

Figure 4.4: Intentionality With Celebrations Matrix

Type of Educator	Observable Actions	Ways to Celebrate
Innovators These educators are always trying new strategies and striving for innovation within the classroom and school.	<ul style="list-style-type: none"> • They use a new strategy in class, in a meeting, or during professional development. • They share a new idea in a meeting or during professional development. • They integrate new technology in class, in a meeting, during professional development, or in a schoolwide system. • They plan for differentiated instruction. • They design a project that allows students to be creative, collaborate, and solve problems. • They use multiple methods of assessment within a unit. 	<ul style="list-style-type: none"> • Send an email to the educator with a picture or video of students or teachers engaging with the new strategy or idea and highlight the impact. • Acknowledge the creativity and innovation through a positive note. • Provide feedback on how the new strategy or idea had an impact and contributed to learning. • Provide specific examples of innovation during evaluations. • Share the new strategy or idea with the school through an email, announcement, or newsletter. • Encourage or make ways for the educator to attend or lead professional development. • Institute an Innovator of the Month award.
Problem Solvers These educators are curious and always eager to find solutions to problems.	<ul style="list-style-type: none"> • They identify a challenge and implement a solution to address it effectively. • They include others to help find solutions to challenges or problems. • They anticipate a challenge and proactively plan ways to avoid it. • They help a colleague address and find solutions to problems. • They participate in a schoolwide committee that addresses a specific issue. 	<ul style="list-style-type: none"> • When leaving feedback, be sure to include specific data that connects to a challenge or goal they may be working on. • Write a positive note that highlights the specific ways the educator's critical thinking and problem solving have had an impact. • Buy the educator a book that they might enjoy, and include a note emphasizing their positive impact. • Provide specific examples of problem-solving skills during evaluations. • Provide opportunities for the educator to be a mentor. • Publicly acknowledge the educator's accomplishment at a faculty meeting or in a schoolwide email. • Encourage or make ways for the educator to attend or lead professional development. • Institute a Problem Solver of the Month award.

Type of Educator	Observable Actions	Ways to Celebrate
Encouragers These educators are always looking to encourage people and increase their sense of belonging.	<ul style="list-style-type: none"> • They create a positive and safe learning environment where every voice is heard. • They monitor student learning and adjust instruction to meet learning needs. • They celebrate student success. • They continually offer praise for effort, growth, and accomplishments. • They provide scaffolds so that all students find success. • They provide and create opportunities for student voice and choice. • They attend schoolwide events outside the school day. 	<ul style="list-style-type: none"> • Include positive reinforcement when leaving feedback. • Write a positive note that highlights the specific ways the educator has helped increase a sense of belonging at school. • Provide specific examples of encouragement during evaluations. • Collect a set of thank-you notes written by students or other teachers for the teacher. • Institute an Encourager of the Month award.
Rule Followers These educators always rise to challenges and will follow through with whatever is asked of them.	<ul style="list-style-type: none"> • When asked to try a new strategy, they use the strategy within a week. • They always have data ready at team meetings. • They actively participate in team meetings and professional development. • They provide student work samples for documentation. • They behave as a team player during new initiatives. • They exhibit near-perfect attendance. 	<ul style="list-style-type: none"> • Send an email to the educator thanking them for their commitment and follow-through. • Write a positive note that highlights the specific ways the educator's dependability has had an impact. • Provide specific examples of reliability during evaluations. • Give the educator a small gift that includes planning supplies (sticky notes, pens, agendas, and so on). • Highlight the teacher who is having an impact on current initiatives at a faculty meeting or in a schoolwide email. • Honor the teacher with near-perfect attendance via a positive note or a shout-out in a morning email. • Institute a Rule Follower of the Month award.