

Creating an Engaging Culture

Dr. Dan Butler

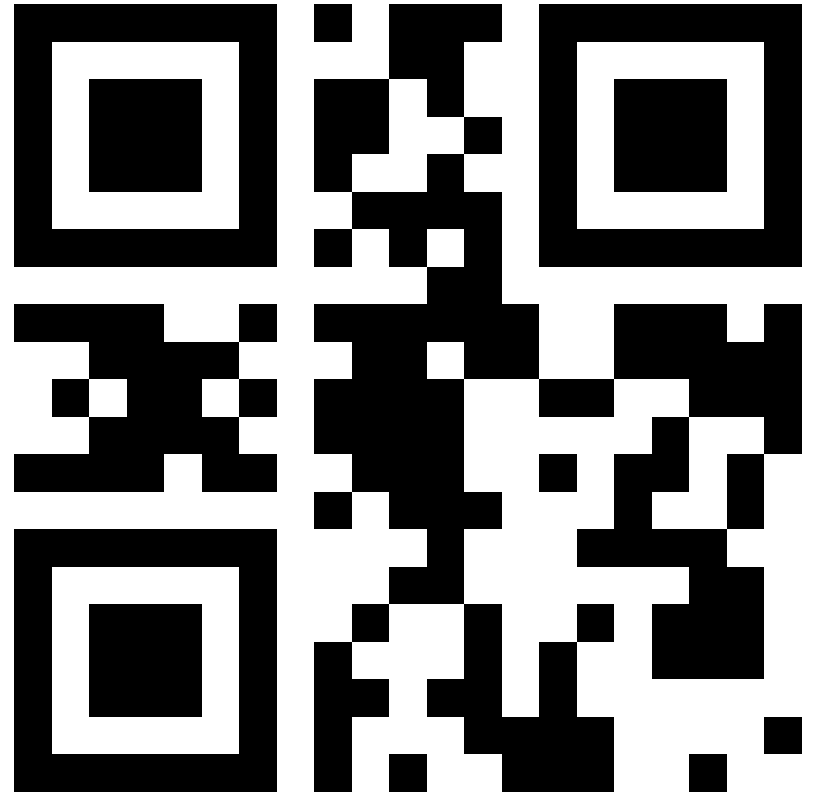
Epworth Elementary School

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When you hear engaging culture...

What is the first thing that
comes to mind when you
hear "engaging school
culture?"



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Beliefs, Behaviors, and Experiences

School Culture



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graph TD; A[School Culture] --> B[Our collective beliefs]; B --> C[How we choose to behave]; C --> D[The experiences we deliver to others and receive in return]
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Our collective beliefs

How we choose to behave

The experiences we deliver to others and receive in return

Why Culture Breaks Down

4 mismatches between educators and the work environment

1. Workload, Control, Autonomy
2. Encouragement, Recognition, and Appreciation
3. Community/Relationships
4. Fairness/Values

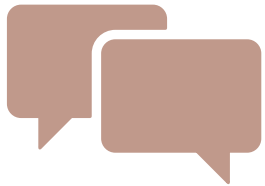


1. Workload, Control, and Autonomy

- Too much to do, not enough time or resources to get it done
- Our proverbial plates are full
- Hyper-connected environment
- Limited voice and choice
- Micromanagement



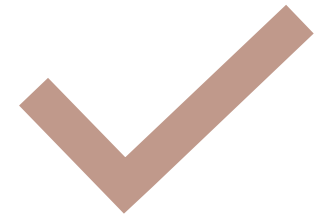
Workload, Control, and Autonomy Solutions



Communication Protocol



Provide voice and choice



Trust and verify

2. Encouragement, Recognition, and Appreciation (ERA)

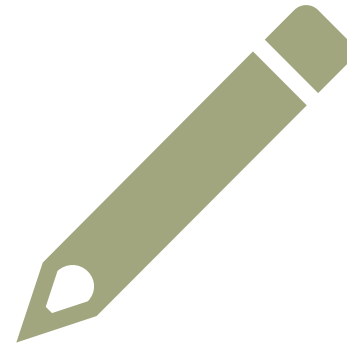
64% of Americans leave their jobs because they do not feel appreciated

People need to consistently know that what they think, say, and do matters

ERA Solutions



Walk in their shoes



Notes of encouragement



3. Community Relationships

- Strong social support is the biggest predictor of success and happiness (Achor, 2010)
- Loneliness has as harmful an effect on well-being as smoking fifteen cigarettes per day, and as you age, your risk for high blood pressure, cardiovascular disease, and dementia increases (Buettner, 2017)

Community Relationship Solutions



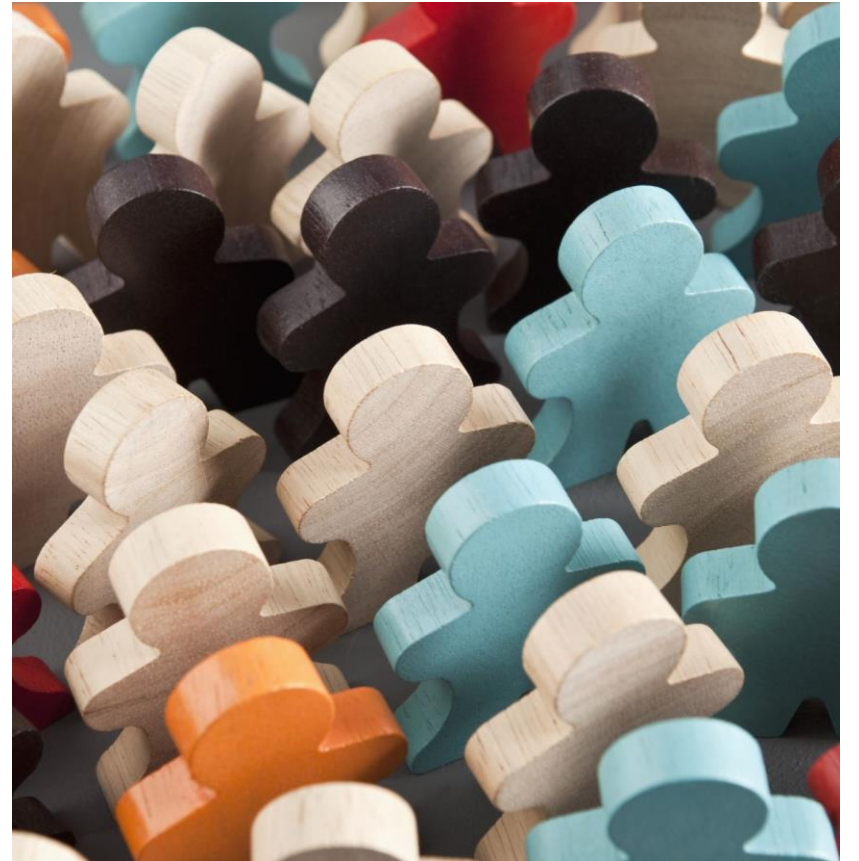
Individual conversations



Conduct difficult conversations

4. Fairness and Values

- Making difficult determinations about programming, scheduling, personnel, employee discipline, parental concerns, community support, public relations, and funding are part of the job and one the reasons leaders get paid to make them
- Without a filter through which to make decisions - a North Star or guiding light, this work can become emotionally exhausting, unnerving, and ultimately burn leaders out before they even get started



Fairness and Values Solutions



PERSONAL VALUES



ORGANIZATIONAL VALUES

Resources



www.tinyurl.com/p2bgreatsai

Thank You

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Increasing
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