

Figure 9.3: Appreciation Assessment Protocol

Quarterly Appreciation Audit

School: _____ Quarter: _____

Assessor: _____

Phase 1: Recognition Flow Analysis

Formal Channels

Document appreciation frequency in structured settings.

- Faculty meetings: _____
- Department gatherings: _____
- Professional development: _____
- Evaluation processes: _____

Informal Networks

Map spontaneous appreciation patterns.

- Grade-level teams: _____
- Department groups: _____
- Cross-disciplinary exchanges: _____
- Support staff interactions: _____

Phase 2: Impact Evaluation

Professional Growth

Capture evidence of appreciation affecting development.

- Risk-taking increases: _____
- Innovation attempts: _____
- Collaboration growth: _____

Cultural Shifts

Document climate changes.

- Trust indicators: _____
- Support patterns: _____
- Professional dialogue: _____

Phase 3: Sustainability Check

System Health

Evaluate appreciation infrastructure.

- Current documentation: _____
- Active channels: _____
- Adequate resources: _____

Integration Level

Assess how appreciation is embedded in regular operations.

- Meeting protocols: _____
 - Daily routines: _____
 - Communication systems: _____
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Phase 4: Adjustment Planning*Enhancement Needs*

Identify areas requiring strengthening.

Resource Allocation

Plan support adjustments.

- Time allocation: _____
- Material needs: _____
- Training requirements: _____

Implementation Guidelines

- Complete the protocol quarterly for systematic monitoring.
- Involve multiple stakeholders in assessment.
- Focus on specific, measurable indicators.
- Create clear action steps from findings.
- Share relevant results with staff.
- Use data to guide appreciation initiatives.

Review Notes

- Strengths identified: _____
- Areas for growth: _____
- Next quarter focus: _____
- Success celebrations: _____