

# Strategies to Boost School Employee Morale

## Shared at TTAC GMU Advisory Board Meeting

March 2012



### Acknowledgment

- \* Acknowledge extra efforts at staff meeting
- \* Acknowledge successes & celebrations
- \* Creating an online "Wall of Awesome" using social media, i.e., *Wallwisher*, to highlight great things accomplished or done by staff. You can even attach files to the online notes posted to the wall. <http://wallwisher.com/>
- \* Donation to raffle for worthy causes
- \* Faculty in Need (Deaths, births, weddings)
- \* "Kudos" – System newsletters
- \* Notebook of random acts of kindness
- \* Newsletter that goes to governor
- \* Solicit from businesses for discounts
- \* Stanley cup – for students and staff -- writing positive comments posted outside of door
- \* Student /staff recognition in newsletters & email blasts to home



## **Administrative Support**

- \* Ask staff what they need
- \* Employee recognition (time incentives) 16 hours of leave
- \* Ensure that there is someone to “listen” (i.e., principal/AP)
- \* “Jim’s Chips” Give them out randomly for time of 30 minutes per chip
- \* Mentoring programs
- \* Office level – flex time
- \* Official Parking Spots
- \* Perfect Attendance: Names in pot for \$25, year-long \$100
- \* Principal – spontaneous ice cream
- \* Provide comfortable/pleasant staff lounge
- \* School Level Hospitality Committee (Birthdays, etc.)
- \* Strategic Plan at Division level – Include staff morale
- \* Support giving staff adequate time to reply to email (i.e., 24-48 hour expectation – “Communication Protocol”)



## Awards

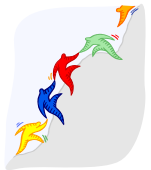
- \* AT Champions Award Section of website - quick video showcase of teachers who are integrating AT in creative ways
- \* Develop awards (publicly) for classified staff
- \* Division acknowledgements (I.e. Support Service member award)
- \* Employee Recognition Awards
- \* Quarterly Awards - Apple, Pear
- \* School board recognition awards
- \* Service Award
- \* Trojan Pride Award passed on from adult to adult/ Staff recognizing other staff in email and put in binder) has to be passed within 2 weeks and read at end of year.
- \* Wellness Interschool Award Recognition



## **Food Events**

- \* Chili cook-off (annual)
- \* End-of-year cookout
- \* Meals – Chili- Cook off, staff lunches
- \* Principal – spontaneous ice cream
- \* Spaghetti Nights
- \* Unofficial 5th Block – social gathering (after school)

Note: Sunday parties & treats – didn't work



## **Team Building/Spirit**

- \* Blue Jean Friday
- \* Hat Day
- \* PJ Day
- \* Spirit Week
- \* Team building – videos/ performances, contests. Some schools have made fun videos ("lip dubs") featuring staff - here's a sample: <http://vimeo.com/25189957>.



## **PTA/Family Recognition**

- \* Encourage families to acknowledge staff members work and success - celebrate accomplishments.
- \* End of Faculty Meeting – read letters from parents (principal reads notes aloud at staff that are received commending staff).
- \* PTA Appreciation