



MISSION:

Our mission is to help professionals thrive in both work and life. In particular, our passion is in helping educators build resiliency, self-efficacy, and emotional regulation, so they can create thriving classrooms that are equipped to meet the ever-changing needs of students.

METHODOLOGY:

Our work is based on research in positive psychology, neuroscience, positive organizational systems, and education. Our work is linked to Dr. Maslach and Dr. Leiter's (1997) research on organizational stress barriers and Dr. Bryk and Dr. Schneider's (2004) work on the impact of relational trust in schools. We utilize best practices in collaboration, mindfulness, and self-reflection to help individuals and communities experience transformational growth.

RESILIENT SCHOOLS PRESENTATIONS:

- **Teaching Through Stress:** This presentation introduces educators to the science of stress, the language of resilience, and the tools necessary to build resilience. Individuals are provided a framework—Maslow’s Hierarchy of Teacher’s Needs—to understand where they are struggling and how they can invest in their own resilience.
- **Communities of Resilience:** This presentation intermixes the individual practices of resilience and the communal practices of resilience. Staff are introduced to a common metaphor and are led through practices meant to build their skills of resilience, both as a staff and as individuals. The goal is to create common language and personal investment in building a community of self-compassion, vulnerability, trust, and empathy.
- **Individual Skills of Resilience Trainings:** These trainings focus on the seven skills of resilience: self-compassion, empathy, vulnerability, courage, emotional awareness, collaborative spirit, and cognitive flexibility. The trainings include such things like: Challenging the Inner Critic with Self-compassion, Creating a Culture of Accountability, Investing in the Hard Conversations, and Leaning in with Empathy.

Resilient Schools Presentations Pricing:

- 1hr presentation = \$600 (plus round trip mileage from Holland)
- 1/2 day presentation = \$1250 (plus round trip mileage from Holland)
- Full day presentation = \$2500 (plus round trip mileage from Holland)

PERSONAL WELLNESS INVENTORIES:

- This 38-question inventory assesses an educator’s mental, physical, and emotional wellness. The inventory takes approximately 10 minutes to complete. The inventory provides an educator’s overall wellness score, their protective factor score, risk factor score, and individualized score in the unique areas of Maslow’s Hierarchy of Teacher’s Needs. Each educator receives their personalized score automatically and is given the opportunity to receive coaching (see Tier 3 supports).

Personal Wellness Inventories Pricing:

- Small District Pricing: (1-50 FTE Teachers) \$12/person
- Middle District Pricing: (51-150 FTE Teachers) \$10/person
- Large District Pricing: (151+ FTE Teachers) \$8/person

Tier 1

STAFF CULTURE ASSESSMENT:

- This is a 35-question inventory, intended to assess within a school and district the unique stress barriers as well as the strength of relational trust between administration and staff and within the staff. The assessment is based on Dr. Maslach and Dr. Leiter's (1997) six-identified stress barriers within an organization—workload, lack of control, absence of fairness, conflicting values, breakdown of community, and insufficient reward—and Dr. Byrk and Dr. Schneider's (2004) 10-yr study on the impacts of relational trust on school improvement. After participants complete the assessment, districts are provided with a detailed breakdown of the stress barriers by school and role. This breakdown can serve as a roadmap for identifying the cultural needs of a building and district and the training necessary to help build a more resilient culture.

Staff Culture Assessment Pricing:

- 1 Building: \$1,500 / building
- 2 - 3 Buildings: \$1250 / building
- 4 - 5 Buildings: \$1100 / building
- 6 + Buildings: \$1000 / building

Tier 2

STAFF CULTURE DEVELOPMENT *(requires Staff Culture Assessment)*

Schools need to build the internal capacity to sustain healthy cultures. Our system of supports invests in training educators to identify the strengths and the gaps in their cultures and design strategic plans specific to building a healthier staff culture. Through our guided process, educators learn what culture is, why intentionality is important for creating and sustaining healthy cultures, and how to practice the skills and behaviors collectively and individually necessary for a healthy culture. Our process utilizes relevant data, inclusive conversations, and strategic-planning process to create invested buy-in and impactful results.

We can layer on skill-based training to add capacity and build common practice across a team or district. Ask for a more detailed breakdown of this service.

Staff Culture Development: *(includes Staff Culture Assessment)*

- 1 Building: \$2,000 / building
- 2 - 3 Buildings: \$1800 / building
- 4 - 5 Buildings: \$1500 / building
- 6 + Buildings: \$1250 / building

Trainings on Skills or Knowledge Gaps:
• \$600/hr

Tier 3

EDUCATOR WELLNESS COACHING: *(requires the Personal Wellness Inventory)*

- After taking the Personal Wellness Inventory, educators whose scores suggest that it might be helpful will be contacted and offered the opportunity to connect with one of our Educator Wellness Coaches. Together, this coaching process will help educators identify their stress, learn the skills they need in order to be resilient, add tools to manage their stress, and regain their passion and purpose as an educator.

Price of Educator Wellness Coaching:

- dependent on the number of educators who are coached through the process
- \$1250 per educator coached



OPPORTUNITY
thrive

www.opportunitythrive.org

Want to know more?
We can build a program
that meets your needs.

Rebekah Schipper, M.Ed.
Executive Director
616.566.6847
rschipper@opportunitythrive.org

