

Welcome!

- Before we get started...
 - Please mute your microphone if you're not speaking.
 - Tech difficulties? Let us know in the chat and we will try to help.
 - Please share your full name and school or MCPS division in the chat box.
 - Please take out a piece of paper or a note in your phone to use later.





Building a Sustainable Gratitude Practice in your School Community

APRIL 21, 2023



Today's Presenter

- Josephine Thomason, MS, RDN, LDN
- National Advisor, Whole Child Health
- She/Her



I am grateful for...



Thriving Schools Partnership



[COVID-19 Vaccination Resources](#)
[Kaiser Permanente's Thriving Schools](#)



Every mind, every body,
every young person
healthy and ready to succeed



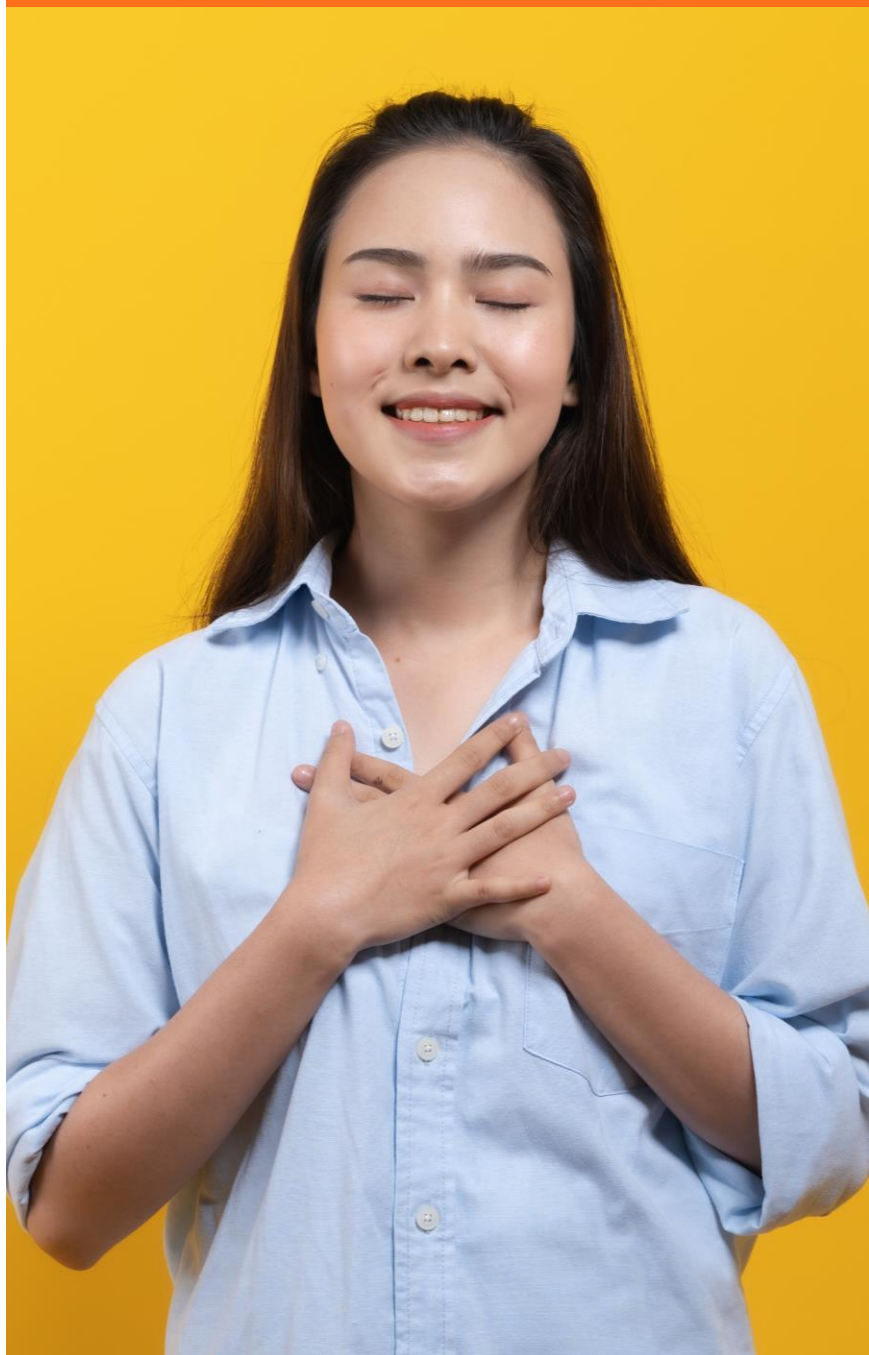
Gratitude 101

Gratitude Is

Affirmation of Goodness



Recognizing sources of
goodness are oftentimes
outside of yourself



When people consistently practice gratitude, they also:

- Increase their general sense of happiness and life satisfaction
- Build stronger connections with peers
- Become more helpful and generous
- Have decreased feelings of sadness, stress, anxiety and conflict

Gratitude Practices

Ways to Show Gratitude Toward Others



Public
Recognition



Private
Recognition



Notes
& Gifts



Acts
of Service

Public Recognition

- Community Kudos
- Recognition Awards
- Three Good Things Activity





Private Recognition

- Appreciation Station
- Pass the Gratitude
- Gratitude Out Loud

Notes & Gifts

- Treats not Tricks
- Photo Bomb
- Gratitude Board





Acts of Service

- Duty Takeover
- Space Saver
- Creative Lesson Sharing



Public
Recognition



Private
Recognition



Notes
& Gifts



Acts
of Service

How Do You Like to **Receive** Gratitude?

Being Grateful as a School Community



4 Steps to Sustainable Gratitude

- Provide professional development on gratitude

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4 Steps to Sustainable Gratitude

- Provide professional development on gratitude
- **Assess gratitude styles**

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Gratitude Mapping

1 Which type(s) of gratitude do you prefer?

Public Recognition:

Showing appreciation out loud (e.g., kudos during staff meetings, shout out section of a newsletter, recognition award)

Private Recognition:

Showing appreciation one-on-one (e.g., notes of gratitude, personal email, conversation)

Acts of Service:

Showing appreciation by making lives easier (e.g., making copies, helping in the classroom, sharing lesson plans or templates)

Notes and Gifts:

Showing appreciation by giving something (e.g., your favorite snack with a note, gift cards)

I prefer this.

I would be ok with this.

I do not like this.



4 Steps to Sustainable Gratitude

- Provide professional development on gratitude
- Assess gratitude styles
- **Pick a strategy to implement**

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Hardwiring Gratitude into the System



Formalized Opportunities



Respectful of Staff Time



Authentic



On-going



Meets Staff Needs



4 Steps to Sustainable Gratitude

- Provide professional development on gratitude
- Assess gratitude styles
- Pick a strategy to implement
- **Monitor and adjust**

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STEP FOUR

Try It And Adjust



How much did we do?



How well did we do it?



Is anyone better off?

Common Pitfalls with Implementing Gratitude

Too often
Too much

Impeding
recognition of
own value

Replacing
conflict
resolution
with
gratitude

When
authenticity
turns into
obligation

Best Practices for Implementation

- Practice these with colleagues
 - Schedule School-Wide Professional Development
 - Introduce at Staff Meetings
- Share Success Stories
- Have Grade-Level Teams Brainstorm
- Share with students!
- Other?



Make a Plan: Identifying Your Tools

Building a Sustainable Gratitude Practice



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Promoting a Positive Work Culture



Five Elements of Positive Work Culture Survey Tool

As a team, read through the definitions and identify examples of each element. These examples should be relevant to your work, team culture, and preferences.

Use this information to guide where to focus your efforts in building a positive work culture.

1

Psychological safety refers to a person's comfort in bringing their full selves to work and having their contributions valued.

Example: Ability to ask questions, offer new ideas or admit mistakes without judgement.

2

Meaning refers to an individual and collective sense of purpose in the work.

Example: Reflecting on positive contributions individuals make toward the work and sharing how that shapes team purpose.

3

Impact refers to the feeling that the effort put forth is creating meaningful change.

Example: Keeping track of goals set individually and collectively and celebrating each milestone.

4

Structure and Clarity refers to a person's understanding of job roles and expectations.

Example: Understanding system processes and procedures, experiencing consistency within those processes and communication.

5

Dependability refers to the predictable and consistent support given and received by all members of a team.

Example: Having clear roles on projects with specific tasks and timelines.

Practice Gratitude at Home





Nature-Based BINGO

Experiencing nature, even close to home, offers a lot of benefits. Being near animals, plants, and natural land can relieve stress, improve our mental health, motivate us to eat healthy and be physically active, and make us feel more connected to others.

Celebrate the natural world around us this Earth Day and every day using this handy BINGO card filled with nature-friendly activities.

E	A	R	T	H
 Count how many shapes you see in the clouds	 Dance to your favorite Earth Day song or playlist	 Make a do-it-yourself birdfeeder	 Listen to the wind or thunder outside; share how you feel as a family	 Write a poem about the Earth and share with an elder over the phone
 Go on a virtual national park tour	 Use modeling clay (or make your own) and sculpt an imaginary animal	 Write 3 reasons you are grateful for nature	 Read a book in your backyard or next to your window	 Practice some yoga poses in your favorite outdoor spot
 Create a sidewalk chalk obstacle course	 Share a picture of you and your family in nature on social media (tag @HealthierGen)	FREE	 Walk barefoot in the grass with a family member	 Find 3 different types of birds or insects
 Plant an indoor herb to use in the kitchen	 Play a game of wildlife charades	 Smell a flower, breathe deep and practice mindfulness	 Design a nature journal	 Draw or paint a picture of something near you outside
 Mail a "Happy Earth Day" postcard to a family member	 Find natural objects in each color of the rainbow	 Pick up 3 pieces of litter in your environment	 Count the number of star constellations you can identify in the night sky	 Create a family plan to reduce, reuse and recycle

Get more *Healthy at Home* Resources at [KohlsHealthyAtHome.org](https://www.kohlshealthyathome.org) | #KOHLSHEALTHYATHOME

Resources

- [Building a Sustainable Gratitude Practice PDF](#)
- [Positive Work Culture Survey Tool](#)
- [Filling Your Cup: Comprehensive Staff Well-Being Strategies Guide](#)
- [Creating a Caring School Community](#)
- [Kohl's Healthy at Home Resources](#)
- Email a Healthier Generation Program Manager
 - Catherine Nardi, Catherine.nardi@healthiergeneration.org

Questions?



SCAN ME



Session:

Building a Sustainable Gratitude Practice in your School Community

Presenter:

Josephine Thomason

Date:

04/21/2023

Thank you!

