



ST. REGIS CATHOLIC SCHOOL

SCHOOL CULTURE AND STAFF IDENTITY

POSITIVE THINKING = POSITIVE OUTCOMES



STAFF MEETINGS



[HTTPS://YOUTU.BE/46K3FRF1V90](https://youtu.be/46K3FRF1V90)



YOU ARE AWESOME!

- **VALUED**
- **RESPECTED**
- **TALENTED**
- **DYNAMIC**
- **SYNERGISTIC**
- **FEEL EMPOWERED**



TODAY'S FOCUS

- **HOW CAN WE BE AN EVEN BETTER TEAM?**
- **WHAT DOES AN INCREDIBLE TEAM DO?**
- **HOW DO WE ESTABLISH A POSITIVE CULTURE AS A STAFF, WITH OUR STUDENTS, AND WITH OUR PARENTS?**

YOU ARE CHANGING ETERNITY

BECAUSE OF A TEACHER

- [HTTPS://YOUTU.BE/1UTCgZZEUEI](https://youtu.be/1UTCgZZEUEI)

THANK A TEACHER

- [HTTPS://YOUTU.BE/D_PGIUEVFEU](https://youtu.be/D_PGIUEVFEU)

*Teachers affect
eternity; no one
can tell where
their influence
stops.*

~Henry Brooks
Adams

How Many Hours Do Teachers Really Work?

2,200 HOURS

The average number of hours teachers work each year

1,170 HOURS

of instruction in the classroom

300 HOURS

of grading outside of the classroom

450 HOURS

on classroom prep, planning, etc.

20 HOURS

of work during school vacations

100 HOURS

spent on summer PD

120 HOURS

of planning outside of the classroom

40 HOURS

spent on email and other communication

TEACHERS ARE SO INFLUENTIAL

AS A RESULT ...

- **HOW IMPORTANT IS ATTITUDE?**
 - **YOU SET THE TONE OF YOUR CLASSROOM – WHICH IMPACTS MANY PEOPLE EACH DAY**
 - **YOU SET THE TONE WITH YOUR COLLEAGUES – OUR INTERACTIONS MATTER**
- **HOW IMPORTANT IS COLLABORATION?**

COLLABORATION IDEAS & STATS FROM THE INTERWEB ;)

Effective collaboration is the most important part of any high-performing teams.

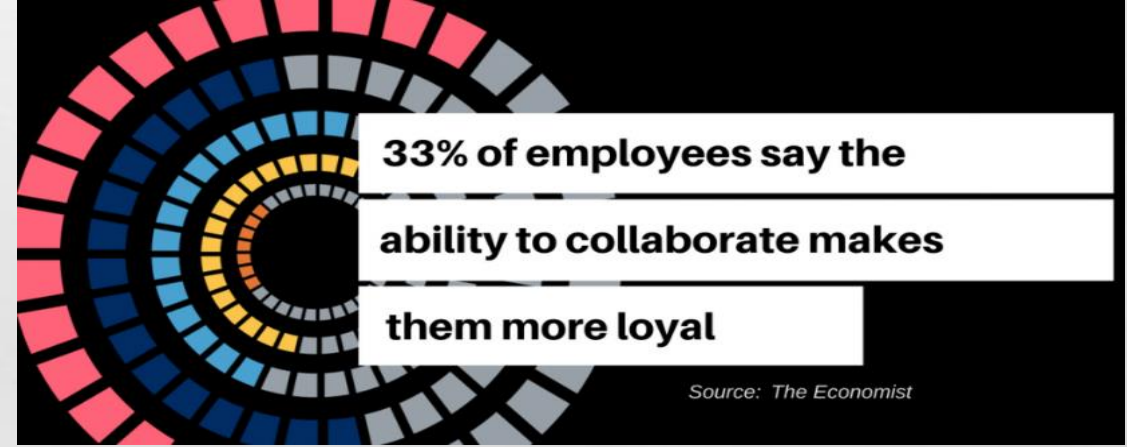
Collaboration means getting things done better and faster.
Collaboration is how the world's best work happens.





Good
Job

Companies and organizations that communicate effectively are **4.5x** more likely to retain the best employees.





**97% of employees and executives believe
lack of alignment impacts the outcome
of a task or project.**

Source: Mckinsey



50% of the positive changes in communication patterns within the workplace can be accredited to social interaction outside of the workplace.

None of this information is really shocking.

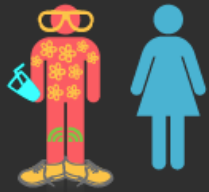


Except – collaboration doesn't *always* happen.

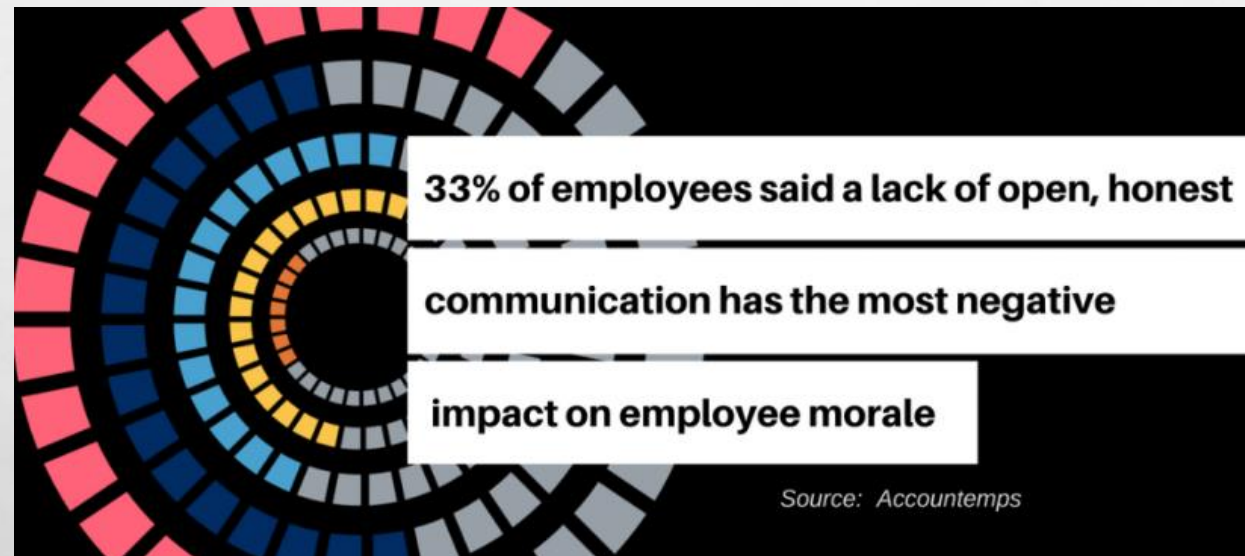
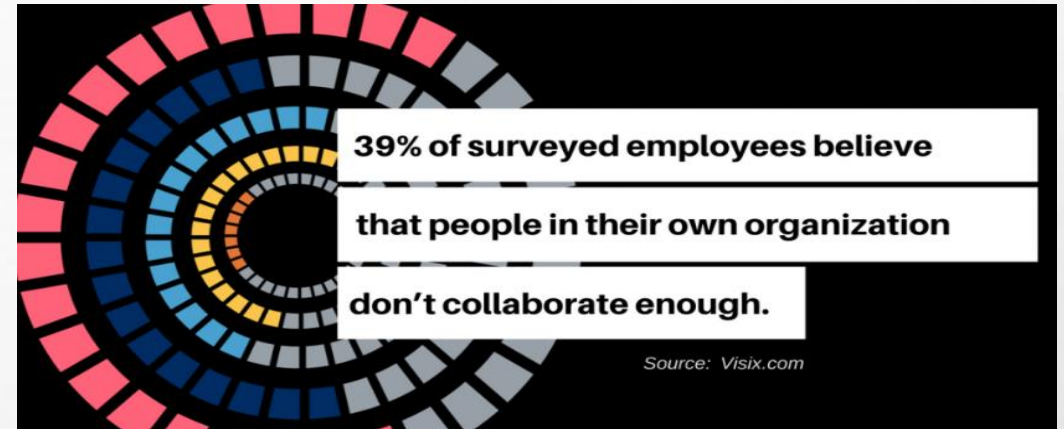


Around **\$37 Billion** are lost yearly due to employee misunderstandings and bad communication.

(source: holmes report)



Apparently you missed the memo about “Funky Friday” being cancelled.



**So what does collaboration
currently look like at St.
Regis?**

Feedback time ...



**What can we do
better?**



THE POWER OF *POSITIVE* BEING POSITIVE IS *CRITICAL*

- Teaching is a very challenging job
- We need each other
 - Offer grace
 - Offer support
 - Be kind
 - Include everyone

Be the
ENERGY
you WANT
to attract

Five reasons you should be positive ...

1. Happiness: A positive attitude awakens happiness.

2. Motivation: Thinking positively will help you accomplish dreams and goals, and tasks would be easier to fulfill.

3. Self Esteem: Your attitude and the way you think have much to do with how you feel about yourself. If you adopt a positive attitude and think positively, you will have a better opinion of yourself, which means a sense of self-esteem.

4. Better health: People who think positively are usually more energetic and healthy than people who think negatively. They are happier, and this of course, affects their health.

5. Improved Relationships: People tend to gravitate and to like positive people, and to keep a distance from negative people. Positive people bring joy, happiness and uplifting energy, and are fun to be around. They bring light and joy, and energize their environment.

THE HAPPY SECRET TO BETTER WORK

By: Shawn Achor

- [HTTPS://YOUTU.BE/FLJSDQXNZBO](https://youtu.be/FLJSDQXNZBO)



**How we act matters.
What we say matters.
Fake it until you make it.
It matters with our kids and each
other.**

PERCEPTION BECOMES REALITY

- **WHAT WE TELL OUR PARENTS IS *WHAT OUR COMMUNITY ADOPTS***
PLEASE WATCH THE INFORMATION YOU GIVE OUT
- **BUILD UP THE SCHOOL AND *EACH OTHER***
- ***WE* ARE ST. REGIS**
- ***EVERYONE* WINS WHEN THERE IS A POSITIVE VIBE ABOUT US – *ESPECIALLY OUR STUDENTS***

THINGS THAT CAN HURT/HELP A TEAM

HURT:

- ENERGY VAMPIRES
- GOSSIP
- SHARING INFORMATION **NOT MEANT FOR THE PUBLIC**
- UNPROFESSIONALISM – HOW WE **DRESS** AND PRESENT OURSELVES

HELP:

- POSITIVE ENERGY
- TALKING TO EACH OTHER
- BUILDING EACH OTHER UP AND HELPING EACH OTHER
- PRESENTING OURSELVES PROFESSIONALLY – EMAILS, DRESS, COMMUNICATION, ETC.

10 RULES FOR THE RIDE OF YOUR LIFE

1. You're the Driver of the Bus.
2. Desire, Vision and Focus move your bus in the right direction.
3. Fuel your Ride with Positive Energy.
4. Invite People on Your Bus and Share your Vision for the Road Ahead.
5. Don't Waste Your Energy on those who don't get on your Bus.
6. Post a Sign that says "No Energy Vampires Allowed" on your Bus.
7. Enthusiasm attracts more Passengers and Energizes them during the Ride.
8. Love your Passengers.
9. Drive with Purpose.
10. Have Fun and Enjoy the Ride.



Energy Vampires:

Someone being negative by gossiping, complaining, or only considering themselves.

They steal your positive energy and joy by not offering solutions and talking or acting in a way that is not helpful and draining.



Have solutions to the problems you see.

Come to admin – we will do what we can.

Be friendly to everyone on staff.

At staff meetings – sit with people you don't always interact with.

Avoid cliques at lunch and make everyone feel invited.

Buddy system – random pairing to offer support.

Thankful Thursday

SCHOOL CULTURE – WHO ARE WE

WHAT DOES THE OUTSIDE WORLD SAY ABOUT US ...

- **THE STAFF ?**
- **THE SCHOOL?**

LET'S DEFINE OURSELVES (WITH THE PEOPLE AROUND YOU COME UP WITH ONE WORD TO DESCRIBE OUR CULTURE AT ST. REGIS).

**What do we want to the culture to
be?**