

Understanding the Counselor's Role in Building School Morale

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School Climate



College and Career Ready
Performance Index (CCRPI)

Richard Woods Georgia's School Superintendent



2014 College and Career Ready Performance Index (CCRPI)

District:

School:

Title I School: No

Grades: 06

Choose a Report Type:

School

Middle School

- CCRPI Score
- Achievement
- Progress
- Achievement Gap
- ED/EL/SWD Performance
- Exceeding the Bar
- Performance Flags
- Financial Efficiency
- School Climate

SchoolClimate

School Climate Domain	Score
Student Response (Georgia Student Health Survey II)	78.297
Teacher/Staff/Administrator Response (Georgia School Personnel Survey)	92.050

- School Connectedness
- Structure Learning
- School Safety
- Physical Environment
- Peer & Adult Relations
- Parent Involvement

Causes of Low Morale

- Student-Related Problems
- Academic Instruction & Curriculum
- Lack of Support
- Administrative Issues
- Relationship Problems

(Perumal, Magendri, 2011)

Student-Related Problems

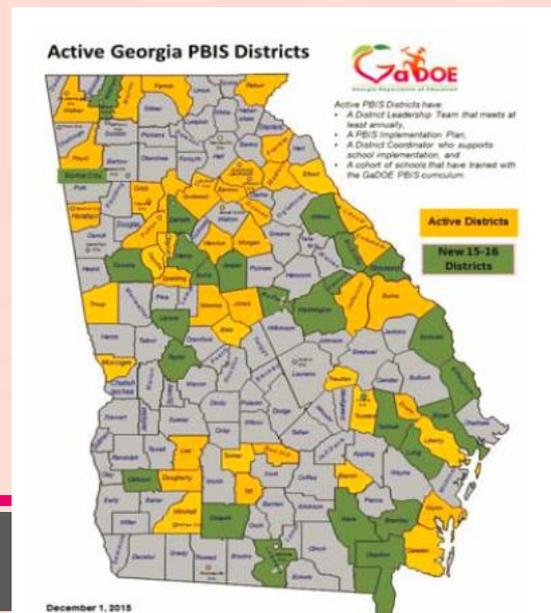
- Poor discipline
 - Laziness
- Lack of work ethics
- Disrespect of teachers and school rules
 - Tardiness
- High absenteeism

FOR THE EDUCATOR

- Email words of encouragement or wisdom to a teacher (especially after a tough situation)
- Teacher Grams from students
- Counselor or Administrator have a "Come to Your Senses" meeting with student

FOR THE STUDENTS

- Positive Calls Home
- Positive Behavior Referral
- Student Recognition
- Test Exemption
- [PBIS](#)



Academic Instruction & Curriculum

- Teachers complained that the focus is mainly academic & not holistic
- Maintenance of records and assessment tasks is time-consuming
 - Drop in pass requirements lowers standards
 - Lack of professional development and collaboration

- Small learning communities
- Alternative scheduling
- Team teaching
- Teaching continuity (school closed)
- School-based enterprises
- Professional learning communities
- Spread the Love/Piece of the Pie
- Advisement Program
- Pre-populated testing labels



- Bubbling Party
- Pre-Label Day
- Support Staff assistance with maintenance of records
- Time, Time, Time
 - Movie Time
 - In Service Days
- All teachers need a mentor
- Professional Learning topics related to academic success for students (**rigor**), social-emotional needs (**relationships**), and career planning based on content being discussed (**relevance**)

Lack of Support

- Inadequate support from administrators, peers, department chairs, parents and community
 - Few incentives for teachers
 - Little improvement in classroom management skills



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- Teacher Lottery: Name drawn and an administrator spends a day (or half-day) assisting the staff member whose name was drawn.
- For an anticipated "P-T Conference Gone Wrong" have an administrator sit in on conference.
- I like it when... (sentence starters)
- Administrator writes a one day or one week lesson plans for a teacher
- Kidnap-a-Class
- Get a donation of a shopping cart to keep at the school for adults bringing in huge loads of supplies
- During morning announcements, highlight something that an adult in the building did and tell why

Structured Initiatives

- Social activities to start the year
- Team building
- Mentoring
- Rewards, recognition, incentives
- Student advocacy
- Advisory programs
- Peer mediation
- Students as teachers
- Character education
- Parent partnerships
- Business-community partnerships
- Service learning/community service
- Extracurricular and co-curricular activities

Employee Attendance Recognition (EAR) Program



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- A letter of commendation from the principal for their personnel file
- # days/weeks of casual dress
- Certain # of days of early work leave
- A \$\$ supply order
- # Days of exemption from bus and/or lunch duty
- Gift Card
- Exemption from # afterschool activity or evening "special" events

School Wide Attendance	Average Daily Student Attendance	97.331
	Average Daily Teacher Attendance	96.696
	Average Daily Administrator Attendance	99.920
	Average Daily Staff Attendance	96.053
School Wide Attendance Score		97.500

School Climate

**Teacher at the beginning
of the school year**



**Teacher at the end
of the school year**



Administrative Issues

- Large class sizes
 - Salaries
- Nepotism and lack of merit in the appointment to leadership posts
 - Inequity in teaching loads between administrators and staff



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- Job Shadowing/Job Swap
- Spread the Love/Piece of the Pie
- Professional Learning on informal assessment strategies
- Students write letter to teacher about their learning, their accomplishments, challenges, and interests
- Assign students' jobs to assist with management tasks
- Collaborative Grouping reduced to "elbow partners"
- Gift Cards for recognition
- Professional Learning that comes with a stipend (summer or weekends)

Relationship Problems

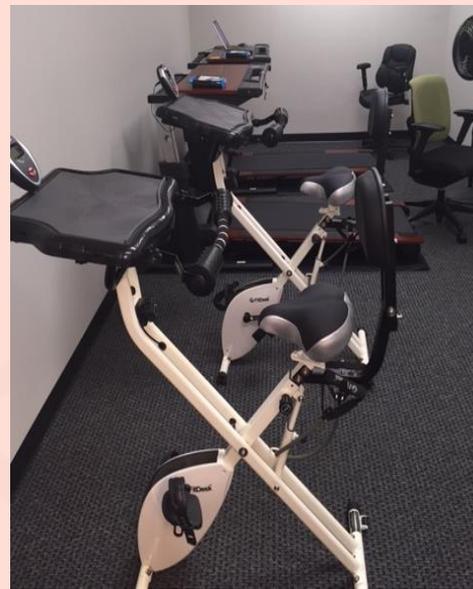
- Professional jealousy
- Apathy of colleagues
- Lack of unity amongst educators



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- Have a “So You Think You Know the Faculty?” game where each faculty member writes 1 or 2 fun facts about themselves and others have to guess!
- Grade Level mini Olympic events.....a competition between the staff of the grade levels or departments at your school
- Create a V.I.P (Valued Instructor Parking) space in your parking lot right up front!
- Staff Retreat (start with select groups)
- “Mascot” Appreciation Cards
- Exercise Class afterschool
- Coffee & Pastry Carts
- Have a "did you fill someone's bucket" board where staff can write affirmations for each other.
- Hobby/Interest Activity
- Social Outings
- Milestone Years of Service (1, 5, 10, etc.)
- Faculty E-Newsletter to include kudos, trivia, staff events

- Fresh Fruit
- Ice Cream Sundae Party
- Themed Sweets
 - STRESSED spelled backwards is DESSERTS
- Morning Treats the week of or week after testing
- Luau (We're going to Hawaii!!)
- Catered Lunches (PTA)
- Grill Out on in-service & pre/post planning days
- Family Fun Day (for faculty/staff)
- Tailgate before home football game
- SOUPer Bowl
 - 2/5/17 in Houston, TX



- Local parlors send in masseuses to provide 10 minute massages
- Faculty signs up in advance
- December and May

*If you don't feed the teachers,
they'll eat the students.*





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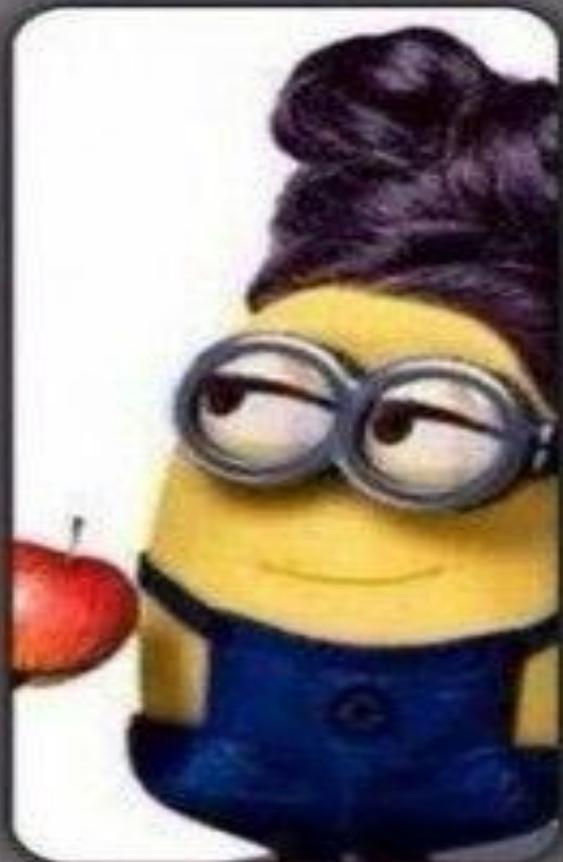
POINTS TO CONSIDER

- Emergency contact sheet that asks if you can recognize their birthday
- Don't emphasize a person's age
- Consider those who may not celebrate birthdays
- Staff Birthdate in Student Info System
- Don't be inconsistent
 - May/June & July/August
 - Weekends & Holidays

NOTEWORTHY IDEAS

- Birthday Card on special day
- Group Monthly Birthday Party
- Balloon/Sign on their door
- Birthday Relief
- Lunch with the principal
- Administrator calls each employee

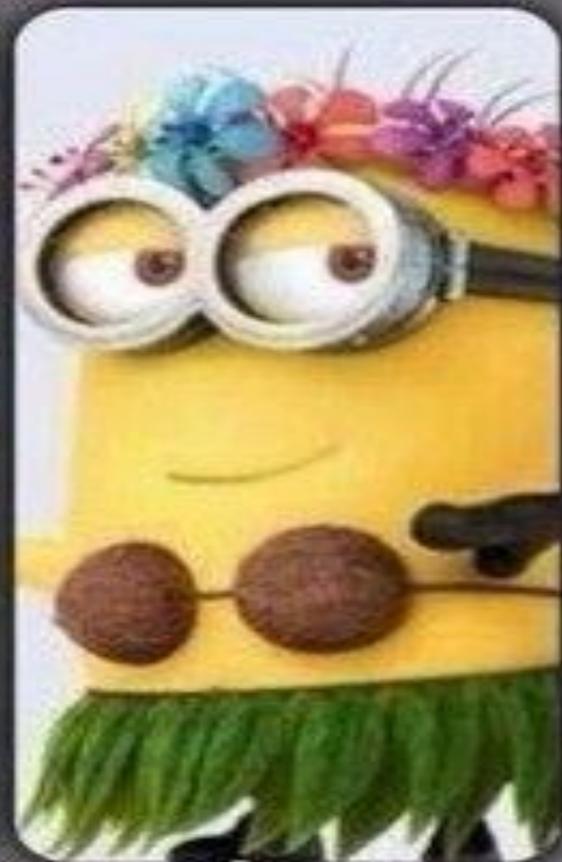
Teachers be like.....



**1st
Day of
School**



**October
thru
April**



**Last
Day of
School**

Potential Fundrai\$er\$ to Fund Your Program



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- A faculty dodgeball or basketball game against the students OR parents
- Chili Cookoff: \$1 for a taste test or \$3 for a bowl
- Bakeoff: \$1 for a slice or single serving
- Hat Day
- Dress for a Cause (jeans day)
- Dollars for Dreams (supports Care Team)
- Dollars for Scholars (can support funds students may need for certain school sponsored events (i.e. field trips))
- [Celebrity Autograph & Item Auction](#)
- Dining for Success

FEBRUARY WEBINARS

To register, click the webinar's title.

Feb. 17:

New Middle School Counselors
Academic Achievement Initiatives

11:00 AM

Feb. 17:

New Elem Counselors
Using Art in Your School Counseling Program

2:00 PM

Feb. 24:

Middle School Counselors
Empower & Inspire to Avoid the Drama

11:00 AM

Feb. 24:

New High School Counselors
College Entrance Exams Resources for Your Students

2:00 PM





The End