

Month 1: Team Mission Statement

Hi everyone. Let's talk about creating a team mission statement.

This is one of my absolutely favorite components of a successful staff training plan.

It's great because it gets your team together as a cohesive group a team mission statement is a summary of you and your staffs joint purpose.

It's your shared values the value in doing this is creating it together versus you as the teacher creating it and passing it out to your staff. This is going to be a great tool to establish that team atmosphere, but it's also going to be something that you find you're going to lean on throughout the year if any staff problems pop up.

So we're going to create a team mission statement by answering three questions.

First question. What do we want for our students? Do we want our students to be independent? Do we want them to feel safe? We want them to make friends? We want them to communicate their wants and needs. We want them to make progress on their IEP goals.

Second question. What do we want for our team? Maybe you want a team that communicates respectfully or team that follows their schedule a team that takes on ownership in the classroom and carries their load.

Then the third question, what do we want for our community? So our classrooms are part of a bigger School community and we want to create some goals and determine where we want our classroom to be in that placement. Do we want a community that has a faculty that's familiar with autism and learning differences that promotes inclusion and has opportunities for our kids to be valuable members of that community.

So you want to sit down with your team together to create this to team mission statement. And I know that it is hard to find common planning time. We're actually going to talk a lot about that next month, but for now get creative if that means taking, you know a little bit of time in the afternoon putting your students on the iPads or computers or giving them some break time. So you and your team can sit together. That's what you got to do. So be creative about finding the time to do this. It only takes 15 minutes and I'm going to schedule the 15 minutes out for you so you can make it simple and easy. So in the download section of this video, I have a worksheet ready to go so you can print it out and have one for each team member.

So let's talk about the 15 minutes. I recommend using a timer so you stay on pace. I'm a talker so I could keep talking about a team mission statement for the whole 15 minutes and not even get a chance to create it. So set a timer first for 5 minutes take the first minute to explain what a team mission statement is and give one of the handouts to each of your staff members take the rest. The five minutes to have each team member write down their answers by themselves. No collaborating yet. I like to give everyone a chance to get their answers down on their own so we can make sure that everyone's voice is included. Sometimes just the loudest voices are heard.

So I want to give everyone a chance to write down their Answers by themselves if people start chatting a little bit just ask them to hold off during those five minutes until we come together as a team. So after the five-minute timer goes off set another timer for 10 minutes. I told you it's only going to take 15 minutes in those 10 minutes you as the teacher get a new sheet and go around and have everyone share their answers to each question and you summarize the answers that everyone is given and write them for your joint team mission statement that collects everyone's responses. Make sure that you give feedback while people are giving their ideas and include everyone's different inputs on the same page.

After you get everyone's ideas down on your team mission statement, then the important part you want all of your team members to sign the bottom. This is them giving their stamp of approval that yes. These are our joint values as a team and then post this in your classroom. Put it near your staff closet or near your desk. So you and your team can see it on a regular basis and be reminded of the things that you as a group stand for. So let's address the elephant in the room you feel uncomfortable about doing this I get it. I really do maybe you've never had a staff meeting. So the idea of sitting down with your team feels really intimidating or maybe you've had tons of staff meetings, but never one quite like this because this is new and this might be different and we tend to try to avoid things that are new at first, but imagine if you spent your whole life avoiding things that were new think about all the things you would have missed out on ice cream, Netflix, coffee. I mean, what kind of a life is that? So if the Only reason you're avoiding doing this is because you might feel uncomfortable my non sugar-coated advice is get over it you'll survive. I promise be okay with being uncomfortable. We ask our kids to be in situations where they're uncomfortable all the time. We need to be the role model for that your kids deserve a team that works cohesively and this is the first step to getting there and guess what things that are uncomfortable at first with practice start to feel comfortable and this year is all about staff training. So it's time to get comfortable with it. So head over to the download section of this video and download the team mission statement you're gonna want to print one for each staff member including yourself so you can do it individually and then your whole group one that you're going to create and then you need to share it. I am dying to see all of the team mission statements you make so after you write it out snap a pic and post it in the Facebook group. It can be sloppy. It can be messy if you didn't get to the worksheet and did on paper who cares I want to see all of the great things that you and your team stand for. I can't wait to check it out. So if you have any questions as you start exploring the site, please bring it over the Facebook group. I'm happy to answer it for you and let's jump in.