**TOOL: Strategies for Building a Staff Culture of Appreciation**

The SEL team can also encourage staff to model SEL by fostering a culture of appreciation. Staff who receive recognition for their learning and collaboration efforts are more satisfied with and engaged in their work and are more likely to continue modeling social and emotional competencies for peers and students.

* Start a compliment campaign in which staff share ways their peers are fulfilling the staff shared agreements on a bulletin board. For example: “Thank you, Dean Pride, for facilitating Tuesday’s powerful Circle, which shows your restorative approach to working with students!”
* Create opportunities for staff to verbally acknowledge fellow staff members for honoring a specific shared agreement. Not sure how to acknowledge a fellow staff member? Ask them how they prefer to be acknowledged.
* Challenge staff to choose one shared agreement that they’ve been struggling with. Ask that they dedicate effort this week to working toward honoring that specific shared agreement, and then check in on progress at the next staff gathering. Setting this kind of personal goal can be supported by having an intention partner you connect with about goals between meetings.
* Invite staff to write positive affirmations on slips of paper and place them in a paper bag that has the staff’s name written on it. At the end of the day, that staff member gets to take their bag home and read their affirmations.
* During particularly stressful weeks (e.g., during testing or conferences), provide coffee and tea or snacks for all staff with a note referencing a relevant shared agreement.
* Send out a confidential survey that asks staff to evaluate how well the staff feels the group is following each shared agreement. Celebrate agreements that staff has done a good job following. Choose one or more challenging agreements and collaboratively make an action plan to acknowledge and appreciate each other when they see their peers honoring those particular agreements.