

The 3 C's Communication, Culture, Climate

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Background That Led to Your Team's Inquiry:

Over the past 3 years our building went through a huge remodeling project. Our K-1 building has the largest elementary population in the corporation. After completing the survey, it became evident that communication and staff input would be critical to maintain our former culture and climate. Therefore, the purpose of our action research was to implement ideas to improve communication while protecting our culture and climate.

Statement of Your Team's Wondering:

How can we improve teacher moral and establish a formal way to give teachers input to help establish a safe collaborative climate?

Methods/Procedures:

To gain insight into our wondering we reviewed the data from the staff survey. In August, positive statements and I Promise statements were posted in the entry way and hallway to greet staff, students, and parents. 17 of 20 teachers participated. A Shout Out Bulletin Board was hung in the teacher's workroom. The board was full both semesters with positive statements about staff members. Next, monthly support staff meetings were scheduled. The Leadership Team met twice a month. Teacher Appreciation activities took place 4 times during the school year which included local gift cards, pizza lunch, treat wagon, and jeans day.

Stating Your Team's Learning and Supporting it with Data:

As a result of analyzing our data two important things we learned include:

- 1) Without communication we are not able to create a positive climate and culture.
- 2) We still have work to do.

Without communication we are not able to create a positive climate and culture. As communication has increased so has the feelings of value and respect which became obvious in the positive shout out statements on the bulletin board.

40 statements were posted within the first 2 weeks. Second semester positive statements increased to 50+. There was an increase in staff voice and input.

We still have work to do. Next year we will continue the practices are ready established. In addition we will implement Standing Meetings for a quick way to build relationships and check in on staff members. A quarterly newsletter from staff and students will be developed with student and staff highlights.

Providing Concluding Thoughts:

Our team learned that as communication has increased feelings of value and respect have increased. The Leadership Team has monthly meetings with staff and administration. Notes from the meetings are shared at faculty meetings and on the teacher bulletin board. The Shout Out Board has been full of positive statements both semesters. Staff enjoyed appreciation days such as jeans day, snack wagon and gift card drawings.

In the future staff surveys will be continued to check the progress of communication. New ideas for the next step include quarterly newsletters with student and staff highlights and Standing Meetings(quick 10-15 mins) to help build relationships.

References:

N/A