

Appreciation Tips



Be specific – share what you appreciate and the impact it has on you/others



Be timely – share your appreciation sooner rather than later- this will also help you be specific



Make it a habit – Just as we ask educators to reflect on what they notice about student behavior, make sure you find time to pause and notice the strengths of your staff

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Have Feedback or Other Celebration Ideas?

Please feel free to share other ways you have celebrated your team or to let us know how one of our strategies worked!

Site Leader Actions to Celebrate

- Taking action from Aperture data
- Supporting educators with reviewing and taking action from data
- Asking a thoughtful question
- Problem-solving an implementation challenge
- Completing Aperture training
- Obtaining high (or improved) rating or training completion rates at their site
- Finishing a rating window
- Boosting their own SEL skills

Celebration Action Plan

Woo-hoo, it's time to celebrate our Site Leaders! We will show our gratitude for our site leaders with a _____, on _____.

We love hearing other ways districts are celebrating their site leaders. Please feel free to share the different ways you are celebrating

Ways to Celebrate

- Gratitude Email:** Send site leaders an email expressing your gratitude for their efforts ([template](#))
- Thank You Card:** Send/deliver thank you cards outlining specific efforts and accomplishments of your site leaders ([printable](#))
- Friendly Competition:** Does your team appreciate a friendly competition? Screenshot the rating or training completion report and send to site leaders. Be sure to celebrate the work already completed and consider offering a small incentive for the highest rating or training completion
- Gratitude Doors:** Decorate 1-2 site leaders' office doors every semester with a poster or sticky notes expressing gratitude for the work they have done to support educators and students with the DESSA

1st Rating Appreciation Email

Subject: Well done, team!

Content:

Hi team,

I want to congratulate you all on supporting your schools in finishing [District Name]'s first Aperture rating window. Thank you for the time you invested in gaining teacher buy-in, completing Aperture training, supporting your teachers in completing training and ratings, and problem-solving challenges at your school as they arose.

I'd like to share a special shout out to...

- [Site Name], which had the highest training completion rate - well done [Site Leader names]!
- [Site Name], which had the highest rating completion - great job [Site Leader names]!
- [Site Leader Name], who navigated [insert a challenge/barrier they overcame] at [Site Name]

I'm ready to start exploring the data to make better decisions about our SEL programming and monitor progress towards our goals, and look forward to hearing what your schools learn from your results too.

[insert relevant gif, if that's your style]

With gratitude,

[Name]

Appreciation for Behavior You Noticed

Subject: A moment of gratitude for you,
[Name]

Content:

Hi [Name],

I wanted to recognize [behavior you noticed].
It [impact the behavior had on you or others].
[Follow-up action item].

I appreciate your [characteristics associated
with the behavior] and am glad to have you
on our Aperture leadership team.

[insert relevant gif, if that's your style]

With gratitude,
[Name]

Example

Hi Paul,

I wanted to recognize the thoughtful way you followed up with teachers who weren't completing DESSA ratings. It elevated some teacher concerns that we hadn't heard yet and boosted your school's completion rate by 20% - wow! I'd love for you to share your approach with Aperture leaders from the other schools the next time we meet so we can all learn from your experience.

I appreciate your empathy and collaborative problem-solving skills and am glad to have you on our Aperture leadership team.

With gratitude,
Janée



When we start with strengths, we end up stronger.



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