

# MARICOPA COUNTY SCHOOL SUPERINTENDENT

# 2023 MAY CULTURE AND CLIMATE CALENDAR

## CARE & APPRECIATION

### WEEK 1

#### Check-In On Well-Being

*Asking key questions can provide insight into culture, care, and support.*

- Tell me about a time you felt honored in our school community
- What is one word that describes how your self-care has been this year? How has the school community contributed or detracted from this?
- Do you feel your job here is sustainable? What would make the job more sustainable?

[Healing-Centered Environments](#)

### WEEK 2

#### Differentiate Appreciation

*Do you know your staff members' preferred language of appreciation?*

- Words of Appreciation: verbal acknowledgment
- Quality Time: facetime, outings, check-ins
- Acts of Service: small gestures, showing people they are valued
- Receiving Gifts: thoughtful, meaningful, tangible gifts
- Physical Touch: high fives, fist bumps, pats on the back

### WEEK 3

#### Care is a Constant

*Are care, appreciation, and wellness a year-long effort?*

- Start systematic checking in from point of hire
- Intentionally connect peers for support and connection
- Set up touchpoints between individual teachers and leadership team members
- Allocate staff check in time and protect it on your calendar

### WEEK 4

#### Take a multifaceted approach

*Are care and appreciation embedded in campus culture?*

- Formal: public recognition systems (ie teacher of the month)
- Informal: personal notes, video messages, bulletin boards, email spotlights
- Peer to Peer: Shout-out boards, staff meeting celebrations, traveling gratitude journals
- Simple is Powerful: sticky notes, email shout-outs, in the moment feedback