

# 2022 CULTURE AND CLIMATE CALENDAR

## NOVEMBER: RETENTION THROUGH INTENTION

### WEEK 1

#### **Conduct Stay Interviews**

*Conduct intentional one-on-one conversations to learn what motivates and frustrates valued staff*

- Be proactive- don't wait for exit interviews to get insight
- Be strategic- conduct early in the year with key staff
- Interview your "irreplaceables" and flight risks
- Follow up and address concerns
- Use as an opportunity to build relationships and trust

[Stay Interview Quick Guide](#)

### WEEK 2

#### **Create a Plan**

*Be intentional and specific about planning for retention*

- Think about each teacher's contributions
- Choose specific and individualized strategies
- Keep a weekly log of communication, feedback, and appreciations
- Don't forget about frequent and consistent temperature checks

[Planning Guide — Teacher Retention PDF](#)

### WEEK 3

#### **Lead "Values Forward"**

*Be intentional with core values reflected in actions and decisions*

- Be a leader who creates leaders
- Treat teachers as trusted professionals
- Make yourself fully available and seen in spirit and schedule
- Focus on the main thing as the main thing and practice selective abandonment
- Nurture a growth mindset that includes both learning and "unlearning"

### WEEK 4

#### **Support Teachers in Practical Ways**

*Be strategic, intentional, and specific about teacher support*

- Prevent barriers to instruction and protect planning time
- Create opportunities for community and collaboration
- Offer multiple feedback loops
- Cultivate growth- skip "check the box PD" and empower individualized pathways