Staff Culture

Section 7

Staff Support   Circle Agenda

Agendas created in partnership with **MPS** MILWAUKEE PUBLIC SCHOOLS Project AWARE

Circle Topic	CR Section 7: Staff Culture
Planning	Send the introduction document from Section 7 in the online toolkit at least 4 days prior to the circle to all participants.
Purpose of Circle/ Learning Objectives	We are learning how our collegial behaviors and attitudes generate the culture we work within and what practices will increase our knowledge and understanding of each other that will foster a culture of appreciation and collaboration.
Materials/Preparation/Time	**Time**: 45-50 min **Materials:** ❒ Circle kit ❒ Shared agreements created in first session ❒ Note cards ❒ Markers ❒ Flipchart paper ❒ Write questions A and B from section four of guiding questions on flipchart ❒ Copies of the following for all participants: Helpful Behaviors from Session #6, Healthy Break Activities, and if doing bonus activity, *How to Avoid the Contagion Effect of Sharing Tough Stories Among Colleagues* article **Set-up:** Up to 15 chairs arranged in a circle without furniture in the middle

| **Welcome/Check-In (10 minutes)** | Welcome participants and complete check-in.

(Talking piece) How are you doing on a scale of 1-5 and what is a hashtag that would describe your (upcoming or last) week? |

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Grounding/Wellness Practice (5 minutes)	Distribute, discuss and practice Healthy Break Activities. Explain that the url offers an option to have tips emailed to you daily. Pick one for the whole group to practice or divide group into smaller groups and have small groups select one behavior to practice. Review list ahead of time, some of the behaviors will not be appropriate for your setting.

| Review (5 minutes) | *"The strength of the team is each individual member. The strength of each member is the team."* — Phil Jackson

Review the boundaries work from last session by handing out the Healthy Behaviors list they generated and use two behaviors to demonstrate saying "no" to support a "yes." |

| Guiding Questions

1-3: (10 minutes)

4: (10 minutes) | Designing our staff culture agreements:

1. **Share:** Take a moment to reflect (shut your eyes if that would be helpful) on your vision of the most positive work environment for you to be able to be your best self in your job. After a few minutes of reflection, review the list generated in Session #6.

2. (Talking piece) <u>What would you like to add to the Healthy Behaviors list based on your reflection?</u>

3. (Have participants circle on their handout and give to facilitators) Which of these are your top 5-8 priorities for staff behaviors to build and maintain the culture you desire?

4. While the lists are being tallied by one facilitator, other facilitator leads the following:

Working within my lane while supporting my colleagues also is crucial to a healthy culture to support compassion resilience.

These questions can be helpful for teams to discern their level of connection to colleagues and other community services. A & B for personal reflection and/or journaling and C for group discussion.

a. What are my school's/organization's limitations to meet the needs of our students/clients and what other organizations are you aware of that meet those needs?
b. Do I know enough about other organizations' services to confidently refer students and families to them?
c. (Talking piece) <u>Pulling from your reflections, what does my school/organization need to do to increase my understanding of and belief in other organizations' ability to serve our students/clients and families?</u> |

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Grounding/Wellness Practice (5 minutes)	Share the prioritized 8-12 behaviors list. (Pair share) <u>What are your strengths regarding these behaviors? Where would you like to see growth in your ability to think and act in these ways? What might help you with that?</u>

| Closing (5 minutes) | **Share:** The science of gratitude points to our ability to alter our brains predisposition to be in threat assessment mode, which limits our ability to see the good in front of us.

(Talking piece) <u>Share a word of gratitude for the group and pass a high five around the circle.</u> (Use high five as the way to pass the speaking rather than the talking piece.)

Bonus Activity: In our work we often hear tough stories. How we decide to share those stories for our own support can impact our overall work culture. This article can help you think about a healthy balance from getting what you need while caring for your coworkers in the process. Hand out *How to Avoid the Contagion Effect of Sharing Tough Stories Among Colleagues* article. |