



GiveThx for Staff Wellbeing & Support

Staff who feel safe and valued by leadership are more likely to contribute to decision-making and embrace opportunities to contribute to the school.¹

GiveThx for Staff Wellbeing & Support helps educators and school leaders in building staff belonging, trust, and the kind of collaboration that is essential to helping educators achieve new levels of professional growth.

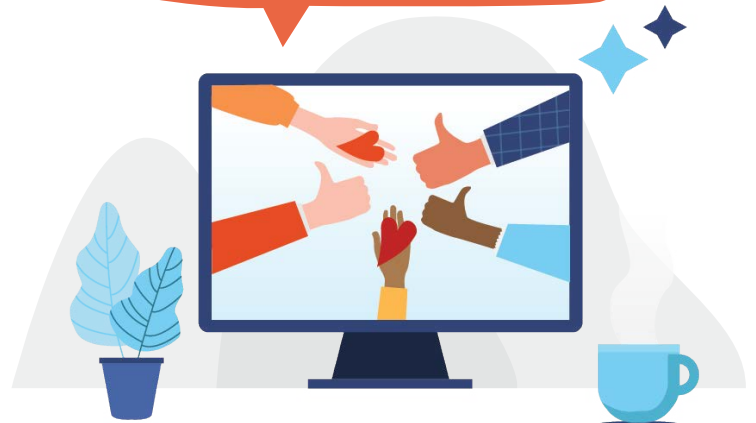
How Does It Work?

School faculty and support staff use the GiveThx web-based app to express gratitude for one another and acknowledge positive contributions to the school community.

- ♥ It only takes **5 minutes** of faculty, department, and/or school-wide meeting time to implement each week.
- ♥ Educators, staff, and school leadership use GiveThx Gratitude Practices with one another to actively **promote trust and wellbeing**, build a culture of collegiality and sharing, and develop staff social-emotional skills capacity.
- ♥ Leaders foster workplace collaboration, strengthen professional relationships, and **increase morale to attract and retain talented staff.**

"GiveThx is one of the best things that have happened this school year so far! This is such an outstanding digital ecosystem of goodness."

Caitlin, high school health teacher in Washington state



¹ (Austin, MS, Harkins, DA (2008a) Assessing change: Can organizational learning "work" for schools? *The Learning Organization* 15(2): 105–125.)

For more information on using GiveThx for staff wellbeing and support, contact info@givethx.org.

GiveThx for Staff Wellbeing and Support: Use Cases

GiveThx helps staff develop authentic connections and communicate feedback in ways that are supportive, constructive, and strengthen overall wellbeing. This is essential in creating a culture of professional growth, collaboration, and commitment. Staff inclusion in GiveThx strengthens their wellbeing, nurtures their relationships with peers and students, and develops their capacity to lead SEL work with students.



School Profile

Garrett-Kaiser-Butler
Headstart in Indiana

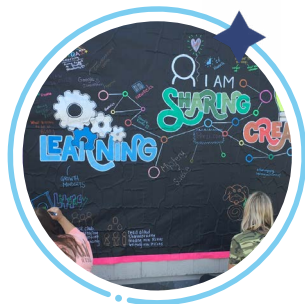
Preschool in Garrett,
Indiana

Where & When: Staff meetings + weekly email prompts. 1 task per month; at least 1 Thx note per week to 54 staff members

Key Outcomes: Connection & Professional Growth - GiveThx provides staff with a safe place to share feedback and stay connected. It also helps educators to practice their own social emotional learning and communication skills, and then integrate this into their classrooms. Even though the pre-schoolers do not use the app, they are learning to express gratitude.

Favorite Part of Using GiveThx: “The real joy and appreciation when staff receive acknowledgement from their co-workers. It has boosted morale during hard times throughout the year.”

“ GiveThx has helped to maintain better connection in a year when we are so distanced from each other. — Kija Woodcox, Behavior Coach



School Profile

Bullis Charter School

TK-8 public school in
California

Where & When: Staff meetings. 1x week at the start or end of meetings, sometimes with a specific prompt, other times more open.

Key Outcomes: Data to Support Professional Belonging - Administrators use GiveThx to help track which staff members are less connected with their colleagues and who might need more support. Seeing who has received and who has given notes allows them to better identify who to support in the adult community, and who to make sure feels connected. It has been especially useful for helping teachers new to the school feel connected, and as part of a retention plan to make sure staff want to stay at the school.

Favorite Part of Using GiveThx: “GiveThx has been a key way to support a sense of community among staff at our school. It helps us talk about how gratitude is an important part of self-care and wellbeing - both for younger learners and for the adults at school.”

“ This building of community, whether it’s with adults or with students, is really important for connection, for engagement, and ultimately for learning. — Jessica Lura, Director of Teaching and Learning