



Taking the Staff Temperature

Developed by the Vision Committee at the Facing History School, New York City, Spring 2008.

Purpose

This protocol is designed to give staff members voice and allow those voices to be heard. Participants should know ahead of time that there will be a discussion about current frustrations and concerns.

Getting Started

1. Review process with the whole group.
2. Review existing norms or generate norms for this session. (Tip: Community Agreements may be a good starting point if there are no existing norms.)
2. Split into groups of 4-6 and identify one facilitator for each group.

Rounds of Statements

1. There are six rounds of statements for participants to complete. Any participant can pass at any time. Before each round, participants take a minute to write down their ideas. There is no discussion so that participants can focus on listening to each other and sitting with what they have heard.
2. The group facilitator should take notes to document the work of the group, and should participate in all rounds.

Statements

Round 1: In my classroom, I feel good about ...

Round 2: In my classroom something that does not feel good is ...

Round 3: My greatest frustrations at the school are ...

Round 4: I feel most supported by/when ...

Round 5: I do not feel supported by/when ...

Round 6: Questions we need to discuss/address are ...

Reflection in Groups

Facilitator asks, "Does anyone want to react to or reflect on what you've just heard?"

Debrief the Process in Groups

Facilitator asks, "How did this process feel for you?"

Whole Group Reflection and Debrief

Facilitators ask if anyone wants to share a reflection or reaction. Then ask if anyone has comments or concerns on the process.