**Please be sure to save this document** to your own drive after downloading it.

**Q&A**

* What practices or approaches might you consider, based on information from the Q&A?
* How do the experiences described in the Q&A compare and contrast with your own experiences as a leader and/or as a school staff member?

**Overview of approaches to facilitate positive working relationships**

|  |
| --- |
| **Developmental relationships framework (Search Institute)** |
| **Express care** | What are ways you experienced this *from* a school leader, before you were a leader? |
| What are ways you provided this *to* staff, as a leader yourself? |
| **Challenge growth** | What are ways you experienced this *from* a school leader, before you were a leader? |
| What are ways you provided this *to* staff, as a leader yourself? |
| **Provide support** | What are ways you experienced this *from* a school leader, before you were a leader? |
| What are ways you provided this *to* staff, as a leader yourself? |
| **Share power** | What are ways you experienced this *from* a school leader, before you were a leader? |
| What are ways you provided this *to* staff, as a leader yourself? |
| **Expand possibilities** | What are ways you experienced this *from* a school leader, before you were a leader? |
| What are ways you provided this *to* staff, as a leader yourself? |

* What are the structured and unstructured ways that you (or school leaders in your LEA) meet and build relationships with staff?
* How do you/how might you learn more about how educators and other school staff view the strength of relationships among staff, and of relationships between staff and leaders?
* List the “look-fors”
	+ What actions or descriptors correlate with a well-functioning team in a school?
	+ What actions or descriptors correlate with a team where the leader is trusted?
	+ What are signs that staff relationships and culture are *not* effective?
	+ Consider how you can effectively observe or measure these indicators in your school/s.

**Suggested resources**

* [The Developmental Relationships Framework](https://www.search-institute.org/developmental-relationships/developmental-relationships-framework/) (Search Institute) – can be adapted to relationships among colleagues
* [Building Staff Crew](https://eleducation.org/resources/we-are-crew-chapter-2-building-staff-crew) (Expeditionary Learning)
* [The Key Three of Teacher Retention](https://www.edelements.com/blog/the-key-three-of-teacher-retention) (Education Elements)

**We appreciate your feedback.**

Please respond to a brief survey about this workshop: <https://forms.gle/qBAyN99dirmLUNtZ9>