

## Appreciation Tips



Be specific – share what you appreciate and the impact it has on you/others



Be timely – share your appreciation sooner rather than later- this will also help you be specific



Make it a habit – Just as we ask educators to reflect on what they notice about student behavior, make sure you find time to pause and notice the strengths of your educators

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## Have Feedback or Other Celebration Ideas?

Please feel free to share other ways you have celebrated your team or to let us know how one of our strategies worked!

### Educator Actions to Celebrate

- Taking action from their Aperture data
- Collaborating with another educator on action plans
- Finishing a rating window
- Asking a thoughtful question
- Sharing feedback on the implementation process
- Sharing a student's strengths/relative strengths with the student and their family
- Completing Aperture training
- Integrating SEL into academic lesson plans
- Boosting their own SEL skills

### Celebration Action Plan

Hip, hip hooray! On \_\_\_\_\_, we will show our gratitude for our educators by celebrating them with a \_\_\_\_\_.

\*We love hearing other ways districts are celebrating their educators. Please share the different ways you are celebrating your staff\*

### Ways to Celebrate

- Gratitude Email:** Send an email to educators expressing your gratitude for all their efforts (template on next page!).
- SEL Champion of the Month/Semester:** Choose 1-2 educators to showcase (in a staff/team meeting, blurb in the school news, bulletin board). They will receive an SEL Champion Certificate, and they can share practices that work for them when delivering interventions, implementing SEL into their daily routines, etc.
- Student-Led Gallery Wall:** This could be in the teacher's lounge or a wall in the building. Help students write thank you messages or draw pictures to show how their teacher helped them improve an SEL skill and how that skill has benefited their life. (i.e., I can work better in a group because Ms. Smith taught me how to collaborate by following these tips 1, 2, 3, or I made a new friend because I learned a good friend does a, b, c.)
- Share **Specific Shoutouts** in a staff/grade-level meeting to appreciate behaviors you've noticed.

**1<sup>st</sup> Rating Appreciation Email:**

**Subject:** A toast to you!

**Content:**

Hi team,

I want to congratulate you all on finishing [School Name]'s first Aperture rating window. I'm eager to dig into the data, and I hope you are too, but first I wanted to pause and appreciate all the effort that got us to this point. Thank you for the time you continually invest in getting to know your students, and for completing training, doing ratings, and sharing your questions and feedback along the way.

As a direct result of your efforts, we can now make data-driven decisions about SEL instruction, resources, and professional development. That's huge!

[insert relevant gif or celebration image, if that's your style]

With gratitude,

[Name]

### Appreciation for Behavior You Noticed

**Subject:** I appreciate you, [name]

**Content:**

Hi [name],

I wanted to thank you for [behavior you noticed]. It [impact the behavior had on you or others]. [Follow-up action item].

[insert relevant gif, if that's your style]

With gratitude,  
[Name]

### Example

Hi Kristina,

I wanted to thank you for the feedback you shared in today's meeting about our plans for sharing takeaways from our Aperture results with families. It sparked a rich conversation that encouraged others to share their ideas too. I plan to share your insights with the site leaders on Thursday, and I would love for you to be looped into the conversation!

I appreciate your creativity and enthusiasm and am glad to have you on our team.

With gratitude,  
Haley

# SEL CHAMPION OF THE MONTH

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THE FOLLOWING AWARD IS GIVEN TO

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Thank you for continuing to take the time to prioritize the DESSA with your students and for putting social and emotional learning in the forefront of your educational practices

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Program Administrator

