

Enhancing Staff Appreciation on all Campuses

Consulted with current and former PTA members from different campuses:

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1. Introduction

This initiative aims to boost staff morale, reduce stress, and ultimately create a more positive and supportive learning environment for our students.

This proposal advocates for a comprehensive and consistent staff appreciation program across all Mansfield ISD schools. Recognizing the interconnected roles of all staff members, from cafeteria workers to specialists, we propose a shift towards a more holistic "Staff Appreciation" model. This initiative aims to boost staff morale, reduce stress, and ultimately create a more positive and supportive learning environment for our students.

2. Rationale

- **Holistic Support:** All school staff contribute to student success. Appreciating their efforts indirectly supports students.
- **Morale Boost:** Providing snacks, meals, notes, and practical assistance enhances staff morale and reduces stress.
- **Positive Impact on Students:** Appreciated staff members are better equipped to handle challenges and foster a positive atmosphere for students.
- **Community Values:** Reflects the community's appreciation for those who serve our children.

3. Example of incorporating this into your PTA Bylaws and Standing Rules

- **Third Vice President of Staff Appreciation:**
 - Chair the Staff Appreciation committee.
 - Recruit committee members.
 - Organize staff luncheons and Staff Appreciation Week.
 - Plan various appreciation events (Back-to-school, holidays, etc.).
 - Coordinate event schedules with administration.
 - Organize volunteer support for staff duties.

4. Addressing Varied School Needs

- **Elementary (Highest Support):** Frequent appreciation events (weekly/monthly) due to higher parent involvement and younger students' greater reliance on staff.

- **Intermediate/Middle (Decreasing Support):** Maintain consistent appreciation despite potentially lower parent engagement.
- **High School (Lowest Support):** Adapt appreciation efforts to support staff in a more independent student environment.
- **All Schools:** Consistent Staff Appreciation Week in May.

5. Budgeting and Resource Strategies

- **Strategic Scheduling:** Align appreciation events with key school calendar dates (e.g., staff workdays, open house).
- **Utilize National/Common Holidays:** Leverage themed events for cost-effective morale boosts.
- **Explore "[PTO Today](#)" Resources:** Utilize their celebration day suggestions.
- **Seasonal Themes:** Incorporate seasonal themes into events.
- **Catering Partnerships:** Establish relationships with local grocery stores and restaurants for discounted or donated meals.
- **Business Sponsorships:** Seek donations of drinks, gift cards, or event sponsorships from local businesses.
- **Free Appreciation Ideas:** Implement cost-free initiatives like thank-you notes, student drawings, recess duty coverage, volunteers to do copies/laminating/cutting, and extra planning time.

6. Proven Morale-Boosting Initiatives Implemented Successfully:

- **Dedicated Staff Lounges:** Several high schools have successfully implemented team-specific staff lounges, resulting in overwhelmingly positive feedback regarding increased collaboration and stress reduction. Younger grade schools are currently exploring similar options based on this model.
- **Chair Massage Days/Partnerships with Chiropractors:** “We got your Back!” Themes! Districts that have offered staff chair massage days report significant improvements in staff morale and reduced stress levels, particularly during high-pressure periods. Known partnerships in the area who may be open to working with your campus have been with Mansfield Chiropractic and Calibration Chiropractic.
- **School Supply Restocking Programs:** Programs providing regular teacher supply restocks have shown to alleviate financial burdens on educators and ensure classrooms are well-equipped. We are exploring expanding district budgets for paper supplies, especially in elementary schools.
- **Virtual Doctor and Therapy Access:** Districts offering virtual doctor and therapy visits with flexible scheduling (afterschool, evenings, weekends) have seen

improved staff well-being and reduced absenteeism. This model is being explored for broader implementation.

- **Food Allergy Awareness Protocols:** Implementing clear protocols for identifying and accommodating food allergies/intolerances has fostered a more inclusive and considerate environment, leading to positive feedback from staff.

7. Cost-Effective Appreciation Strategies with Demonstrated Success:

- **Group Sonic Drink Orders:** Leveraging school discounts and tax-exempt status, group orders of Sonic drinks for staff (e.g., 75 staff) have been successfully executed for approximately \$100, providing a refreshing and budget-friendly morale boost.
- **Flying Squirrel Coffee Truck:** Contact owner Amy Ryan to schedule a day for the Flying Squirrel Coffee Truck to come to campus, and they will provide 100 drinks for about the campus for around \$500-\$550.
flyingsquirrelcoffeeco@gmail.com or (817) 225-2146
- **Chick-fil-A Partnerships:** Chick-fil-A has proven to be a reliable partner for staff meals, offering occasional complimentary items or delivery and efficient handling of large coffee box orders. Full staff meals have been successfully catered for around \$650.
- **Texas Roadhouse Baked Potato Bars:** Collaborating with Texas Roadhouse, we've successfully implemented discounted baked potato bars, with the restaurant donating the potatoes and the district covering toppings (approximately \$1.25 per person).
- **Jason's Deli Community Partners Program:** Utilizing Jason's Deli's "Community Partners" program has resulted in significant cost savings on sandwiches and meals for staff appreciation events.
- **Realtor Sponsorships for Hydration Stations:** Successful partnerships with local realtors (and sometimes their lender partners), have resulted in sponsored hydration stations, demonstrating that businesses are willing to support staff morale in creative ways. They are more willing to say yes when specific asks are made. See sample images in the Appendix below.
- **Local Cleaning Services:** Partnering with the same or local house cleaning services to do a monthly drawing or lottery for school staff for each month we are in school to win a free house cleaning. In exchange, the cleaning service gets to advertise their business for the month and maybe even offer a discounted rate to the rest of the campus staff for that month to gain new business

8. Conclusion

Investing in staff appreciation is an investment in our students. By implementing a consistent and comprehensive program, we can create a more positive and supportive environment that benefits the entire school community. Our goal is that this outline provides the initial support needed for a successful start.

Appendix

