



COSA 2022



@characterstrong

Land Acknowledgment:
**The Wana Lama, Wasq'u and
Northern Paiute**



Creating a Culture of:
**Clarity, Competence, and
Consistency**

PD Agreements



Active engagement provides the best experience for us all! Feel free to participate by using overly exaggerated nods, jazz hands, snaps, or simply ask a question.

Work to create brave spaces. We ask that you lean into discomfort. Use your voice. Extend empathy to others.



“Attention is the rarest and purest form of generosity.” - Simone Weil

Who's In The Room Today?





GROUP SHARE

**What is something about
SEL that can positively
impact staff and students?**



**Hold up rock,
paper, or scissors.**

Form a group of 3 with someone
holding up rock, paper, and scissors
(one of each!)



Get-to-Know-You Games



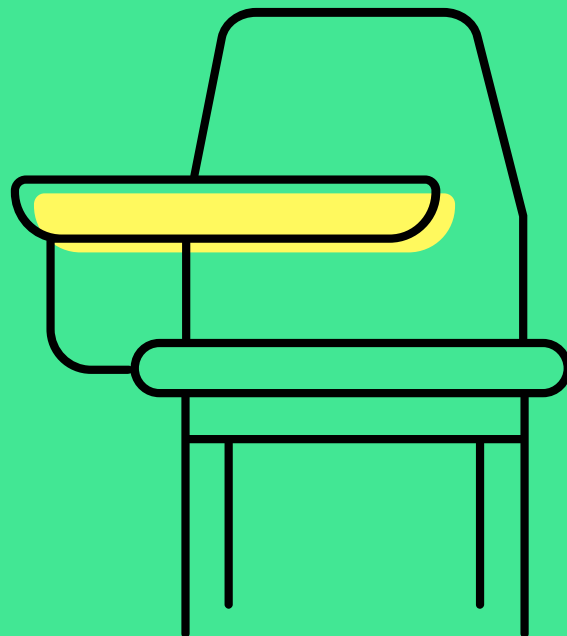
GIFeelings

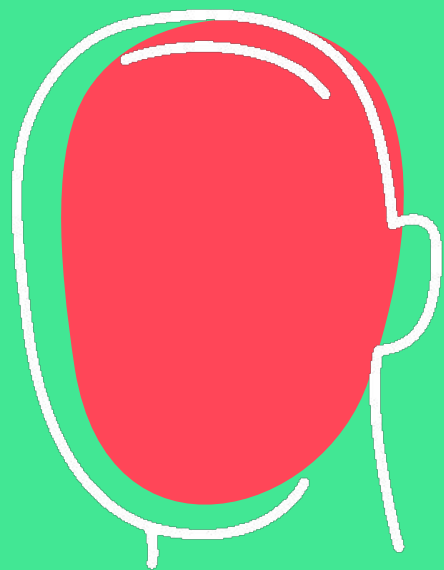
Would You
Rather?

4 Corners



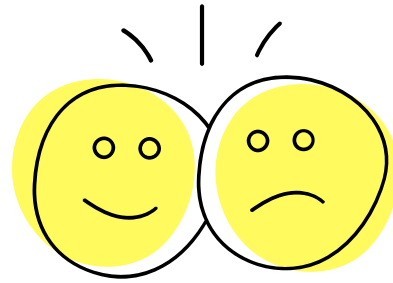
Find Your **Seat**





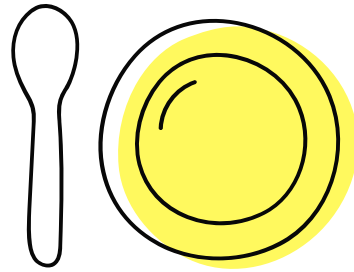
Low burden, high impact
strategies that begin with adult
behavior change, to positively
impact student outcomes





It's all about
RELATIONSHIPS






It IS the **PLATE**



Culture & Climate

A yellow brushstroke graphic is located below the title 'Culture & Climate'.

Culture: *"...goes much deeper than a mission statement... culture is how group members actually behave, repeatedly and habitually."* - James Hunter

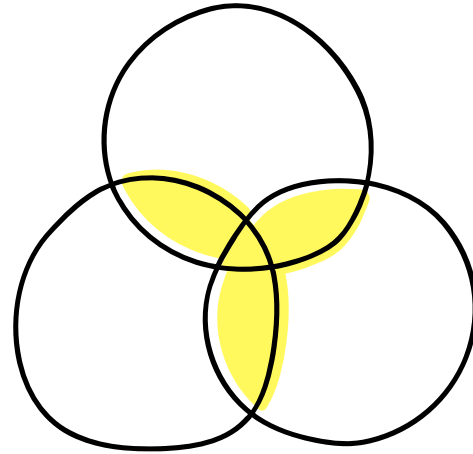
A small yellow brushstroke graphic is located below the 'Culture' definition.

Climate: The product of the attention to those behaviors; the school's effects on its people. It is something you can actually feel.

Culture: Behavior



Climate: Feelings



The Circles of **Culture**

The Circles of **Culture**

Clarity

What do
people believe
in or care
about?

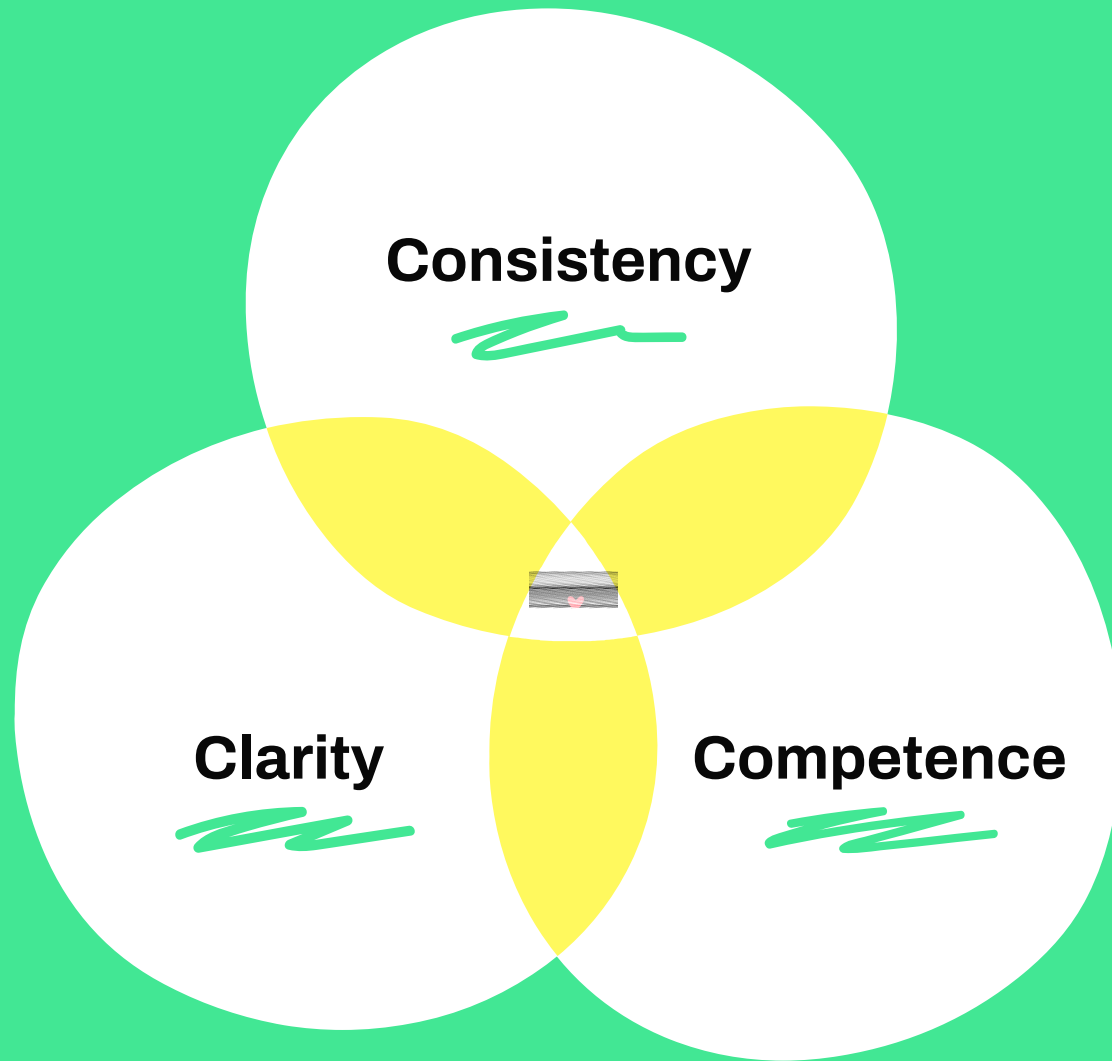
Competence

What do
people
know how
to do?

Consistency

What do
people do
daily or
weekly?

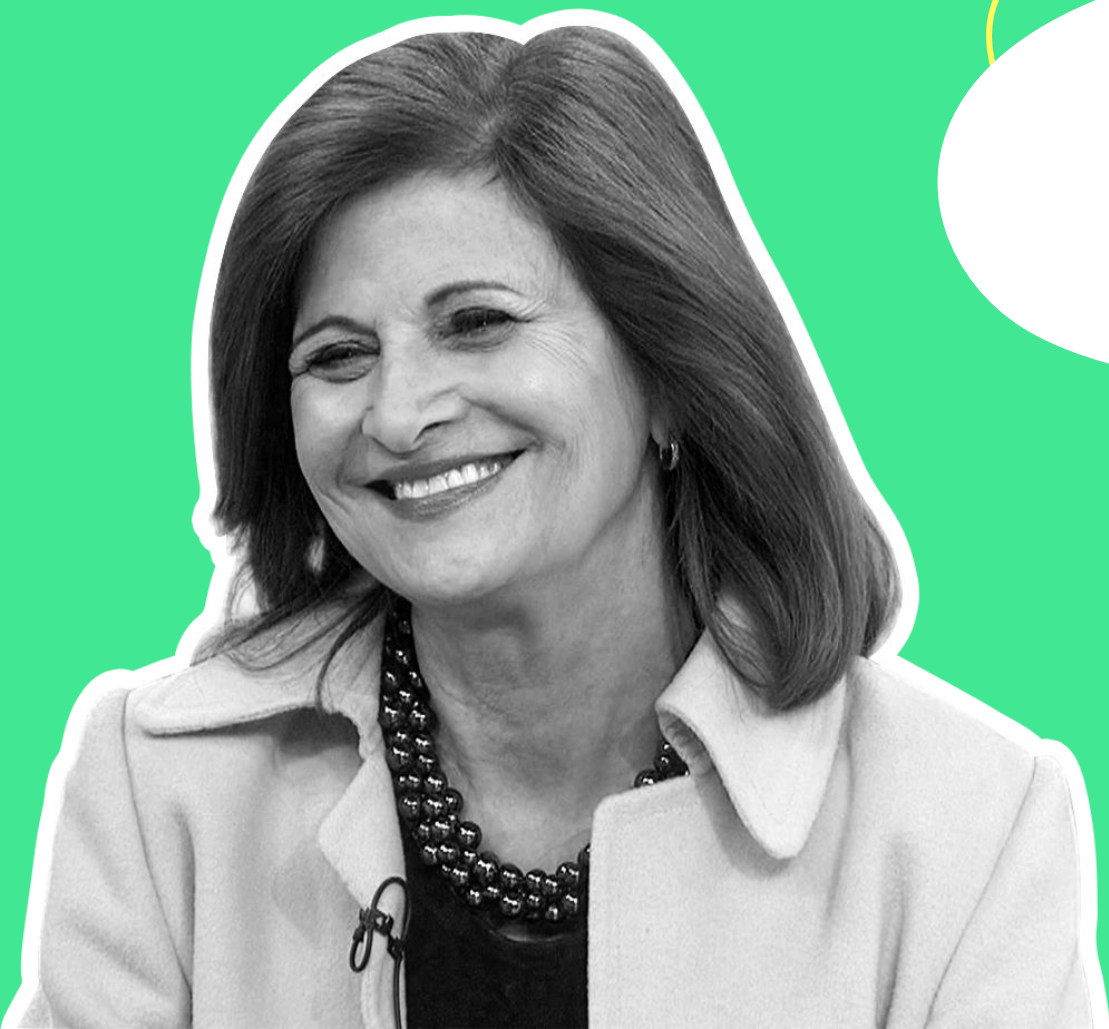
Circles of Culture



Clarity: What do people
believe in or care about?



Why Teach the Whole Child



**“As anxiety increases,
empathy decreases.”**

- ⚡ This is what Dr. Michele Borba describes as “The Empathy Gap”**
- ⚡ Empathy has dropped among teens by 40%**
- ⚡ “Empathy can be taught”**

Why Teach The Whole Child



“The necessary task is providing these students with access to teachers and other adult role models who can establish supportive, mentoring relationships with youth who have had negative experiences with the school system.”

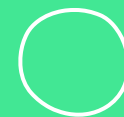
 **Dr. Pedro Noguera**

Why Teach the Whole Child

“When we focus on end of the year test scores, that equates to just 50% of what students need to be successful.”



Andrew Sokatch



World Economic Forum

Top 10 Job Skills Needed for 2025

Problem-Solving	Self-Management	Working with People	Technology
<ul style="list-style-type: none"> • innovation • complex problem-solving • critical thinking • creativity & initiative • reasoning & ideation 	<ul style="list-style-type: none"> • active learning • resilience, stress-tolerance & flexibility 	<ul style="list-style-type: none"> • leadership & social influence 	<ul style="list-style-type: none"> • technology use & monitoring • technology design

SELF REFLECTION

**How does Clarity with staff
and your student leaders lead
to improved culture and
climate on your campus?**



Competence: What do
people know how to do?





i

npr.org
Kids are back in school — and struggling with
mental health issues



New Research Shows How Bad the Pandemic Has Been
for Student Mental Health

edweek.org



USNEWS.COM

Schools Confront Continued Mental Health Needs

Mental health services in schools are strained as students struggle after a year...

FORBES.COM

**Why Education Is About To Reach A Crisis Of Epic
Proportions**

COMPETENCE

What Do People Know How To Do?



How are the students doing?

1. Anxiety disorders are the most common mental health concern for young people in the US
2. 75% of U.S. high school students expressed boredom, anger, sadness, fear, or stress while in school.
3. What's the fall out of all of the educator burnout?
 - a. A drop in younger people pursuing the education field
 - b. Decreased graduation rates
 - c. A drop in educational quality

COMPETENCE

What Do People Know How To Do?



How do we support?

Well-Being	Student-Involvement	Surveys	Technology
<ul style="list-style-type: none">Wellness & Self-Care for studentsRestorative PracticesRelationship Building Strategies	<ul style="list-style-type: none">Listening SessionsCommunity ForumsAdvisory CouncilAffinity GroupsStaff Meeting	<ul style="list-style-type: none">Needs Assessments for StudentsUniversal ScreenersFocus Groups	<ul style="list-style-type: none">Social Media PlatformsDigital Footprint

Why Building Relationships Matter

“Schools offer few occasions for teachers and students to connect as complex individuals outside their prescribed roles.”

 **Dr. Heather Pleasants**

Why Building Relationships Matter



“We are hardwired for connection-it’s what gives us purpose and meaning to our lives. The absence of love, belonging and connection always leads to suffering.”

 **Dr. Brené Brown**

Competence

ELBOW PARTNER SHARE

What is one idea in the Competence section that your staff and/or students could focus on related to successfully improving culture in your school building?

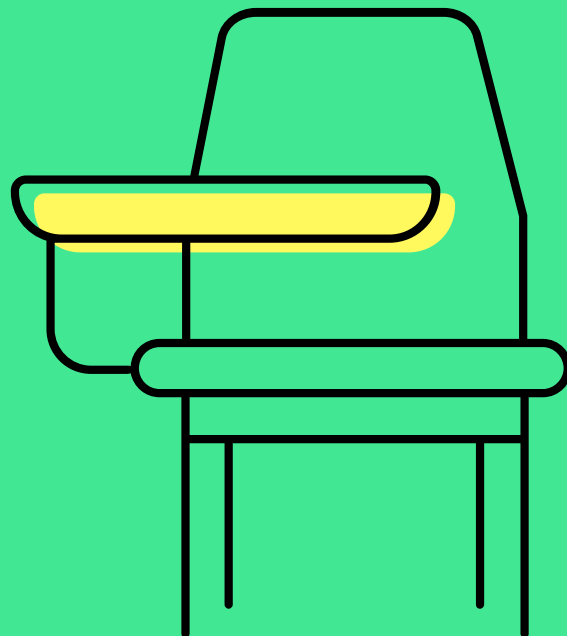


Find a group of 3
where everyone works
at a different level:
middle, high school, or
district





Find Your **Seat**



Consistency: What do
people do daily or weekly?



The question that's not getting asked



**“What did you do
for others today?”**

 **Keith Hawkins**

Consistency



**The more opportunities we have to
practice _____, the more likely we will
develop the habit of _____.**





CONSISTENCY

An Opportunity to Practice

**WITHOUT YOUR
_____ IN CLASS, IT
WOULD NOT BE AS
_____ AND _____
AS IT IS!**

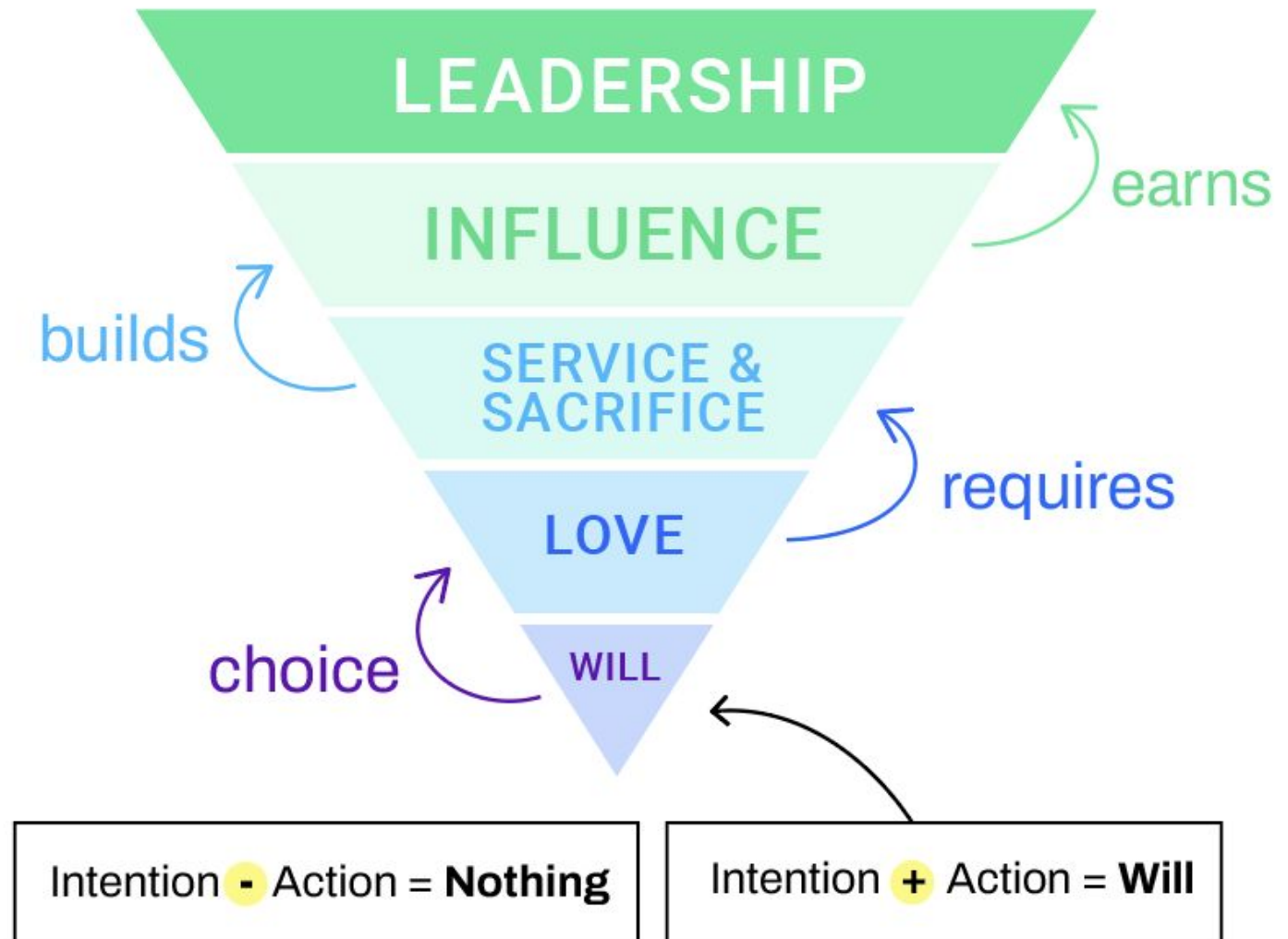


**I HAVE ALWAYS LOOKED
UP TO YOU FOR YOUR
_____. I KNOW I AM
_____ BECAUSE OF
YOUR _____.**



Consistency

The Servant Leadership Triangle



How are we influencing others daily



**“Leadership is
influence, nothing
more, nothing less.”**

 **John Maxwell**

Consistency

CONSISTENCY

What Do People Do Daily Or Weekly?



How are the students doing?

1. Roughly half (52%) of 6th – 12th graders say they enjoy coming to school most of the time.
2. Disengagement leads to classroom management challenges which, leads to educator burnout.
3. Research shows that when students are given choice, they experience an increase in intrinsic motivation. Effort, performance and learning all grow with choices.

CONSISTENCY

What Do People Do Daily Or Weekly?



How are you leveraging student agency for systemic change?

1. Student Voice
2. Student Choice
3. Student Driven Engagement
4. Active Participation and Engagement
5. Student Ownership
6. Create Structures for Autonomy
7. Gratitude Prompts/Brain Breaks/Mindfulness
8. Seats at the Table
9. Community Agency Involvement

CONSISTENCY

What Do People Do Daily Or Weekly?

How are you leveraging student agency for systemic change?

Student Agency	Student Engagement	Ownership
<ul style="list-style-type: none"> • Student Voice • Student Choice • Seats at the Table • Gratitude Prompts • Mindfulness 	<ul style="list-style-type: none"> • Student Driven Engagement • Active Participation & Engagement • Brainbrakes • Community Agency Involvement 	<ul style="list-style-type: none"> • Student Ownership • Creative Structures for Autonomy • Universal Design for Learning • Opportunities for Feedback

SELF REFLECTION

**How are you Consistently
leveraging student agency to
improve the culture on your
campus?**



The logo for Character Strong, featuring the words "Character" and "Strong" in a cursive font with a small heart between them.

Guest Educator Toolkit



Free Activities and Resources to Fill Gaps and Reduce Stress

Having to cover a class last minute? Need an emergency sub plan? Check out these easy, FREE activities and curriculum! Amidst this crazy time, we're striving to help you pre-plan for the uncertainty of an educator absence or staff shortage. We hope that these tools assist in planning in order to support you and your students.



Name: _____

Email: _____

Phone: (____) _____

Position: _____

School/District: _____

City, State: _____

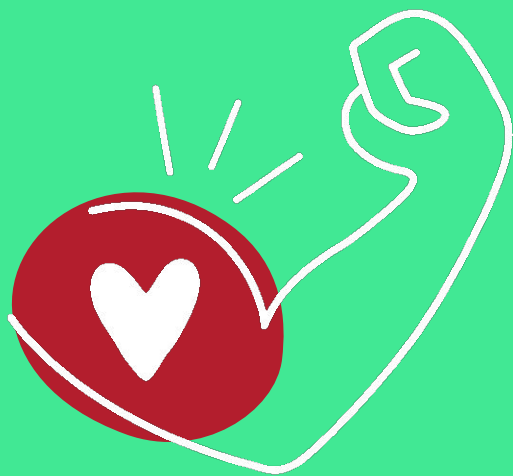
Are you interested in learning more about
CharacterStrong's resources like upcoming free
masterminds, curricula, conferences, and more?

☐ Yes!

☐ Maybe

☐ No





It's time for the **CharacterDare**
- a practical way to put today's
session into meaningful action
in your life.



Shifting the Culture of your School



Keeping motivation high for students and adults

Send a message to one of your student leaders letting them know one specific way they have made a positive difference in your semester. **Or** send a message to one of your staff members letting them know one specific way they have made a positive difference on your campus this semester.



Free CS Resources



Adult SEL Podcast // All focused on what, the how and why of Adult SEL

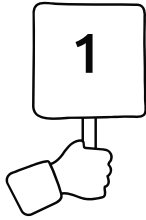
CS Podcast // Short 10-12 minute topics focused on aspects of Education

CS Weekly // 2-3 minute video for strategies to transform your daily work

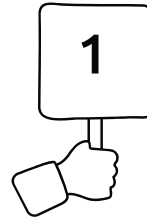
Monthly Webinars // Engaging webinars focused on SEL, Character Development, School Culture & more

www.characterstrong.com

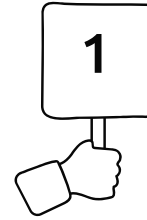
One Thing



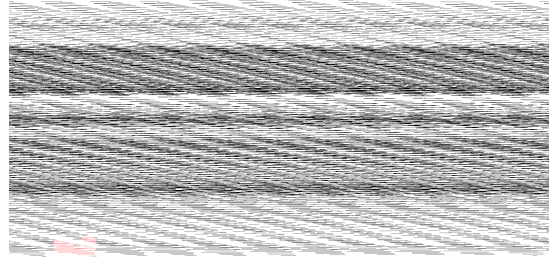
**I wonder what would
happen if....**



**I want to talk more
about....**



**I am challenged by the
thought....**



COSA 2022



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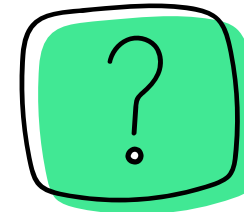
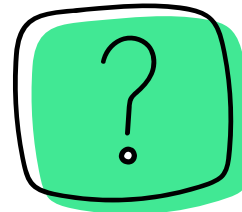
GIFeelings

Choose a box to reveal a GIF. Use the picture to **inspire a short story** or share about the last time you felt something similar to what you see in the GIF...

1

2

3





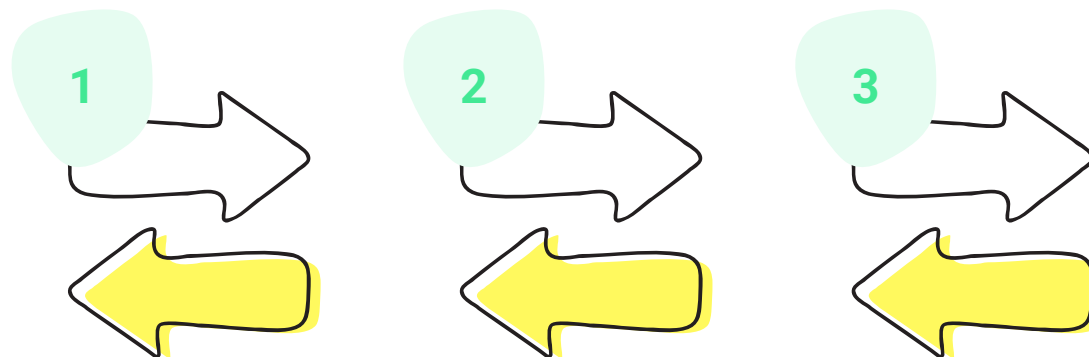






Would You Rather?

Choose a box to reveal a Would You Rather question. Answer your preference and **share a bit about why.**



Would
You
Rather...



1: Be able to remember
everything you see...

or

2: Be able to remember
everything you hear?

Would You Rather...



1: Go back to age 5 with everything you know now?

or

2: Currently know everything your future self will learn?

Would You Rather...



1: Never have to write an email again...

or

2: Never have to pay your taxes?

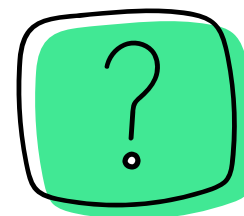
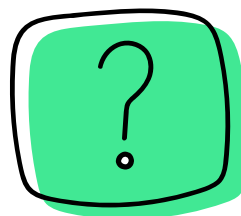
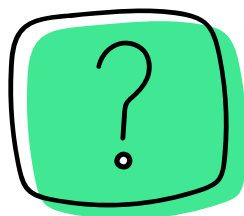
4 Corners

Choose a box. It will reveal a slide with 4 images. Choose 1 of the 4 and **reflect on why you chose that one.**

1

2

3



1



2



Go Back

3



4



1



2



Go Back

3



4



1



2



Go Back

3



4

