



Collective-Care: Quick Start

Collective Care is one way administrators and colleagues striving to meet the needs of their staff emotionally, intellectually, and professionally can support their overall well-being. Rising to the challenges of reducing stress, improving job satisfaction, strengthening resilience, and, ultimately, preventing teacher burnout can feel overwhelming. It is more important that you simply start somewhere.

PRACTICE: All school leaders should begin every staff or team meeting with a brief mindfulness to give staff a moment to calm any emotional agitation that may have been activated during the day.

POLICY: Foster a supportive and collaborative work environment by ensuring that EVERY staff member participates in ongoing grade level/cluster or other team meetings, to ensure that no staff member feels isolated. Policies regarding meeting agendas should ensure that a designated part of the time is spent on collective professional-level problem-solving.

REASSURANCE OF WORTH: Develop a culture of positivity. Even when you need to provide professional correction and critique, begin with a specific and concrete statement about what you notice they are doing well. Include a word of encouragement for your teachers in every school-wide communicate, such as a weekly bulletin. When recognizing individual teachers, use a staff checklist, to ensure that EVERY staff member receives some form of positive recognition every few months.

CONTINUE: The following will help build a school climate that values educator wellness and reduces burnout.

| Wellness Practices | Recognition & Reassurance of Worth | Relationship Building |
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| Bring fun and wellness into your school atmosphere like massage therapists in the staff lounge one day. | Whenever possible, allow teachers to be a part of the decision-making process. | Include a team-building activity in every staff meeting or PD. |
| Encourage staff to leave work at a healthy time and leave their work bag at school once a week. Check on teachers who often stay late and ask how you can support them to leave earlier. | Feature a few staff members each month with a casual, or silly picture along with a couple interesting facts about themselves and one educator-related quote. | Create a social club or having each grade level plan one monthly outing for the entire staff, for an early evening, weekend, or day off. |
| Provide an incentive for teachers to lead staff care classes before or after school: e.g., yoga, painting, dancing, or cooking. | Quarterly Staff Recognition lunches with a note of appreciation for their hard work including specific praise. | Ensure new teachers are paired with veteran teachers and schedule a time for them to connect monthly. |
| Teacher Book Character Read-In. All staff dress as a book character and read to a couple classes. | Teacher Appreciation Day: Consider small gifts and cards of appreciation. Include non-instructional staff. | Potluck/ Pot Blessing monthly, quarterly or holiday-themed lunches in the Teacher's Lounge. |
| Walk/ Run Events: Invite staff to be a part of a team at a walk/ run in the city related to a shared cause. | "Catch a Break Day": Administrator(s) visit classrooms to relieve the teacher for a 10-minute break. | "Secret Santa", "Halloween Ghosting" and staff birthday recognitions |
| To encourage the teacher's own self-care, issue a friendly weekly challenge related to their health and wellness, | Invest in professional development to strengthen classroom management and student behavior without compromising their own well-being. | Practice "give a break/ take a break": one prep time a week, each staff member offers another a 10 minute break, with a focus on new staff. |

Which two collective care strategies do you think you could get started for your staff?

Which staff members may be able to take the lead getting these strategies started?

What resources will you need to get this started, time, space, materials?