

2024 FEBRUARY CULTURE AND CLIMATE CALENDAR

TEACHER WELL-BEING; SURVEY SAYS TEACHERS ARE...

WEEK 1

Concerned About Workload

Support maintaining a vision of balance with these reflective questions

- Are you encouraging staff to set boundaries for themselves and others?
- Are you unintentionally overpraising staff that goes “above and beyond?”
- Are you inadvertently rewarding good work with additional work?
- Are you sending emails after hours or on weekends?
- Are you gauging burnout by [checking in](#).

WEEK 2

Concerned About Mental Health Support

Reflect on the following for a well-rounded approach

- Are you helping teachers prioritize mental health?
- Are you encouraging and providing resources for [teacher self care](#)?
- Have you created a schedule to check in with individual staff members?
- Are there counseling or mental health services available?
- Have you advocated for mental health days?

WEEK 3

Concerned About Communication

Internalize critical tips for high impact communication

- [Remember the 7Cs](#): clear, concise, concrete, correct, coherent, complete, and courteous.
- Communicate frequently using different media.
- Do 80% of the listening and 20% of the talking.
- Use storytelling to share vision and create trust.
- Be cognizant of actions as communication .

WEEK 4

Concerned About Autonomy

Consider the following to increase at multiple levels

- Provide autonomy with instructional decisions, classroom management, SEL, schedule, classroom spending, pacing.
- Take [inventory](#) about the current level of perceived autonomy and use the data to inform decisions.
- Include teachers in policy discussions at school and district levels.
- Design decision-making roles and/or expand current roles and influence.