



Staff meeting notes - Appreciative Inquiry 2024

Notes	Materials
<p>Before session, email questions or allow teachers to see the following questions:</p> <ul style="list-style-type: none"> - Think about a time when you were functioning as the best teacher as you could. - Think about a time when you felt most proud of being part of The North Station. <ul style="list-style-type: none"> - What factors led to these moments? - What roles did other teachers and management play? - Think about your teacher-self and your work. What do you value most? - Think about your colleagues. What do you value most? - Think about the management staff? What do you value most? - If you had to name one thing that has helped you the most this year, what would it be? - If you had three wishes and you could change anything you wanted about your teacher-self, your colleagues, or the academy, what would they be? 	
<ul style="list-style-type: none"> - Success criteria: Present teachers with the rationale for the session. - Fun facts: Present teachers with a number of numbers that connect to something interesting about the year. Have them chat in pairs about what these numbers could be. Here are some examples from my context: <ul style="list-style-type: none"> - 326 (highest number of learners) - 13 (number of internal workshops) - 4.78 (average NPS from learner metrics for Term 3) - Reflect and review - Think, Pair, Share: Have teachers reflect on the year. At the start of the year, my teachers complete a 'Teacher I'd Like to Be handout', and I collect these and then bring them out at the end of the year. We then look at these and identify if we have made progress or not. I use Handout 1 to guide these discussions. Whilst teachers are working in groups discussing their thoughts, I take notes on their comments. - Group discussion: Show teachers handout 2 and tell them that they are going to split into two groups, with one person being the scribe. They need to ask and answer the questions in group, scribing the general view. Allow approximately 15 - 20 minutes. Collect these pieces of paper. Note: I try to avoid being around the groups whilst they are completing these task to ensure that they are as honest as possible. 	<p>Handout 1 Handout 2 Handout 3 Teachers' documents</p>



<ul style="list-style-type: none">- Dream time: Ask teachers to close their eyes. Read out the introduction from Handout 3. Give them some time to think, then pair them. After some time, ask each teacher to go to a separate room and record a Whatsapp message that is at least 2 minutes long, but not longer than 5 minutes, responding to the questions.	
<p>After the session, go through and analyse data, identifying:</p> <ul style="list-style-type: none">- What teachers feel is going well- What teachers feel are the academy's strong points- What could be better- What are the 'needs' and what are the 'wants'	



Handout 2 - Group discussion

Questions and notes

Think about a time when you were functioning as the best teacher as you could.
Think about a time when you felt most proud of being part of The North Station.

- What factors led to these moments?
- What roles did other teachers, learners and management play?



Think about your teacher-self and your work, your colleagues, and the management staff. What do you value most about each of these people?



If you had to name one thing that has helped you the most this year, what would it be?

A large, empty rectangular box with a black border, intended for the student to write their answer to the question above.



Imagine you have three wishes, and you can use these wishes to change something about the academy, the teachers you work with, the management team or the learners. What would you change?

