

Activity

What's in your wallet?

- ▶ **Find 1 item in your bag, pocket, or wallet that represents you.**
- ▶ **Share-out your story with 2 people you haven't spoken to today.**

Thinking Like a Wolf

Applying Our Staff Culture & Values



Goals

For this workshop

- ▶ **TWBAT articulate why their teammates come to this work.**
- ▶ **TWBAT apply these values to real-life situations we will inevitably confront as a staff.**

Ice-breaker

Seeing what makes us tick

1

Personal Stories

The connections that bring us all to this work

2

Staff Values

Keeping these in mind

3

3 Case Studies

How do these truly live?

4

Debrief

What did we learn?

5

Personal Stories

What Brings You Here?

- ▶ **Answer the following questions on your paper:**
 - How has our mission played out in your life?
 - When did you know you wanted to come to our work?
 - What re-energizes you about our work?
 - What is most challenging?
- ▶ **These will be collected and posted!**

Key Point

Applying our Mindsets & Values

- ▶ Even when it gets tough, we must always remember each others' **NOBLE STORIES.**

Reflect

In Your Handout

- ▶ **Think about the most impactful and meaningful **TEAM** you've worked with in the past.**
 - What made that team particularly strong?
 - How did you feel working with that group?

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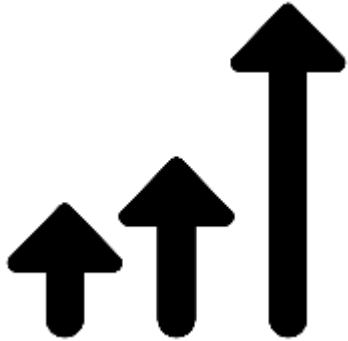
Debrief

What did we learn?

5

Three Pillars of Amistad High Staff Culture

**Growth
Mindset**



**Be the
Change**



**School
Teachers**



Ice-breaker

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Thinking Like a Wolf – Case Studies

Applying Our Staff Culture & Values

Grade Level Team Task

Living the Core Values

- ▶ **Case Study (15 minutes in teams)**
- ▶ **Focus – How can we push our own mindsets in challenging situations this year?**
- ▶ **Timeline:**
 - **1 minute to read**
 - **4 minutes to discuss (Use key points to help!)**
- ▶ **Share-Out:**
 - **Key take-aways from these scenarios**

Case Study #1

Neighbor Next Door

- ▶ It is 8 weeks into the school year and yet again the advisory next door is loud and unruly. Your advisory is staying focused, but you are getting tired of answering “How come we’re the only ones who have to have silent study hall?” The advisor isn’t on your grade level, so you don’t know them that well and are tired of having to support them with keeping scholars focused, therefore you don’t say anything to the teacher.
- ▶ **Discussion:** How can we push this teammate’s mindsets and actions to match our values?

Key Points

Applying our Mindsets & Values

- ▶ We protect our values.
- ▶ We live these every moment of every day.

Case Study #2

Not Sure About That

- ▶ You're sitting in a coaching meeting with your coach and a Network Support person who observed your class, debriefed, looked at student work, and are now brainstorming ways to push your data forward. As they propose ideas, you find yourself saying "Oh, that will never work..." and "That's going to be really hard for them..." and "I think I'm just going to use what I did last year..."
- ▶ **Discussion:** How can we push this teammate's mindsets and actions to match our values?

Discussion Time

Key Points

Applying our Mindsets & Values

- ▶ This work is hard, therefore we must remain optimists.
- ▶ We live growth mindset daily for our scholars and ourselves.

Case Study #3

Some Things Will Never Change

- ▶ Every transition you are SUPER present in the halls and are holding all scholars to the same, high bar in terms of behavior while spreading joy along the way. However, one scholar in particular, never seems to be making the right choices. She's loud, refuses to stop and address you when speaking to her, and more often than not earns a demerit for her poor interactions with you. Lately you've taken to just not addressing her misbehavior, because it isn't worth the hassle in the halls.
- ▶ **Discussion:** How can we push this teammate's misbehavior and expectations to match ourselves?

Discussion Time

Key Point

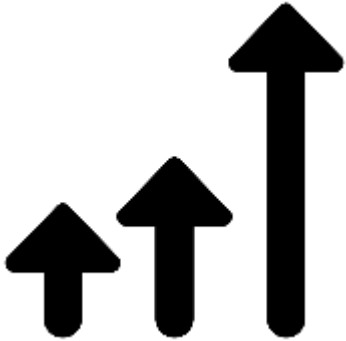
Applying our Mindsets & Values

- ▶ We must take an asset-based, high expectations mindset for all our scholars.

Close-out

How will you ensure you truly live our values this year?
Which will be the easiest for you? The hardest? (Table share-out)

**Growth
Mindset**



**Be the
Change**



**School
Teachers**

