**Karen Boyes - staff meetings**

Just Like Me! - Grounding Activity - say something and if you’ve had it /done it stand and say ‘just like me’

Staff Meetings

Very beginning of staff meeting - address the day

What’s on top?

* One word to describe your day so far … (positive/negative)
* A funny thing that happened today ...
* One new idea you used today and how it made a difference …

Thinking about your teachers, what might be some of the dominant emotions they are feeling at meeting time?

eg: anger, disgust, fear, sadness, joy

Fear is probably the biggest emotion - scared of being learners, scared of getting things wrong,

**Busting the fear factor**

* Value all participation
* Avoid judgement
* Give time for responses
* Fill the empty space before, during and after

**Value participation -** ‘thank you’, ‘thanks for sharing’

* When asking for contributions - always acknowledge all of them (thanks)
* Thank you and keep going - don’t stop once the ‘right answer’ is given - listen to all responses then go back to the point/answer

**Avoid Judgement** - ‘thank you’

* Be careful not to place judgement on people’s responses eg. ask a question then put their ideas down.

**Give Time for Responses**

* Teachers all too often don’t give enough think time
* Ask questions a different way
* Thinking time 7-10 seconds
* Become a master at wait time
* Wait until it hurts - then wait some more.

**Fill the empty spaces before, during and after**

* eg the music as walking into workshop
* less fear level
* creates tone, mood
* music - 60s era,
* Anchoring response
  + When people enter the room
  + When asked to discuss/dialogue with others
  + when people leave the room - don’t leave me this way; ain’t seen nothing yet; everything she does it magic; simply the best; let it go; everything we do we do together
  + Music that emotionally triggers a memory

Students who laugh more - learn more (Dr David Sousa)

Safe Environment

* Okay to say what you feel
* Ok to make mistakes
* Ok to be different
* Ok to disagree

Leaders need to show

* Vulnerability
* Humility
* Compassion
* Understanding
* Resilience

Change Principal in the US said … he - “needs to wear iron undies - everyone will go through a stage of hating me”

Getting everyone to Yes!

* Who has/ Who hasn’t - identify both before you make your point - engages more people
* Clock buddies - Fill in the 3, 6, 9 o’clock buddies with different people around the room
  + Give a discussion point to talk about - then say go find your 3 o’clock buddy and talk about …
  + Takes down the fear factor
* Four corners
  + Choose one corner to move to
  + Find 3-4 people to work with
  + Discuss the quote
  + Record key points
  + Be prepared to share some of your key ideas
* Line Up - what profession would you have chosen if you weren’t going to be a teacher - do it silently then go through from A-Z
* Labelling off in groups - amazing, awesome, fantastics, wonderfuls
* Learning Styles
  + Visual
  + Auditory
  + Kinesthetic
  + Needs to be relevant but engaging
* Feedback - post it notes (pluses and wishes) - bit of anonymity but feedback
* Stand UP Meetings - make everyone stand up for whole meeting or just a part of the meeting - eliminates boredom, off task behaviour
* Talking Stick
* WIFLS
  + What
  + I
  + Feel
  + Like
  + Expressing/Saying
    - Key word is ‘feel’
    - When someone is speaking you cannot interrupt
    - Go right around the room before anyone says anything
    - Don’t interrupt even if it’s an open, honest comment - keep the trust
    - Can put a time limit on what people say if need to.

I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you make them feel (Maya Angelou)