



Building relationships with communication while meeting everyone's need

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Background Leading to My Inquiry (Slides 2-3)

What led me to this particular inquiry:

- Multiple administration, and staff changes
- Lack of trust amongst staff
- Low academic performance
- Lack of solid leadership
- Negative climate & culture

The Purpose of My Inquiry (Slide 4)

Therefore, the purpose of my action inquiry was to build trust and respect with staff members by setting clear expectations and build positive relationships.

My Wondering (Slide 5)

With this purpose, I wondered if, by intentionally recognizing evidence of my top three expectations being fulfilled, I will see that my persist base need is being met and if I am able to gain respect without fear.

My Actions (Slide 6)

- Each staff member completed the Language of Appreciation survey. This allowed for me to be able to talk to them, and praise them, in a way that they most felt appreciated.
- Presented ways to build trust amongst staff/parents/students in December.
- Presented ways to establish boundaries in January.
- Presented ways to create positive culture in February.
- Attended a different grade level meeting each week.
- Purposeful visits to each teacher at least once a week to "check in"
- Surveys about communication given at Month 1 and Month 3
- Celebrations- We celebrated achievements, both personal and professional. These included growth in Math, growth in Reading, grants received, staff pregnancies, staff retirements. We celebrated anything, and everything that we could to build relationships with each other.

Data Collection (Slide 7)

- Language of Appreciation survey
- Communication needs survey at the beginning and at the end
- Conversations with grade levels
- Conversations with individual teachers
- Monthly survey of expectations
- Monthly survey of staff thoughts on compliance of expectations

My Data (Slides 8-13)

- Data shows staff members Language of Appreciation.
 - 17% feel appreciated when they receive gifts
 - 17% feel appreciated when someone does an act of service
 - 29% feel appreciated when quality time is given
 - 37% feel appreciated when words of affirmation are spoken
- Survey determining how staff would describe communication at WRE
 - Month 1
 - 73.6% positive
 - 20.6% neutral
 - 5.8% negative
 - Month 3
 - 82.8% positive
 - 13.8% neutral
 - 3.4% negative

Increase in positive feedback by 9.2%

- Survey determining if staff found the communication to be clear and easy to understand
 - Month 1
 - 58.8% yes
 - 41.2% no
 - Month 3
 - 85.5% yes
 - 34.5% no

Increase in positive feedback by 26.7%

- Survey determining how satisfied staff are with school-wide communication
 - Month 1
 - 78.3% positive
 - 21.6% neutral
 - Month 3
 - 89.7% positive
 - 10.3% neutral

Increase in positive feedback by 11.4%

- Comments from staff included
 - Clear but sometimes last minute
 - Would like followup from behavior referrals and nurse referrals
 - Would like expectations similar to top 10 for what should be going on in the classroom. (Seems that the newer staff would like explicit directions)

My Discoveries (Slide 14)

In this step, summarize your learning in two to three brief statements that illustrate the most critical facets of what you learned:

- Learning Statement One: Although direct style is my preferred way (persister base) to communicate, it could seem judgmental and/or threatening to others that prefer a more casual style.
- Learning Statement Two: You have to be intentional and have more one on one conversations with people if you are wanting them to trust you. Building that positive relationship is key.

I learned that, by relating to others in a way that they are more comfortable, I am able to build more positive relationships. By doing that, my direct style does not seem to make others feel judged, threatened, or fearful to come to me. It also fulfills their base need (whether that be harmonizer, thinker, rebel, promoter, imaginer, or persister)
I also learned that, with clear expectations, staff feel more comfortable. That contributed to the increase in positive climate and culture.

Where I Am Heading Next (Slide 15)

My discoveries are guiding me as I will continue to build positive relationships with my staff. My data revealed that, from Month 1 to Month 3, communication improved. However, it also showed where I can improve more. I have gained more trust and respect, without fear, in a short period of time. I will continue to work on this.

I intend on continuing to ask for staff feedback to ensure that I am communicating in a way that meets every staff member's need. By doing this, I believe that I will be able to "tap" into the other floors in my condo
In this step, reflect on your action research journey as a whole that accomplishes the following:

Bibliography (Slide 16)

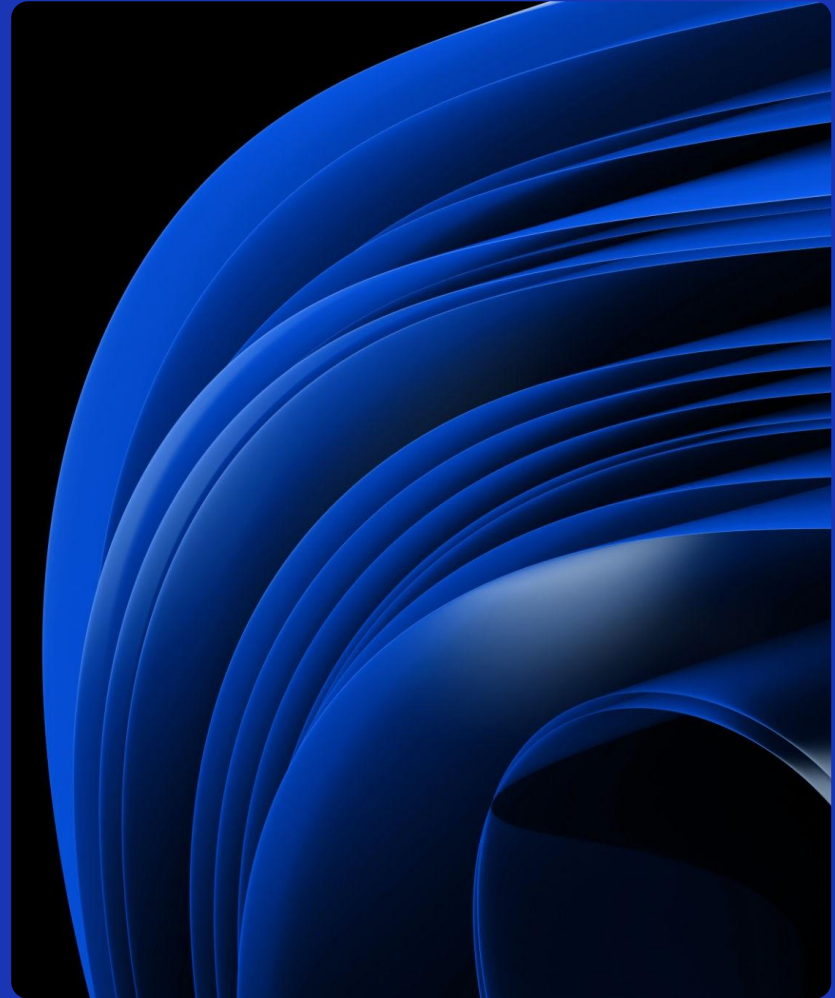
Raney, Brooklyn (2019). *One Trusted Adult*. Troutdale, OR: Circle Talk Publishing

Roos, Rhonda (2021). *Deliberate & Courageous Principal*, Solution Tree

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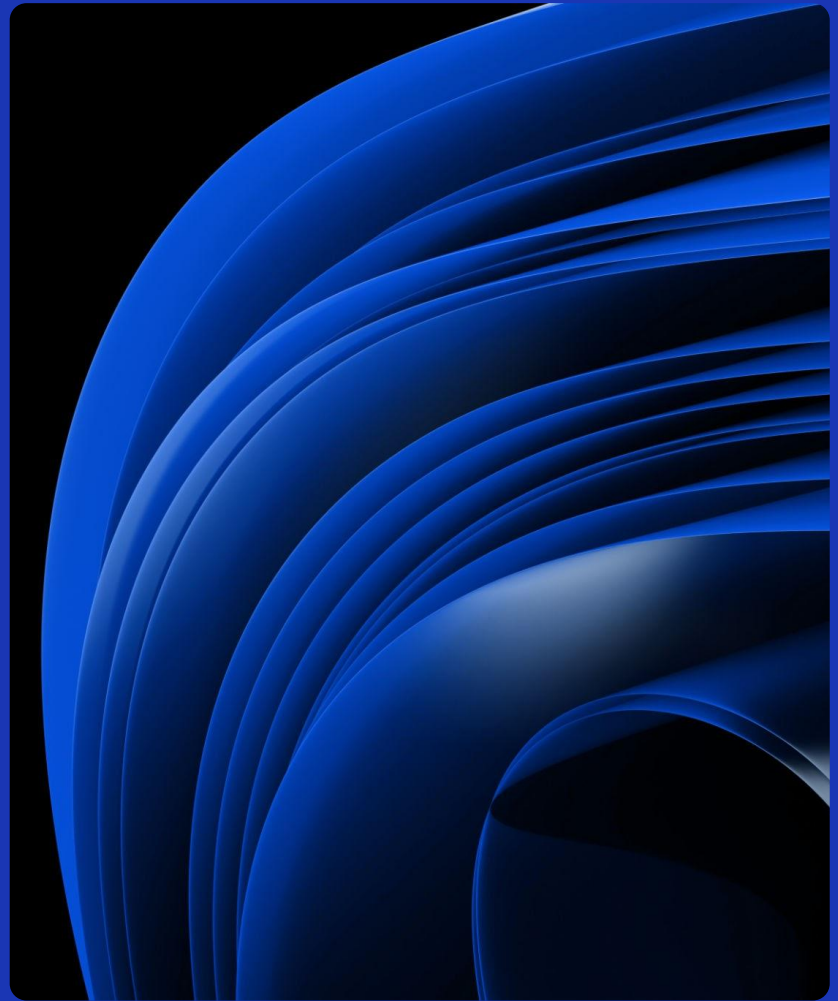


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Background Leading to this Inquiry

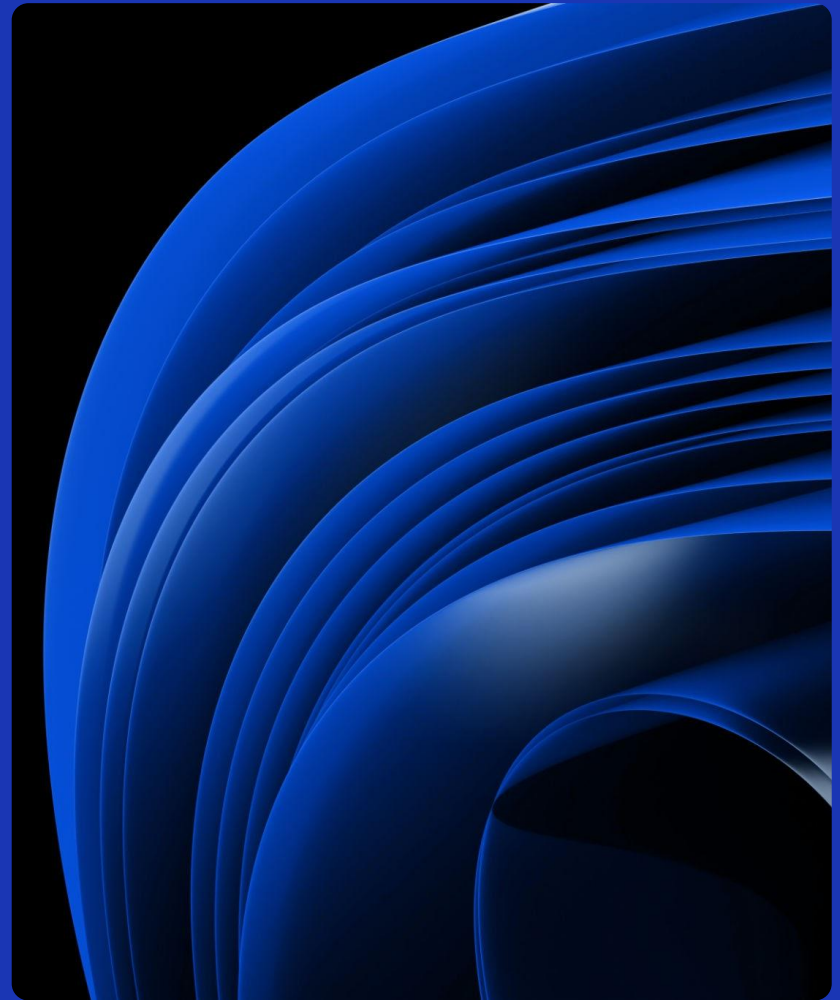
Due to multiple changes in Administration over the last several years, Wea Ridge Elementary School has lacked solid leadership. I want to make sure that my leadership has a positive impact on academic performance, school climate & culture, and in positive relationships within the school community.



Background Leading to this Inquiry

To increase academics, improve school climate & culture, and build positive relationships within the school community, I started with the following:

- Feedback from staff on communication, relationships within the building, and school climate.
- Focus on 3 of top 10 expectations (Communication, Building Relationships & School Climate)
- Feedback from staff on Language of Appreciation



Purpose of this Inquiry

The purpose of my Inquiry is to build trust, and respect, with my staff members. I am doing this by setting clear expectations, improving communication and building positive relationships. By doing these things, my goal was to fulfill their base need, as well as my own.



My Wondering

I wondered if, by intentionally recognizing evidence of my top three expectations being fulfilled, I will see that my persister base need is being met and if I am able to gain respect without fear.



My Actions

December- Presented on Building Trust

January-Presented on Establishing Boundaries

February- Presented on Creating Culture

Every Friday, I sat down at a different grade level meeting. I listened to planning, answered questions, and brainstormed ideas.

Purposeful visit to each teacher every week to do a quick “check in”

Data Collection

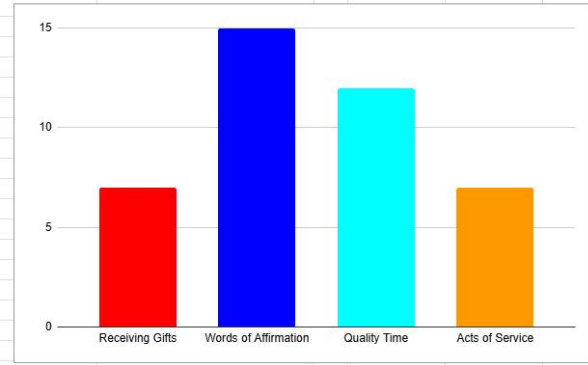
- Conducted a survey on each staff member's language of appreciation
- Monthly Google Forms about communication
- Monthly Resiliency Team meetings focusing on 3 of the top 10 expectations
- Monthly survey on staff thoughts of compliance



My Data

LANGUAGE OF APPRECIATION

Receiving Gifts	7
Words of Affirmation	15
Quality Time	12
Acts of Service	7



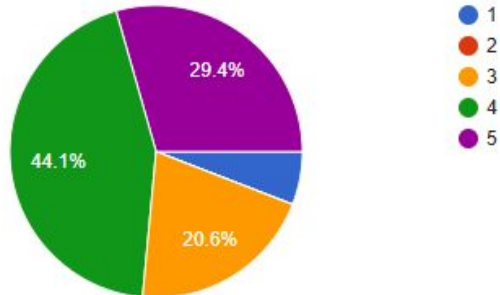
My Data Comparison

Month 1

How would you describe communication at WRE?

1= poor 5= excellent

34 responses

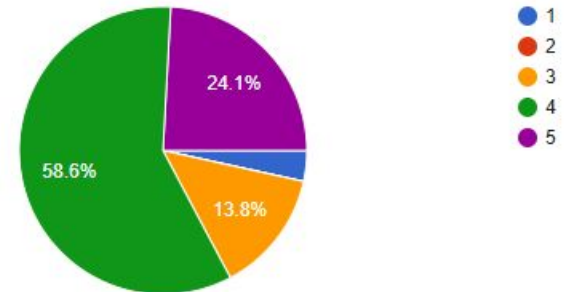


Month 3

How would you describe communication at WRE?

1= poor 5= excellent

29 responses

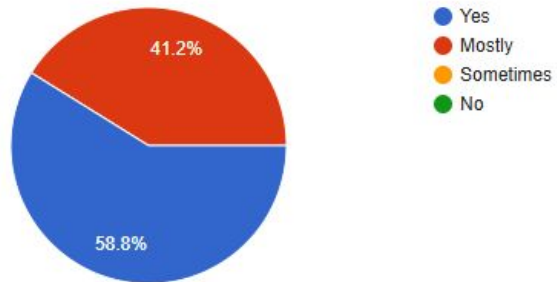


My Data Comparison

Month 1

Do you find the information provided by the school to be clear and easy to understand?

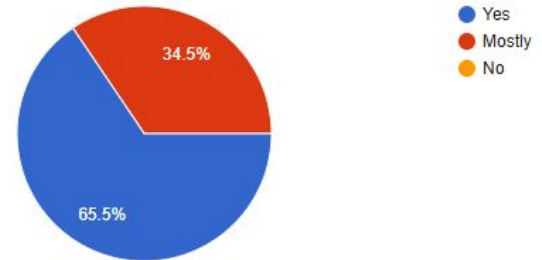
34 responses



Month 3

Do you find the information provided by the school to be clear and easy to understand? (Yes, Mostly, Sometimes, No)

29 responses

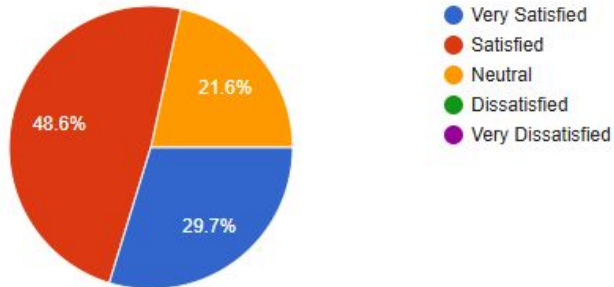


My Data Comparison

Month 1

How satisfied are you with the frequency of school-wide communication?

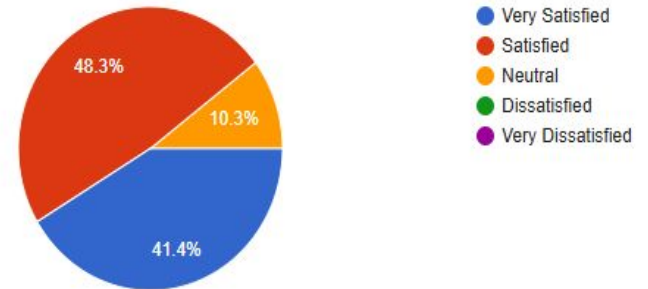
37 responses



Month 3

How satisfied are you with the frequency of school-wide communication?

29 responses



Survey comments from staff (Month 1)

What type of information would you like to see communicated and/or how can it be communicated more clearly?

- Communication is clear but at times it is last minute
- Communication **following nurse or office referrals** would be helpful.

Survey comments from staff (Month 3)

What type of information would you like to see communicated and/or how can it be communicated more clearly?

- **Updated mission and vision statements**
- It would be nice to have a **rough draft or a list** of what will be going on for different events.
- More open conversations about whole school events.
- **Clear expectations** on what should happen in classroom

My Discoveries

Learning Statement One: Although direct style is my preferred way (persister base) to communicate, it could seem judgmental and/or threatening to others that prefer a more casual style.

Learning Statement Two: You have to be intentional and have more one on one conversations with people if you are wanting them to trust you. Building that positive relationship is key.

Where Am I Heading Next?

My discoveries are guiding me as I will continue to build positive relationships with my staff. My data revealed that, from Month 1 to Month 3, communication improved. However, it also showed where I can improve more. I have gained more trust and respect, without fear, in a short period of time. I will continue to work on this.

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