



### 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.

## BUILDING HEALTHIER STAFF CULTURES:

Schools need to build the internal capacity to sustain healthy cultures. Our system of supports invests in training educators in identifying the strengths and the gaps in their cultures and in designing 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.

## STEP ONE: CREATING INVESTED BUY-IN

In this phase of the work, we will meet with key stakeholders, introducing them to the why, the what, and the how of the project. Specifically, we will meet with teacher leaders (i.e. unions) and building leadership, and we will share with them the research showcasing both the why of our work and the evidence for success. We will take this time to identify any potential areas of concern or barriers to the success of the work. This phase is necessary to ensure we can begin the work on solid ground.

## STEP TWO: COLLECTING DATA

We will roll out our Staff Culture Assessment, a 35-question inventory intended to assess the unique stress barriers of an organization as well as the strength of the relational trust that exists between leadership 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. Bryk and Dr. Schneider's (2004) 10-yr study on the impacts of relational trust on school improvement.

### ORGANIZATIONAL STRESS BARRIERS



## STEP THREE: DATA ANALYSIS

After all the data has been collected and analyzed, Opportunity Thrive will return an aggregated report. The report can showcase data by building, role, years of service, or gender. The purpose of the analysis is to encourage leadership and staff to ask the necessary questions to identify the gaps and next action steps in the process of strengthening staff culture. The data is not meant to be predictive or prescriptive, rather descriptive of current reality. The report will be distributed for review in the following order:

- 1. Leadership** Leadership will have an opportunity to wrestle with the data first, identifying important themes and questions.
- 2. Staff** Staff will wrestle with both the data in the overall report as well as the questions identified by the leadership team. Staff will identify their own questions from the data as well.

## STEP FOUR: STRATEGIC ACTION PLAN

Collectively, the staff will identify next steps, based on the data that can be taken to strengthen the staff culture. These steps will be collected and moved into an action plan with clear, tangible goals, ownership, and a timeline.

## STEP FIVE: IDENTIFICATION OF GAPS IN SKILLS OR KNOWLEDGE

With the support of Opportunity Thrive, district or building leadership will identify gaps in skills or knowledge that would prevent the successful implementation of the strategic action plan. Possible gaps in skills or knowledge are "how to have a hard conversation," "how to manage and process stress," "how to practice healthy collaboration," or "how to build behavioral systems that reflect developmental science."

## STEP SIX: BUILD A SUPPORT SYSTEM AND ENACT THE PLAN

Together, Opportunity Thrive and the district or building will develop a support system that includes training sessions to address the gaps in skills or knowledge and potential one-on-one coaching for educators who might need more support.

The staff and building leadership will work towards accomplishing the action steps as laid out in the strategic plan. Opportunity Thrive will serve as a support for these steps, ensuring common language and collective efficacy.

## STEP SEVEN: REVIEW PROGRESS

Opportunity Thrive will deliver a second Staff Culture Assessment to identify progress or continued gaps. The data will be reviewed by Opportunity Thrive who will deliver a summary report to district or building leadership.

Opportunity Thrive will also conduct a final listening and reflecting process with the staff to identify the "start doing," "stop doing," and "keep doing." These staff recommendations, along with the data will be compiled in a next steps recommendation report from Opportunity Thrive.

## PRICING:

Staff Culture Assessment + Data Review and Strategic Planning Meetings:

- 1 Building: \$2,000 / building
  - 2 - 3 Buildings: \$1800 / building
  - 4 - 5 Buildings: \$1500 / building
  - 6 + Buildings: \$1250 / building
- \*mileage will be added to overall pricing*

Trainings on Skills or Knowledge Gaps:

- \$600/hr
- (trainings can be built to accommodate time availability of district or building)