts helped me see the things we do right rather than constantly focusing on what we can improve.” - Administrator

“This effort accentuates the positive of the staff. Sometimes we all get down on our jobs, this is a lift up.” - Social Worker

*“We are trending in the right direction. Keep doing what you are doing!” -
Teacher*

“Thank you for creating positive motivators for staff.” - Instructional Support Staff

“I like how more of us that are not teachers are getting recognized.” - Head Custodian

“This is a difficult job and EVERYONE is giving everything they can to their students. At times I was frustrated with only a few are getting shout outs. I appreciate the efforts to have EVERYONE get recognized over time” - Teacher

“I think our culture is headed in the right direction!” - Teacher

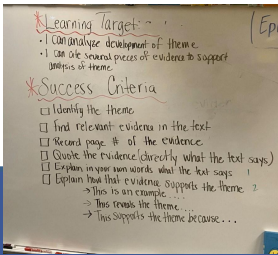
Discoveries

4 Discoveries we made:

- (1) Our staff seem to really enjoy and appreciate announcements and staff meeting recognition. The social media posts and website posts seem to be less impactful.
- (2) What we have put in place for recognitions can easily be connected to PD initiatives thus helping us recognize the most impactful successes. Example: Success Criteria
- (3) This does not have to be overly complicated to still be impactful and can be sustained long term. Having this planned out in a systematic way long term helps significantly with the management of our efforts.
- (4) Our efforts helped our Admin team see all the things we are doing right rather than constantly focusing on what we can improve on as a school.

Where we are Heading Next

- ❑ We plan to continue for the remainder of this school year.
- ❑ Over the Summer, we will plan a calendar for next year.
- ❑ As an admin team, we will continue to find ways to see and consistently recognize the great things we do at Decatur Middle School.



Mrs. True's Class Team-Building Initiative: Saving Fred!



Thank you!