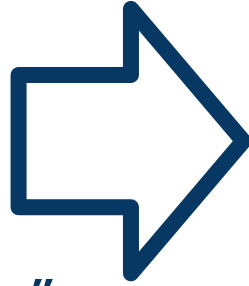

Saying 'Thank You' Right:

A Toolkit for Authentic Staff Recognition



James Hopkins-Durham, NC.

Marie
Lincoln
Nolan
James
"The Hopkinzz"



Year #23

My Core Values:

1. Gratitude
2. Interdependence
3. Hope



What You'll Leave With:

- How to tailor appreciation efforts for your team
 - Strategies to build lasting recognition
- A tool to jumpstart student relationship building



Leadership Effort **vs.** Bandwidth



A Toolkit for Authentic Staff Appreciation

**What are some of
the most common
appreciation
gestures used
schoolwide?**



Question:

What's a schoolwide appreciation moment
or tradition at *your school* that HITS(!)?

TOYOTA

...sometimes



...or





CONTINUE the donut deliveries!

CONTINUE the treat trolley!

CONTINUE the staff shout outs!

CONTINUE giving those mugs & totes!





...here's what
happened next





AND...

“Personalized recognition—versus generic gestures—significantly boosts intrinsic motivation and improves retention, particularly in mission-driven fields like education.

—Harvard Business Review (2016)

EVENT



I need a volunteer





1107


COMPUTER
LAB

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Good News!

- Value Medallions
- Justice - Willie
- Willie
- Wth - Schwing
- Waden
- oration - Carver
- surveys (25 min)
- of The Year PTA gift
- Garden Update (4 min)
- als Solutions Feedback Su
- after Spring Break
- ussion: Exploring Discip
- 6: March 14, 15, and 16
- Half Day Planning in the
- on!
- urvey Results Receiv
- expectations:
- (12 min)
- ata
- ions in open



Do you know your
appreciation language?



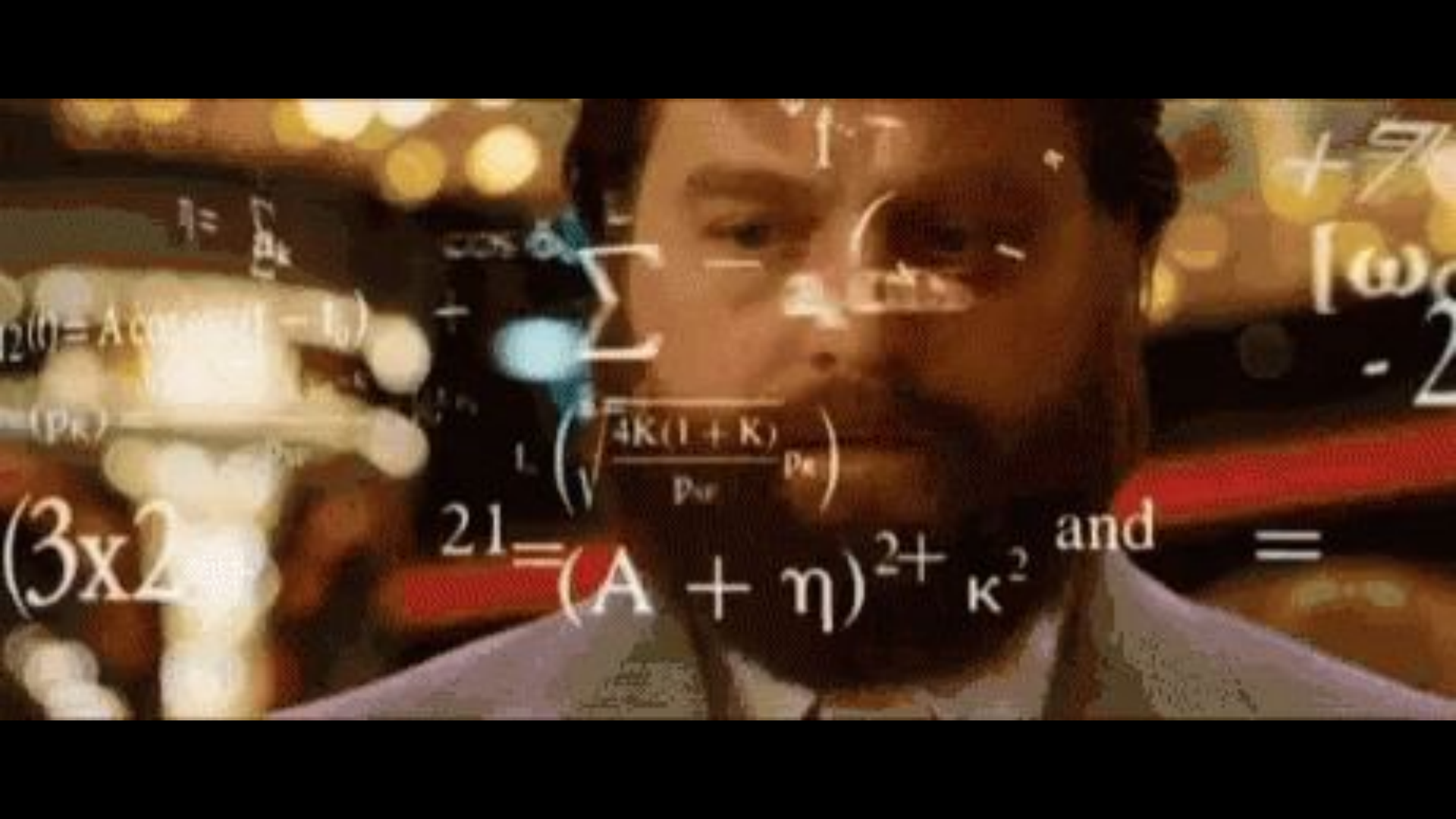


...ALL RISE

Scenario:

It's been a long, exhausting day. You've juggled a million things, and someone steps in to help without being asked. Afterward, how would you feel most appreciated for that support?"

- **Words of Affirmation:** *Someone takes a moment to specifically tell you what you did well and how it mattered.*
- **Gifts:** *Someone surprises you with your favorite treat or coffee as a thank-you.*
- **Acts of Service:** *Someone offers to handle a task for you so you can breathe for a moment.*
- **Quality Time:** *Someone carves out time just to sit with you, listen, and connect.*
- **Physical Touch:** *Someone gives you a fist bump, high five, or shoulder pat to say, 'You've got this.'*



$$f_2(t) = A \cos(\omega_2 t - t_0)$$

$$f(p_k) = \frac{1}{\sqrt{2\pi\sigma^2}}$$

$$(3 \times 2)$$

$$\sum_{k=1}^N \cos(\theta_k)$$

$$L\left(\sqrt{\frac{4K(1+K)}{D_{SE}}} p_k\right)$$

$$21 = (A + \eta)^2 + \kappa^2 \text{ and } =$$

$$+ 7\%$$

$$[\omega]$$

$$- 2$$

Why The Survey?

- **Avoid Wasted Effort**
- **Personalize Appreciation**
- **Boost Morale Efficiently**

The Survey

1. Name
2. Which of the following best reflects how you feel most appreciated at work?
3. **OPTIONAL:** If there are 2 that may resonate most with you, select a second.



Quality Time:

time set aside to connect through conversation, collaboration & attention



Gifts:

meaningful tokens that reflect appreciation & intentional effort



Words of Affirmation:

compliments that reflect gratitude or appreciation & speak to impact



Physical Touch:

non-intimate touch or body language that reinforces a sense of presence



Acts of Service:

acts that ease burden of responsibility through initiative, care & kindness

Survey Language (Pt.1)



Quality Time:

time set aside to connect through conversation, collaboration & attention



Gifts:

meaningful tokens that reflect appreciation & intentional effort

Survey Language (Pt.2)



Words of Affirmation:

compliments that reflect gratitude or appreciation & speak to impact



Physical Touch:

non-intimate touch or body language that reinforces a sense of presence

Survey Language (Pt.3)



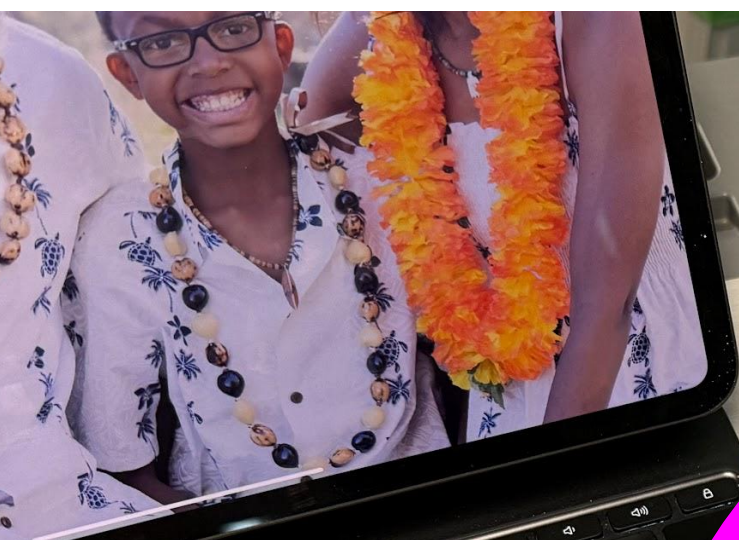
Acts of Service:

acts that ease burden of responsibility
through initiative, care & kindness

*Digital Copy Linked in
Presentation Materials







Maggie Carver	Acts of Service	Keshia Woodard	Gifts
Samantha Del Verne	Words of Affirmation	Caroline Brickhouse	Acts of Service
Alyssa McGill	Gifts	Megan Lewis	Acts of Service
Shannon Kearney	Words of Affirmation	Amanda Frisoe	Words of Affirmation
Caroline Peterson	Acts of Service	Kingsley	Words of Affirmation
Julie Halpert	Words of Affirmation	Noelle Baker	Quality Time
Maggie Dill	Quality Time	Shavonne Hunter	Quality Time
Cecily Jobe	Time	Debbie Cornell	Gifts
Tigra Lopez	Acts of Service	Lalanne	Words of Affirmation
Cara Casey	Acts of Service	Maggi Heath-Camp	Words of Affirmation
Marvin Riley	Quality Time	Diana Justiniano	Words of Affirmation
Alicia Stoff	Gifts	Jessalyn Joshua	Words of Affirmation
Kay Sumpter	Gifts	Sarah Grace Patton	Acts of Service
	Words of Affirmation	Alisha	Words of Affirmation
	Acts of Service		

Anchors & Impact

- **Operationalize Gratitude**
- **Know Your People**
- **Retain Through Recognition**

*Handouts are also linked
in Presentation Materials

Question:

What's one question today's session has sparked about appreciation *efforts* in general?

Question:

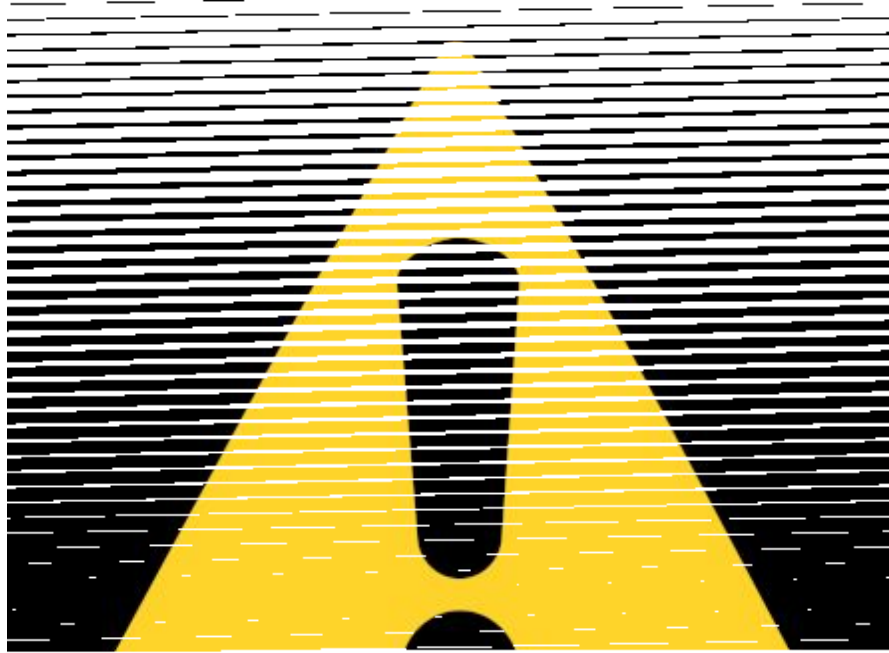
How could teachers use this to personalize praise and build stronger relationships with their students?

Anchors & Impact

- **Personalize Student Feedback**
- **Build Meaningful Connections**
- **Foster Student Belonging**

*Handouts are also linked
in Presentation Materials

The Potential Challenge of Collecting Data





- effort -

Speaking a staff member's appreciation language
isn't **extra**—it's **efficient leadership**

Everyone knows what works.

Few do it after it stops being exciting.



THANK You



**60 Second
Feedback!**