Folio Co-Lab: Sustaining personal connections with faculty & staff remotely
The Folio Community:

- We exist to facilitate professional learning conversations
- We draw from the collective wisdom of the community to strengthen school culture around professional learning
Outcomes:

● To reinforce our understanding of why sustaining personal connection is vital, especially for teams working virtually;

● to share and model virtual strategies and tools for enhancing connection with your team;

● To learn from each other in a safe, collaborative space
Today’s Agenda:

1. Introductions - Who’s in the room?
2. Framing - why is it so important for leaders to connect, personally, with faculty & staff right now?
3. Resource sharing - Modeling tools and learning concepts to support your leadership
4. Ongoing participant idea exchange
What word or phrase best describes how you are feeling today?

(Leave your answer in the chat, along with your name and school name)
What “hats” are you wearing right now in your school leadership role?

● Text natikastewar340 to 22333 to join poll
● then text your responses!
Of all of these “hats” ---

--- which hat do you think is the most important for you to be wearing - right now - as a leader of adults?
What does this mean for you, as a leader?

*Emotional intelligence matters.*

- your emotions matter most
- you set the emotional standard
- you can intentionally spread positive feelings
- when people feel good, they work at their best

The more emotionally demanding the work, the more empathetic the leader needs to be.

*Elena Aguilar, The Art of Coaching Teams*
Virtual Chalk-Talk

- How do you show up as an EI leader in traditional school?
- In what ways has the shift to remote schooling impacted your leadership?
“What’s The Surprising Leadership Lesson In The COVID-19 Crisis?”

“we are increasing our appreciation for authenticity, communication, trust, relationships, verifiable facts and being prepared...

The more people trust you, the more they will offer solutions and resources. The more people feel you genuinely have their best interest in mind, they will offer ideas and help.”
How can school leaders cultivate this type of team culture more intentionally in remote teaching and learning environment?

- Authenticity through reflection
- Listening with compassion and curiosity
- Prioritizing Relationship Building
Authenticity through reflection

- 5 Questions:
  - What’s going well? What could go better? What should we start? Stop? Keep on doing?

- Daily reflection:
  - What’s one thing that worked for you today?
  - What’s one way that I will know that today has been a successful day?

- How to Build Trust (brightmorningteam.com)
  - Which ones do I do regularly?
  - Which ones does my team need me to do more?

Model authenticity and a growth mindset - share your reflections

Think about multiple ways to ask these questions - in advance, time set aside during a meeting, verbally and/or written, in Folio
Listening with compassion & curiosity

Expansive Listening
- For the Big Picture
- With Love
- For Pain
- With Humility
- With Curiosity
- With Compassion
- With Confidence
- For Relationships
- For Possibility
- With Hope

Schedule weekly 1:1 check-ins with each member of your team
- 15 minute Virtual Call
- Allow the teacher to drive the conversation - this will reveal where they are in their thinking and what they need
  - What would be most useful for us to talk about right now?
  - TMMAT (Tell me more about that)
- Practice listening using a specific type of listening - be intentional!
Prioritize Relationship Building

- Include Relationship Building as an agenda topic for every meeting - a time for team members to get to know each other
- Time for team members to tell stories about who they are, “outside of school”
- Beginning of meeting rituals: check-in, 3 minutes of silence, deep breaths
- Incorporate music, poetry, stories, art
- Model for team - share what you’re thinking and feeling, as the leader.
- Make time for appreciation and celebrations - great way to end each meeting
- Have Fun!
  - Team icebreakers
  - 371 Random Get to Know me Tag Questions
"I define connection as the energy that exists between people when they feel seen, heard, and valued; when they can give and receive without judgment; and when they derive sustenance and strength from the relationship." Brene Brown

- With this in mind, take a few minutes to think about your own remote leadership and identify something that you want to keep doing, something you want to start doing, something you want to tweak, and something you want to stop doing.
We need your feedback

Please take 3 minutes to complete the survey -

Thank you!
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