



THE POWER OF CELEBRATION

Gig Atkinson and Shane F. Lis

CURRENT EVENTS

- ǂ As school employees we are charged with creating “safe places”.
- ǂ Last week a change took place in our country that left some of our students, parents, and staff feeling unsafe.
- ǂ Regardless of our political beliefs we need to create safe and courageous places.



PLEASE WATCH WITH AN OPEN MIND

ž Please watch carefully

ž <https://youtu.be/lCy8Cfvoe6g>



I TRUST YOU

- ǂ Please turn to someone in the room you don't know.
- ǂ Shake their hand or hug them to show them you trust them.
- ǂ Go back to your school/district and create a safe and courageous place for your staff and students.
- ǂ This is an video example of a celebration that there is so much good in the world.



GETTING TO KNOW YOU

- ž Please introduce yourself
- ž Tell us your position/school/district
- ž How long you have been in education
- ž Favorite job in education



FOR AS LONG AS ANYONE CAN REMEMBER, PEOPLE HAVE CELEBRATED.

- ǂ Celebration is the most common denominator that we have. It crosses the boundaries of time and place, race and religion, education and economics.
- ǂ Celebration naturally elicits enthusiasm and excitement. It inspires, enlightens and motivates us to find greater understanding, wisdom and solutions to the problems we face.
- ǂ Celebration frees your creative Essence and provides the fuel and resources to move beyond your problems and find the answers you seek.

* "How to Unleash the Power of Celebration"

Adela Rubio Blog



WHY CELEBRATE? BECAUSE YOU CAN — AND IT IS GOOD FOR YOU. CELEBRATION...

ž captures the universal story

ž clarifies the vision

ž fosters community

ž builds bridges

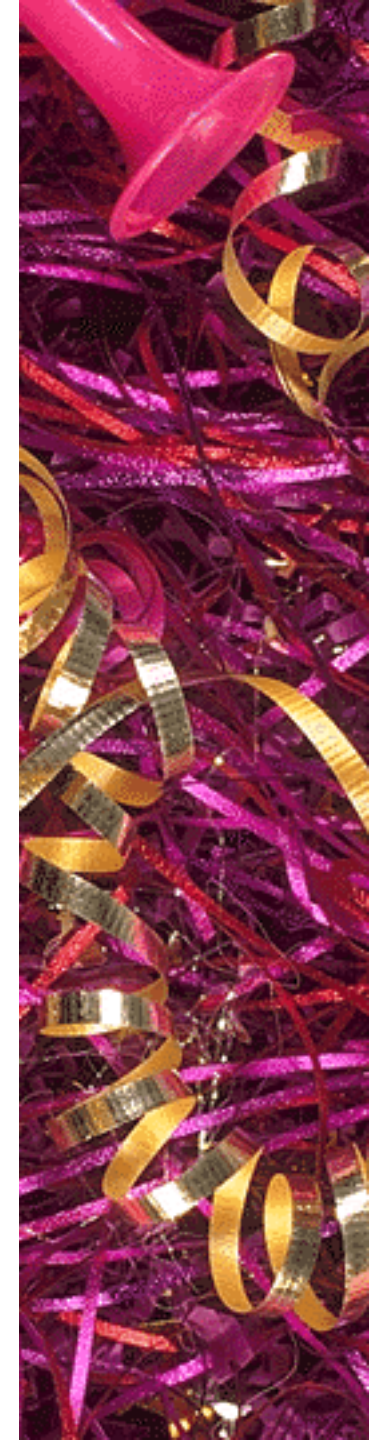
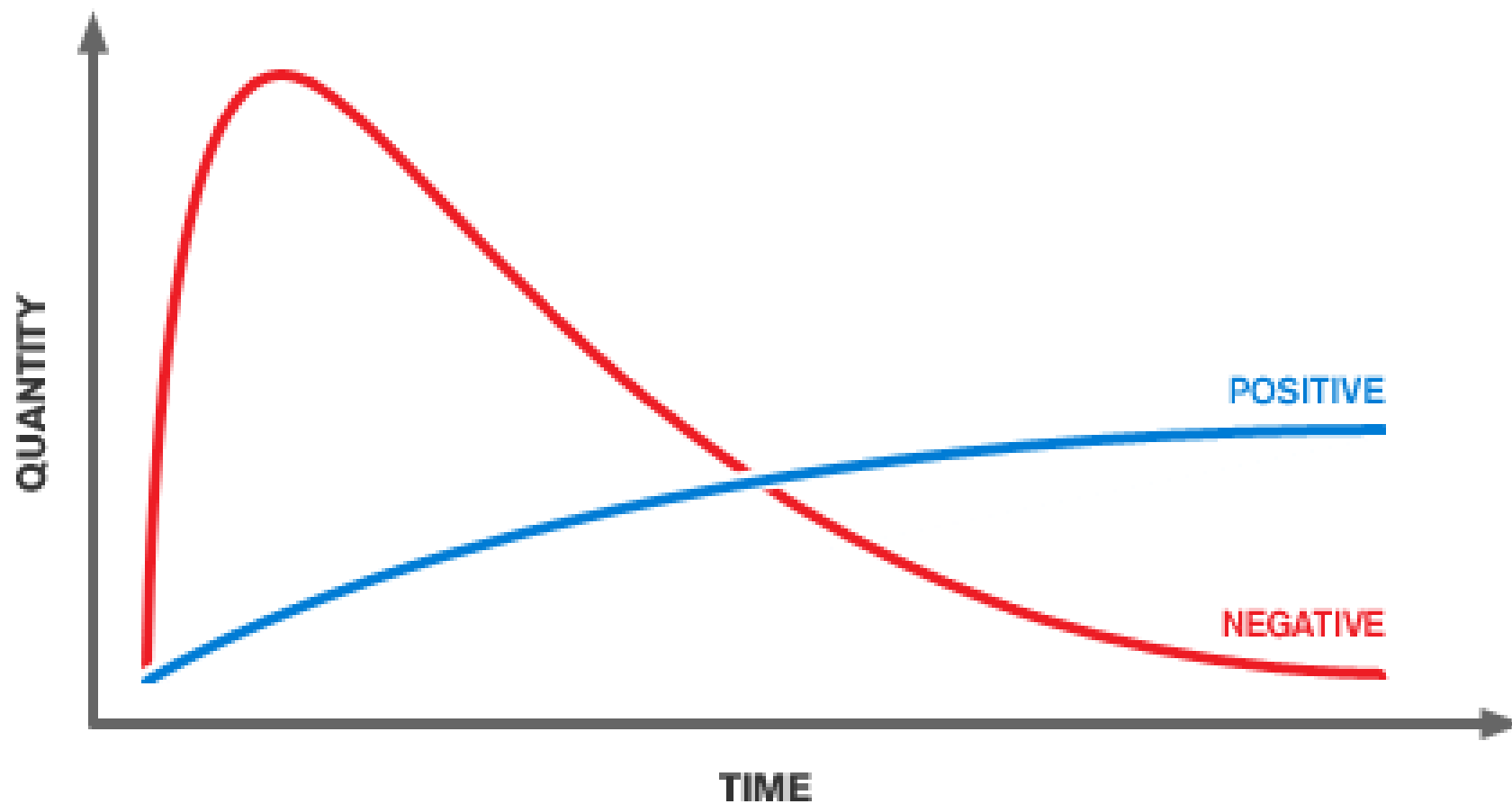
ž powers up possibility

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WHAT IS YOUR GOAL


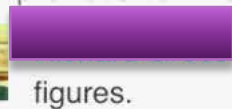


I'll be accused this isn't "appropriate" for LinkedIn - so be it. Pessimism seems to rule lately on most social media vehicles. Here's a little positive vibe. This is Maggie at the Raising Cane's Dallas office. It's her birthday and she ca... show more



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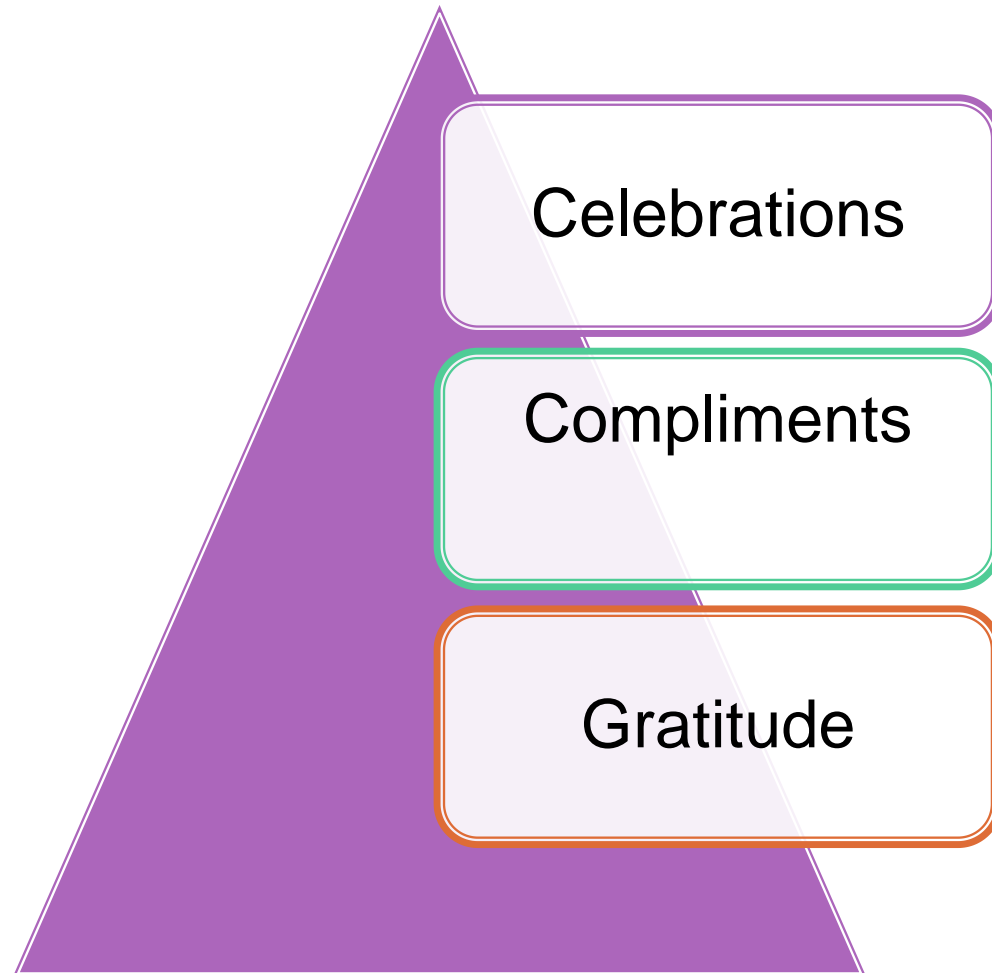
  Fantastic culture!! I will wager you have higher than normal retention figures.

3



KINDS OF CELEBRATIONS

- ž Gratitude is the foundation of any public service.
- ž Compliments as a form of workplace currency.
- ž Celebrations are the fuel for your schools engine.



GROUP WORK

- ž In teams of 3 or 4
- ž Read these two articles about celebrations in the work place
- ž As a team find a few sentences/line that resonate with you.
- ž We are going to share these. If another group shares your line you need another one.
- ž Listen closely as each group shares their line and why they selected it.



GRATITUDE CAN BRING YOU SUCCESS AND HAPPINESS

- ž 1. Grateful people achieve more: Research reveals that gratitude can lead to increased determination, energy, enthusiasm, and academic achievement.
- ž 2. Grateful people are better corporate citizens: Studies of corporate employees have found that there is a positive relationship between gratitude and corporate social responsibility.
- ž 3. Grateful people are less likely to burn out: Researchers have found that managers who provide gratitude and recognition to employees have a lower tendency to burn out in their own jobs.
- ž 4. Grateful people pay it forward: People who have been helped with a task are more likely to help others with unrelated tasks.
- ž 5. Grateful people are more morally alert: Gratitude encourages social and moral behavior while discouraging disruptive behavior.
- ž 6. Giving creates a positive feedback loop: Researchers at the Harvard Business School found that "Happier people give more and giving makes people happier, such that happiness and giving may operate in a positive feedback loop (with happier people giving more, getting happier, and giving even more."
- ž 7. Opportunity to give increases commitment to a company: In one study, when employees were given the opportunity to contribute to an employee beneficiary fund, the donors-not the beneficiaries-experienced the greatest increase in commitment to their company.



GRATITUDE CAN BRING YOU SUCCESS AND HAPPINESS (CONTINUED)

- ž 8. Givers are more engaged: Employees who are empowered to give recognition to their peers are more than twice as engaged as those who are not.
- ž 9. Gratefulness increases emotional well-being: Over a period of time, gratitude leads to lower stress and improved individual well-being.
- ž 10. Grateful people get along better with others: According to researchers, people who express gratitude are more conscientious, agreeable, open, and extroverted.
- ž 11. Grateful people are more resilient to trauma: Gratitude has a major impact on enabling people to maintain emotional well-being after experiencing a traumatic life experience.
- ž 12. Grateful people sleep better: Higher levels of gratitude are associated with better sleep patterns-leading to greater energy and optimism.
- ž 13. Grateful people are physically healthier: Researchers have found that gratitude reduces symptoms of illness, lowers blood pressure, and strengthens the immune system.
- ž 14. Grateful people are less depressed: Studies revealed that people who wrote and delivered a letter of gratitude to someone who had been kind to them-but never properly thanked-showed a boost in happiness and a decrease in depression.



GRASS ROOTS V. TOP DOWN

- ž Grassroots- Peer to peer- Eagles, Giraffe, Selwyn-brating, Celebration of birth, death, accomplishments at staff meetings
- ž Children- Bucket fillers, class compliments
- ž Community- Spa Day, Soup-er Day, Treats for late nights (open house), Candy Jar in lounge, Good Coffee
- ž Staff wants their own children to attend our school



REVIEW OF YOUR TOOL KIT



Reward and recognition programs can be an effective way to strengthen employee engagement, improve morale and affirm behaviors that contribute to organizational success. This tool kit features some starter resources to help senior leaders easily recognize and reward employees who go above and beyond to embody a spirit of caring, communicating and connecting.

Those behaviors could include:

- Exceeding the service expectations of a parent or customer
- Volunteering to assist a coworker with a task or project
- Making creative suggestions that save the school/department time/money
- Actively pursuing ways to improve a staff member's development as an employee
- Acting as a mentor to a new employee
- Initiating a new system that increases efficiency and productivity



Once the criteria for recognition is created, you will need to determine how frequently awards are given. Will they be spot awards, a type of informal recognition that is delivered spontaneously or "on the spot"? Will the recognition happen weekly or monthly, at staff meetings? Or possibly quarterly? Keep in mind, the sooner a reward or recognition is given to an employee, the more effective the message.



Finally, once you determine the frequency of recognition, you will need to decide the appropriate recognition or reward for the employee's outstanding performance. The incentive given to the employee should be commensurate to the behavior exhibited. Alternately, an employee who organizes and executes a school/department-wide fundraiser for a sick coworker will probably deserve more than special recognition at a staff meeting. Many of the ideas put forth in this tool kit for recognizing your employees are free and easy to implement. Others do have a cost associated with them, so understanding your budget and the amount you are willing to spend per employee is important.

Preferred/Reserved Parking Spot A designated parking spot can be created for the purpose of recognition. The department head/principal can determine the length of use.

Personalized Thank You Cards This is a Culture of Caring branded card that should be hand written by the employee's supervisor and personally delivered to the employee, whenever possible.

Recognition at Meeting Remember to acknowledge your exceptional staff members at all group meetings. Acknowledgement before their peers goes a long way toward raising the engagement bar.

Note of Thanks with a Craft from a CMS Student This is a Culture of Caring branded card that should be hand written by the employee's supervisor and personally delivered to the employee whenever possible. A craft by a student can accompany the card to enhance the personal nature of the gesture.

Recognition Posters Create posters that can be personalized for an employee who excelled in exhibiting behaviors that support the culture of the school. The poster is hung on the employee's door/cubicle.

Thank You Note Pads These can be from a note pad or an index card. Carry some with you and hand them out when you see an employee going the extra mile. (Poster maker required)



Bulletin/Brag Board Create a board that is reserved for the acknowledgement of employees who go above and beyond the norm. A short narrative about the employee, their accomplishments and a picture can be posted on the board, which should reside in a highly trafficked part of the school/department.

Thank You Note to an Employee's Family The employee's supervisor writes a thank you note to the employee's family and sends the note via US Mail.

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Acknowledgement on the Department/School Webpage or District Intranet Acknowledge an employee who went above and beyond by posting their achievement on your school/department's website. You can also contact Communications Services about acknowledgement in an upcoming issue of the district newsletter.

Coffee with the Boss Certificate This is a certificate that provides the employee the opportunity to have coffee with their supervisor on the day of their choosing.

More Great Ideas  (some cost associated with these)

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Care Packages Create a gift basket for the employee that includes items that reflect the employee's interests and personality.

Special Luncheon/Dinner Take a small group of employees out for lunch or dinner to acknowledge their hard work and dedication.

Staff Appreciation Day Celebrate and reward your most valuable asset, your team, by taking them to an after-hours ball game, providing them with lunch during a high-stress period or by bringing in a vendor to entertain them at the end of the school year.

Customizable Certificates Templates could include the following categories: Jeans, Coffee with the Boss, Special Luncheon/Dinner, Multi-Purpose



*These ideas were collected by the CMS Culture of Care Reward and Recognition Micro Team of which I am a member. Special thanks to Alvin Griffin, Ashley Adkins, Jaime J. Tecca, Kendra B. Woods, Mike Martin, Pat Rocca, Robin Y. Green, Sandra F. Fish, and the member of the Culture of Care team.

HOLIDAY CARD



It has been another amazing year here at Selwyn Elementary School. Every teacher met or exceeded their expected growth and our school has met all of our Annual Measurable Objectives. This means all students in every sub group met their targeted goals in every subject. Selwyn has again proven to be a flagship model school for others to follow. None of this would have been possible without the contributions of Jenny. Thank you for sharing your daughter, Jenny. She has impacted the lives of our future generations. Her contributions are invaluable to the success and growth of Selwyn Elementary School.

May you and your family have a joyous holiday season.

With deepest appreciation,

Share F. Lis, Principal



BE THE THIRD DONKEY



10 Compliments You Should Give Daily

There's a difference between "appreciation" and "compliments." Here's how complimenting properly can improve your career.

By J.T. O'Donnell

Founder and CEO, WorkItDaily.com@jtodonnell

Compliments are one of the best forms of workplace currency. They're free to give out, and when done properly, can have a very positive impact on your career.

Compliments vs. Appreciation--Know the Difference

Lots of people think appreciation and compliments are one in the same. I disagree. You can appreciate someone by saying things like, "thank you," "great job," or even "you're the best," but a compliment takes it a step further by explaining the value the person provided that made you appreciate them. Compliments are a form of structured gratitude, which is proven to have extremely beneficial affects in the workplace.

It's Not Your Job to Make Others Happy, BUT...

In a time when Millennials are getting fired for lacking professionalism and Boomers are getting fired for bad attitudes, employees must recognize it's their jobs to make themselves happy at work. That doesn't mean we shouldn't strive to give them something that can help them feel more professionally successful and satisfied. When compliments are used correctly, they can be the ideal way to coach individuals to a higher level of performance.

Good Compliments Re-enforce Desired Behaviors

Whether you're a manager looking for increased productivity from a staff member, a coworker looking to work better with others, or an employee who wants to improve their relationship with a boss, you can use the following types of compliments to get the job done. Each one re-enforces a desired behavior through a process of creating a positive emotion for the recipient.

1. Made your job easier. When someone takes something off your work plate, especially something that gives you a headache, share exactly how that made a difference in your day.
2. Helped you feel better about your work. When someone makes you feel proud, inspired, or more satisfied with the work you do, you should explain how it helped you feel better.
3. Made the company money. Any time someone makes a measurable impact on revenues, you should explain how his or her efforts justified the cost of having them on staff.
4. Saved the company money. Saving money is just as valuable as making it and should be recognized as justification for employment as well.

5. Taught coworkers something valuable. Similar to #3 and #4, when an employee shows other employees how to be more valuable, he or she should be complimented for the increased impact on the success of the company beyond their own workload.
6. Improved the workplace culture. A harmonious work environment directly impacts team performance. When someone does something to lift morale, it should be recognized.
7. Acted like an owner. When an employee acts as if they owned the company and does something in the best interest of the business, especially if it puts his or her own concerns aside, they should be complimented for the ability to think big picture. Keeping a business in business isn't easy. When employees show they understand that, it should be recognized.
8. Exceeded expectations. Compliments shouldn't be given to someone for doing what's expected. If you're paid to do a job, a compliment shouldn't be necessary. But, when someone clearly goes above and beyond the scope of the job i.e. staying late, doing work not assigned, delivering faster or more than expected – these are compliment-worthy activities that can help other workers see what it takes to stand out.
9. Saved the day. When a mega-problem arises or a catastrophe occurs, those who step in to fix it without asking deserve recognition for pitching in. It also helps to place emphasis on how much worse things could have gotten for the business if it had not been resolved.
10. Avoided a disaster. Identifying a potential disaster and doing what was necessary to ensure it didn't unfold should be rewarded with compliments explaining how, if allowed to occur, the disaster could have hurt the business.

Focus On Quality, Not Quantity (But, Consistency Does Matter)

When it comes to giving compliments to drive performance, quality matters most. Be detailed, sincere, and consistent in your delivery.

NOTE: If you compliment one person more than another, keep in mind you could be seen as playing favorites. While there's something to be said for using compliments to shine the light on good behavior as a way to make lackluster performers aware they're not cutting it, excessive use can backfire and cause workplace tension.

BONUS: Your Workplace Attitude Will Improve

When you condition yourself to actively seek daily opportunities to give compliments, not only will you make others happy, but your own attitude will improve. Studies show mindful gratitude is one of the best ways to make ourselves feel better at work. In essence, giving compliments is a two-for-the-price-of-one benefit.

The opinions expressed here by Inc.com columnists are their own, not those of Inc.com.

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<http://www.inc.com/jt-odonnell/10-compliments-you-should-give-daily.html>



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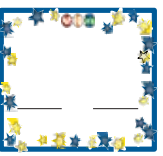
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