



TEACHER MORALE TOOLKIT

Guide to Co-Designing Solutions

Districts must find ways to lower the participation barriers to solution development and avoid putting teachers on the hook to figure out how to improve their own morale. Use these resources with teachers to ideate and refine solutions without asking for too much of their time.

District Leadership Forum

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Table of Contents

Step #1: Collect Teacher Input to Co-Design Solutions

- 1. Guide for Teacher Input Opportunities Pg. 5**
Use these resources to begin identifying strategies to address morale threats and plan how to co-design, refine, and communicate those strategies with teachers.
- 2. Co-Designing Solutions Worksheets. Pg. 8**
These worksheets will help district leaders plan to collect teacher input on potential morale-boosting strategies.



Collect Teacher Input to Co-Design Solutions

STEP #1



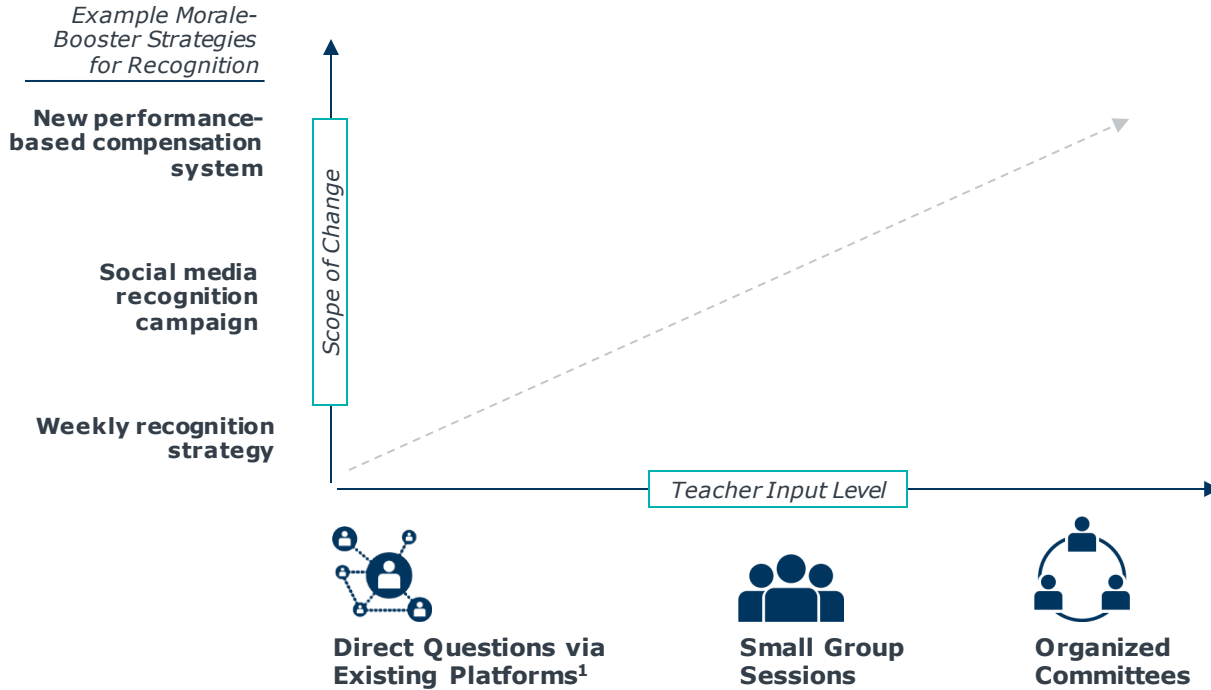
Guide for Teacher Input Opportunities

Use these resources to begin identifying strategies to address morale threats and plan how to co-design, refine and communicate those strategies with teachers.

TOOL

Increase Teacher Input as Strategy Complexity Increases

Use this page to help determine the level of input from teachers that leaders should seek to co-design morale-boosting solutions. The level of input collected should increase as the scope of change of those solutions increases.



Direct Questions via Existing Platforms¹

This approach to teacher input is best for quick-win morale strategies. These initiatives require little change or adaptation. Examples where this type of input is ideal include developing a weekly recognition plan to provide teachers with opportunities to choose how these strategies will be most effective for them.

Small Group Sessions

For strategies with a medium scope of change, districts should consider hosting small group sessions with teachers to get their input without launching a formal committee. Ideal for strategies like an official social media teacher recognition campaign or a new resource to support teachers in addressing student behavioral concerns. Some districts plan to dedicate a session during existing PD days to get input on morale-boosting strategies, which is a great example of when to get this type of input.

Organized Committees

Sometimes a formally organized, recurring committee might be required to include teachers on the intricacies of the design for complex initiatives that require a high level of change. Examples might include adopting a brand-new compensation system or changing the district's approach or philosophy to student discipline. These initiatives involve a lot of complex change and resources and it's ideal to deeply involve teachers in designing them.

1) Districts can use platforms like social media, Google forms, or Thought Exchange to involve a lot of teachers in a quick and targeted way

Sources: EAB interviews and analysis.

Template to Communicate Morale Solutions Plan

Below is a sample message to update teachers on strategies district leaders plan to use to improve morale and how they plan to co-design those solutions with teachers. District leaders should adapt this email based on their specific planned next steps.

SUBJECT: Next Steps to Address Teacher Morale Concerns

EMAIL:

Dear Teachers,

I want to provide an update on our investment and work to continue to improve teacher morale in this district. First, I want to reiterate my thanks—we've been able to work on these challenges because of your participation in our survey and follow up conversations at the end of last school year.

The next step in this work is to implement strategies aimed to address the challenges we have prioritized for now (I've copied my previous email below if you'd like a refresher on those challenges).

We can't design these solutions in a vacuum. We need your input to make sure these strategies work to meet your specific needs. Below, I've outlined a few of the strategies we plan to adopt. For each approach, I've also included how we intend to get your feedback.

[EXAMPLE—leaders should fill in details based on their specific context]

Strategy #1: [Detail new student behavioral support provided to teachers]

For this strategy to address teacher concerns on increasing student behavioral challenges, we plan to dedicate 2 hours to get teacher input on this strategy during our back-to-school PD days.

Strategy #2: [Principal weekly recognition emails]

For this strategy, we will be posting a few questions via Thought Exchange to get teacher feedback on when and how to structure these emails and how to best collect stories of your great work.

I appreciate your continued support in this work and want to reiterate my commitment to all of you to continuously invest in you and your experience in our district.

Best,

Superintendent



Co-Designing Solutions Worksheets

These worksheets will help district leaders plan to collect teacher input on potential morale-boosting strategies.

TOOL

Co-Designing Solutions Worksheets

Use these worksheets to make a plan to collect teacher input on potential morale-boosting strategies. Repeat this exercise for as many strategies as the district is considering.

Selected Strategy #1:	
Threat Area:	
<i>How large is the scope of change of this initiative (consider resource intensiveness and potential questions from teachers)?</i>	<i>How should I get teacher input? (Refer to page 6.)</i>
<i>When in the process of implementing this strategy should I start asking for input?</i>	<i>What questions should I ask teachers in order to get their input on this strategy?</i>

Once Teacher Input Is Collected:
<i>What are the key takeaways from teacher input that will guide this strategy?</i>
<i>What next steps does my district need to take to implement this strategy?</i>

Co-Designing Solutions Worksheets

Use this worksheet to make a plan to collect teacher input on potential morale-boosting strategies. Repeat this exercise for as many strategies as the district is considering.

Selected Strategy #2:	
Threat Area:	
<i>How large is the scope of change of this initiative (consider resource intensiveness and potential questions from teachers)?</i>	<i>How should I get teacher input? (Refer to page 6.)</i>
<i>When in the process of implementing this strategy should I start asking for input?</i>	<i>What questions should I ask teachers in order to get their input on this strategy?</i>

Once Teacher Input Is Collected:

What are the key takeaways from teacher input that will guide this strategy?

What next steps does my district need to take to implement this strategy?

Co-Designing Solutions Worksheets

Use this worksheet to make a plan to collect teacher input on potential morale-boosting strategies. Repeat this exercise for as many strategies as the district is considering.

Selected Strategy #3:

Threat Area:

How large is the scope of change of this initiative (consider resource intensiveness and potential questions from teachers)?

How should I get teacher input? (Refer to page 6.)

When in the process of implementing this strategy should I start asking for input?

What questions should I ask teachers in order to get their input on this strategy?

Once Teacher Input Is Collected:

What are the key takeaways from teacher input that will guide this strategy?

What next steps does my district need to take to implement this strategy?

Co-Designing Solutions Worksheets

Use this worksheet to make a plan to collect teacher input on potential morale-boosting strategies. Repeat this exercise for as many strategies as the district is considering.

Selected Strategy #4:

Threat Area:

How large is the scope of change of this initiative (consider resource intensiveness and potential questions from teachers)?

How should I get teacher input? (Refer to page 6.)

When in the process of implementing this strategy should I start asking for input?

What questions should I ask teachers in order to get their input on this strategy?

Once Teacher Input Is Collected:

What are the key takeaways from teacher input that will guide this strategy?

What next steps does my district need to take to implement this strategy?



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