



Building the Foundation: Handout Staff Wellbeing and Organizational Care

Learning about Staff Perspective of the School Climate

School leaders should meet at different times throughout the year to discuss the school climate and reflect on if the school environment provides staff with the time, space, resources, and opportunities to manage stressors, share feedback, and have influence in shaping the school's culture.

Here are five questions that school leaders can use or adapt to learn more about staff views on the school climate:

1. What would be different about the school environment if the school had a culture of care? What would this look or feel like for staff? What would this look or feel like for students and families?
2. What would help you to manage stress in your role? What do you need from school leadership to better manage challenges you encounter in your role?
3. What supports, structures, or aspects of our current school culture do you enjoy or find helpful?
4. What is the best way for school leaders to support you in your professional development? What training do you feel would be the most useful to you?
5. How connected do you feel to colleagues at school? What would help you to feel more connected to colleagues?