

MARICOPA COUNTY SCHOOL SUPERINTENDENT

2024 APRIL CULTURE AND CLIMATE CALENDAR

VALUING TEACHERS AUTHENTICALLY

WEEK 1

All Around

Foster 360° Appreciation

- Leader: Celebrate often and share gratitude that's personal and specific
- Peer to Peer: Encourage collegial appreciation with a traveling gratitude journal, recognition program, postcards, or other creative ways
- Parent and Student: Collect testimonials, thank you notes, and gifts of appreciation or time
- Community: Host events to honor teachers or solicit direct support for the classroom

WEEK 2

Flexibility And Autonomy

Create Space for Planning, Grading, and Personal

- Treat teacher time as a valuable and scarce resource
- Create a more flexible work week for teachers
- Manage teachers' time and leverage all staff expertise strategically.
- Reimagine requirements for staff in their "off"/unscheduled hours
- Take a more team-based approach to staffing and schedules

WEEK 3

Growth

Foster a Community of Growth and Support

- Investing in teacher growth demonstrates appreciation and promotes a sense of value
- Provide opportunities for teachers to lead workshops or mentor colleagues
- Encourage and support innovation and experimentation
- Provide ongoing opportunities for authentic feedback

WEEK 4

Shared Leadership

Show That You Value Teachers' Expertise & Input

- Asset map your staff's expertise in leadership, content, pedagogy, skills, and talents
- Provide opportunities for both informal and formal leadership roles
- Consider leading more from the middle or back
- Shared and distributed leadership lead to individual and collective efficacy