

ENDORSEMENTS

"Developing and maintaining a positive school culture and climate is the most important goal for a school leader in order to sustain continual growth and success of everyone within the school community. School leaders need support and resources to make that happen. 1-Minute Encouragers is that detailed and focused resource that leaders can use to help their staff identify, share and reflect on why education is one of the most noble professions on earth. These 1-Minute Encouragers are focused and impactful, yet relevant and easy to implement. This book should be in the hands of every educational leader and practitioner.

Keep Standing TALL!"

Steve Bollar, Stand Tall Steve

Ted Talks lecturer, Ideas Ideas Ideas author and international speaker

"The success of our schools depends on the ability of each teacher to engage each student in the education process. As a result, it is critical that we take the time to engage our teachers with daily encouragement. Dr. Bowman's and Dr. Fikac's proven expertise in behavioral science, and with teacher wellness and resiliency is required reading for a professional field facing teacher shortages."

Akil Ross, Ph.D., Superintendent

Lexington Richland School District Five, South Carolina

Author, *Educating the Heart*

"This type of encouragement is perfect for educators. Teaching is rewarding and mentally exhausting. Collegial support and encouragement for teachers is the perfect way to put a smile on their faces and remind them of their 'why.'"

Beverly Johnson, M.Ed., MRT, Assistant Principal

Siebert Elementary School

Eastland, Texas

"With the daily trials and tribulations that occur in a school environment, I am extremely pleased to see this program. With our faculty and staff pouring so much of themselves into our students, this will greatly benefit them. I look forward to the self-awareness journey that we will go on as a school family. This is just what we need to refresh and renew to continue to bring our best forward."

Michael Lofton, Ph.D., Principal

Spring Hill High School / Career Pathways Magnet School

Chapin, South Carolina

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"What a great idea! Teachers and other school staff need all the encouragement and support they can get. This program provides staff a chance to share and discuss recent issues, successes, and current struggles in the school environment. Often educators talk about building a positive school culture with students, but this resource will help facilitate a more positive school culture among staff!"

Tim Handrich, Counselor

JR Gerritts Middle School

Kimberly, Wisconsin

Co-author of *The Ultimate Middle School Counseling Handbook and Help, I'm Living with a Teenager*

"Encouragement seems like a lost art in schools today. With our society living in such a fast-paced digital landscape, this book can provide that quick "slowdown" we all need to take time for human connection and support. The inspiration and camaraderie that can be birthed out of this program will not only uplift school staff, but will surely trickle down into the hearts of our students as well. It is certain to be an important resource for our time."

April Groff, MEd, Reading Teacher

Hendersonville Middle School

Hendersonville, North Carolina

"This program is exactly what every school needs right now. Teachers report morale being at an all time low. 1-Minute School Staff Encouragers provides school staff with easy-to-do, quick activities that will directly impact collegial morale and wellbeing. The added encouragement and support staff will feel resulting from this program will help strengthen the positive climate in your school, it's that simple"

Tina Dietrich, Counselor

Fountain Woods Elementary School

Burlington, New Jersey

Coauthor of *10-Minute Classroom Openers*

"Every teaching team should consider this text an indispensable resource. The thought-provoking prompts within its pages have the power to guide teams into deep, meaningful conversations about best practices for both themselves and their students. Making it a part of every team meeting is a must, as it sets the foundation for productive discussions and professional growth."

Jon Krumtinger 4th Grade Teacher and SEL Coordinator

The International School Nido de Aguilas

Santiago, Chile

HOW TO USE THIS PROGRAM



Implementing this program requires little planning or setup.

The simplest method to implement:

1. Distribute a *1-Minute School Staff Encouragers Handbook* to each staff member in your school.
2. Decide which staff meetings will be involved. For example, professional learning community (PLC), faculty, team, department, and/or staff development meetings, etc.
3. Share the purpose of the program and its intended benefits. Explain the procedures and expectations for staff to participate as both support-givers and support receivers.
4. Divide staff into groups of 4-5 individuals.
5. Ask participants to take one-two minutes to silently read the selected pages and consider the questions that follow the topic.
6. Invite each group to take at least 10 minutes to share and discuss their answers to the questions.



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Considerations:

1. Before the first meeting, ask your staff to prioritize their interests of the included topics. Use this input to tailor the order in which topics are covered.
2. Decide which topics might be more relevant to support staff as opposed to classroom teachers. In the topic lists later in this book, an * next to a title indicates that it is applicable to all school staff. The absence of this symbol indicates that the topic is more geared for professional educators.
3. Invite staff to use the QR codes in their handbooks to learn more about other recommended readings, resources and programs relevant to the topics covered.
4. If implementing a session with a large group of participants, choose a creative way to mix the staff randomly into small groups. (See Appendix A for some creative ideas.)
5. If more time is available in the staff meeting, encourage the small groups to extend their discussions beyond 10 minutes.
6. Offer and encourage staff to continue their discussions with one another beyond the meeting time. This resource is intended to be a staff-support springboard that can be used repeatedly throughout the school week.