

PRINCIPAL TALKING POINTS

CULTURE INITIATIVE *STAFF EDITION*

- **Purpose Statement:** I'm thrilled to announce that this year, we're launching the Utrust Culture Initiative. This initiative is built on top of the Utrust Appreciation Program. In that program, students are intentional about expressing appreciation to school staff members. In this initiative, we're going to be asking all staff members to recognize and express appreciation to both colleagues and students, modeling appreciation for our students.
- **Manageable Commitment:** I want to assure you up front that this initiative won't add to your workload. You're simply asked to be intentional about recognizing colleagues and students and expressing appreciation for who they are and what they do.
- **Inspiring Confidence:** This initiative promises to enhance our school environment significantly. We want our school to be known as a place where everyone who is part of our school is lifted and in turn lifts others– a place where everyone feels genuinely appreciated for who they are and what they do.
- **Broadening Participation:** In addition to our staff and students showing appreciation for one another, we will encourage parents and even some community organizations to be a part of this effort.
- **Key Benefits:** By nurturing a culture of appreciation, we aim to strengthen relationships, improve behavior and attitudes, and reduce instances of bullying and isolation.
- **Student Leadership:** We'll modify the role of the G-Force to include promotion of this initiative and challenge them to find ways to help make this effort an overwhelming success. They will be bringing forth ideas for fostering a culture of appreciation in our school such as a Bravo Board for bragging on others.

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- **Starting Point:** As a starting point, beginning today, we're asking all students and staff to accept this simple mission: Once a month, on the day of your birth date (for example, if your birthday is June 10th, then on the 10th of each month) select at least one student and one staff member and express to each of them appreciation for something specific that they have done. It's as easy as that!
 - **Challenge:** I urge each of you to embrace and champion this initiative, guiding our students by example.
 - **Resources:** Today, I'll email to each of you documents that offer guidance on how to model appreciation and how you can help foster a culture of appreciation within our school community.
 - **Call to Action:** Together, we can make our school a beacon of appreciation and inclusivity – a place where everyone feels valued and respected. I'm convinced that this program will help us create a school environment where appreciation and respect flourish and make our school into an even better place to work and learn
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- **Additional Notes:**
 - *Be sure to deliver the message with enthusiasm and positivity.*
 - *Invite questions and encourage feedback to foster engagement.*
 - *Follow up with an email or printed letter on how to participate and ongoing support for the initiative.*