



Happy Staff, Many  
Laffs!

Lori Pristera  
Adolfo Camarillo HS



# Adolfo Camarillo High School



*Students: 2,225*

*43% white*

*40% Hispanic*

*5% Asian*

*2% African-American*

*Classified Staff: Approx. 50*

*Certificated Staff: Approx. 100*





# ASB! 63 strong!

My kids are amazing! We meet daily and the kids are supported by the principal and our administration and they really feel like they have a voice on our campus.

# Taking care of your awesome staffully!



**Before school even starts, the staff gets together in an informal setting. I hosted this year. We did a google form for RSVP and sides. The principal and I provided the entree. It was an amazing time for everyone and set a positive tone even before school started!**



# Teacher's first day back!

- ***At boot camp before school starts, ASB poster commission works on "Welcome Back" posters for EVERY teacher. The night before the teachers are due back, we tape them up in their classrooms.***



# First day of school for teachers-staff meeting!

*As all schools do, we have our beginning of the year traditions!  
Our new family members are “beaded” for the day, so we make sure everyone introduces themselves.*

*Our INCREDIBLE PTSA always feeds the entire staff on that day.  
We spend time celebrating any news from the summer-babies, weddings, etc.*



*We play team bonding games  
Photo scavenger hunts for prizes-department bonding  
Give-aways, prizes and fun!*

*Then---of course, the “real”  
meeting begins.*

# *Staffully includes your custodial and maintenance staff!*

***During the first week of school, ASB provides lunch for both the day maintenance crew and the nighttime custodial crew! Thank them for getting your school beautiful and clean for the new year!***



***After ASB dances, or large functions that our custodians have to set up, break down and clean up, provide them with food! I usually make sure to order more desserts, or whatever we're serving and make sure they are taken care of at the end of the night!***

***WE ALL JUST WANT TO BE APPRECIATED!***

# September-October

*As you know, September is a rough, LOOOONNG month for teachers waiting for their paychecks!*

*Always nice on the first payday of the year, to have actual PAYDAY in your box!*

*The kids put ribbons with thank you notes on them in the teacher's boxes.*





# ***September-October, continued!***

## ***ASB-sponsored Staffulty Family Night!***

***ASB did a specific fundraiser for the staff family night. Some jolly jumps, popcorn machine, grilling on our large portable grill, staff bought sides, our principal provided a Slushee machine.***

***Games, creative corner, face-painting--movie night***  
***All in the gym and outside the gym***





October-November focus-FALL



# Fall Festival

**Come celebrate FALL with ASB  
at our Annual  
Staffulty  
Appreciation Pancake  
Breakfast!**



**When: Friday, November 8th  
from 7:00-8:00**

**Why: Because we appreciate you!**

**Where: Staff cafeteria**

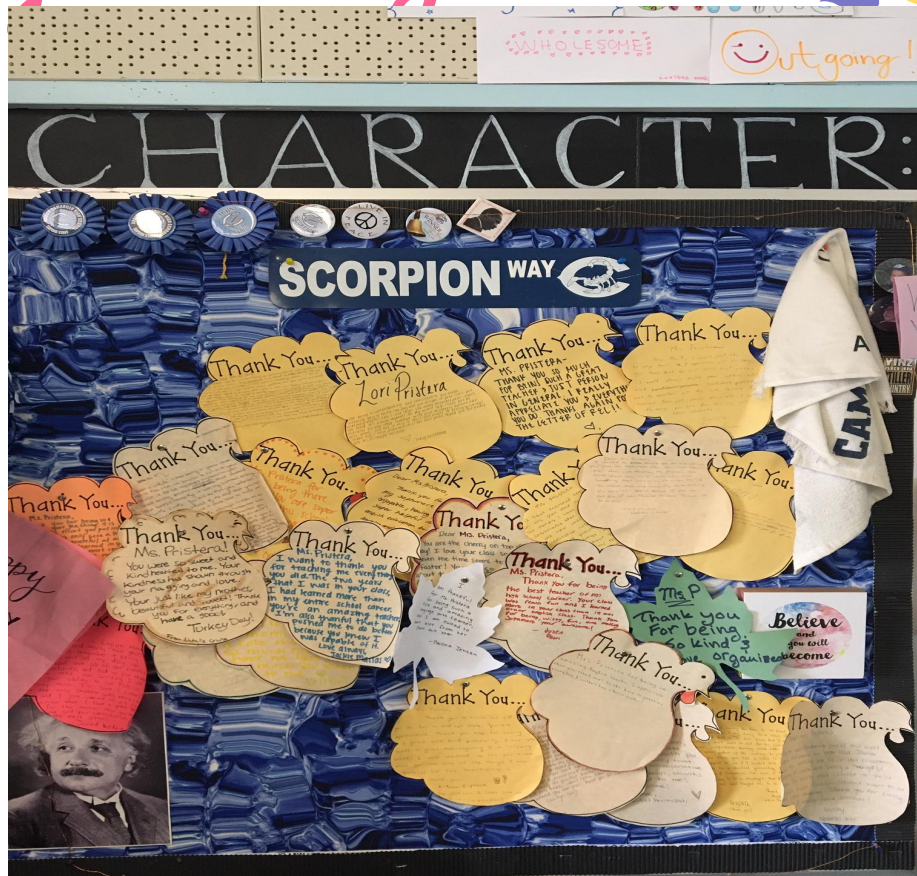
**Pumpkin Spice Pancakes,**

**Regular pancakes**

**Juice, Fruit, Coffee, Tea and a  
special treat!**

# Thanksgiving Thank-You's!

**Our AVID program,  
ASB and homerooms  
work on Thank-You's  
for the teachers.  
Students put sincere  
messages of thanks  
and deliver them!**





# NFL Day!



*On a chosen Friday, it's NFL Jersey day! At lunch in the quad, students and staff gather in their "teams". The team with the most representation wins an ASB prize!*





*Holiday Season!*



# Best Staff Moment Ever!





# Happy New Year!



***Have a Marvelous and  
Magical New Year!***



# February-showin' some lovin'



# Room Service!!!



## Adolfo Camarillo High School Teacher Appreciation Week



### ROOM SERVICE

#### DRINK

- ☐ Diet Coke
- ☐ Coke
- ☐ Sprite
- ☐ Root Beer
- ☐ Dr. Pepper
- ☐ Dr. Pepper (Diet)
- ☐ Water

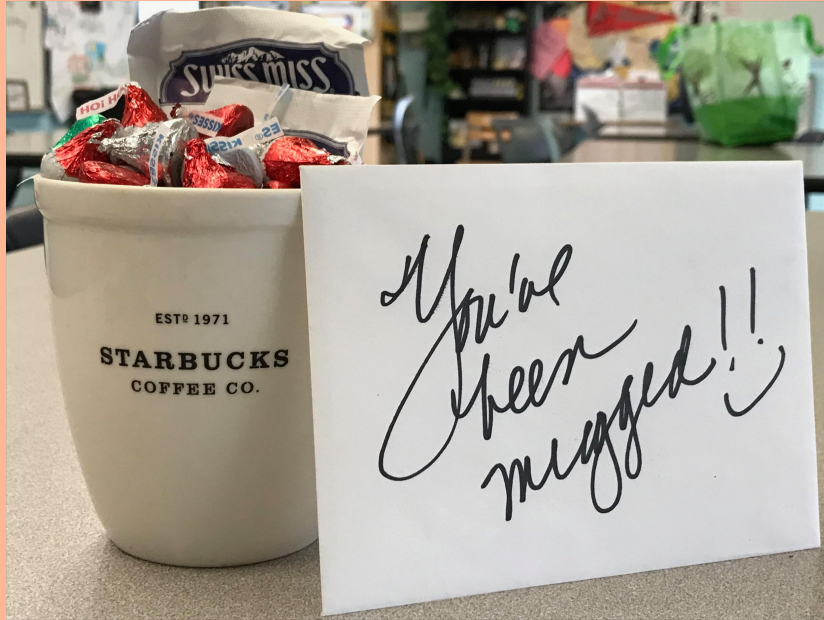
PLEASE TAPE ON YOUR  
DOOR BY THE BEGINNING  
OF HOMEROOM IN  
ORDER FOR A TIMELY  
DELIVERY 4<sup>TH</sup> PERIOD!

#### SNACK

- ☐ Doritos
- ☐ BBQ Lays
- ☐ Original Lays
- ☐ Reese's
- ☐ Hershey Bar
- ☐ Skittles

STAFF NAME \_\_\_\_\_  
ROOM NO: \_\_\_\_\_ (4<sup>TH</sup> PD)

# Fun things you can do "on the cheap"!



**Fill a mug with your favorite things! Pass it on with instructions. Each person takes a pic of what they put in and passes it on. It moves every 3 days and you can only get it once!**





# *An abundance of PBIS assistance!*



*Life revolves around coffee and tea!*

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## *Mug Shots of the Week!*



# Recognizing the "unrecognized" staff and doing good things-win-win!



**Reminder-staff cafeteria**

# Tireless Teacher of the Week

Our local bike shop donated an old wheel and we made it special!



Students vote on a google survey form on Mondays and we pull top nominations every week for Friday presentation



*Brighten their day with flowers!*



# How the heck do you pay for all this? It takes a village!!

In September, host a business mixer. Invite all local businesses-**don't** leave out ANYONE. Explain to them why our kids come to them for donations. Give away ASB swag!! Then, start reaching out. Gift cards, donations are easy after that. Use your business connections for internships, guest speakers also!

Make friends with your grocery store managers.

Reach out to your parents--for volunteer hours AND business donations  
**BE CREATIVE!**

Use your charm, your powers of persuasion and **YOUR KIDS!**

The same things you do for the kids-do for staff. Messages in lockers-put them in the teacher's boxes!



# *TOTAL FREEBIE GIVE-aways*



**SPIRIT SP**

**912 113TH ST**

**ARLINGTON, TX 76011 (817) 807-4700**

**T-shirts with logo-about 100 at the start of the year-custodian and maintenance crew get first dibs!**

**Football season-footballs or horns**

**Basketball season-cups**





*QR code for slides!*



Presenter:

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Adolfo Camarillo High School

@ACHSASB1

@Scorpion Cyclone

@achs\_scorpions

### IDEAS IN A NUTSHELL

Start staff appreciation and building your culture and climate before school begins



1. Staff BBQ--not at school

Google form for RSVP and sign-up for side! Admin provides entree (beyond burger, burgers, etc.) BYOB--make connections immediately! We had raffles for spiritwear, the principal gave away spirit t-shirts he designed for each person. People are still talking about it

2. Personalized Welcome Back signs in the classrooms.

At boot camp, the ASB poster commission makes personalized welcome back signs and we spend a few hours the evening before teachers return, we put the signs in every classroom.

3. First staff meeting! Traditions and being open to new things. Connect with PTSA for food--administrators should serve.

4. Take care of your custodial and maintenance staff! Feed them lunch the first week of school--the ASB kids serve them in the room--and take care of your custodial crew that same evening.

Always have something for the night custodial crew on big ASB clean-up events--dances, etc.

5. SEPTEMBER PAYDAY!!! Smaller payday candy bars in teacher's boxes with a thank-you note!



6. STAFF FAMILY NIGHT! FOOD, GAMES, ARTS AND CRAFTS AND MOVIE NIGHT. The ASB students specifically fundraise for it. We have a popcorn machine, cotton candy, face-painting, big games for the kids AND cornhole tournament for the adults. End the night with an indoor movie in the gym.

7. Fall Pancake breakfast



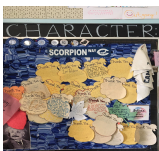
ASB students decorate the staff cafeteria. We serve up fresh pancakes, fruit and have a coffee and tea bar. Don't forget your "o" period teachers! We deliver with bamboo cutlery and togo boxes.

8. Trash problem on campus? Do interviews with the staff that cleans up--ask them personal questions about family, hobbies, etc. Then play the interview either on your school news channel or have the homeroom teachers show it. The last question of the interview is "How do you feel about cleaning up our student's trash after nutrition and lunch?" It gives a name and face to the people who have to clean up--also bonds the kids to them. They will be blatantly disrespecting the staff if they litter. It worked!





9. **Tireless Teacher of the Week**--our local bike shop donated a wheel without a tire and we spray painted it our school colors. Monday-all students vote on a google survey form. Wednesday, ASB kids pick from the top 3. We make a poster and deliver the tireless wheel to the teacher and read them specific comments that the students wrote. It moves every Friday.
10. **Staff meeting ideas**--
  - A. Put post-it notes under seats for instant give-aways. (I do this in my classroom too! The kids love it.)
  - B. With tape or a clothespin, put a blank piece of paper on the back of each staff member. Get up, walk around and you must write something positive about that staff member on the paper. At the end of the activity, they have a piece of paper with wonderful things about themselves.
  - C. Begin each staff meeting with celebrations and shout out exchanges. We read shout outs to the staff from the student "shout out" mailbox located in the ASB room.
  - D. Ask your principal to "give up" a staff meeting for a photo scavenger hunt. Group people according to numbers, not departments, so they're working with random staff. Have ASB kids create a scavenger hunt with clues and staff must prepare a video of the scavenger hunt. Best video wins! This is also a good thing to do at the beginning of the year, especially if you have new staff. It helps them get familiar with the campus.
11. **You've been mugged!**  
Fill a mug with your favorite things. Create a tag with instructions, take a picture, email it to everyone and pass it on to someone. They have three days to fill it with their favorite things (same mug) and pass it on to the next person. They take a pic and email to everyone, fill it and pass on. This continues ALL YEAR! No repeats until everyone has been mugged.
12. **"Mug Shot of the Week"**---PBIS sponsored! Have your PBIS coach go in search of someone drinking coffee, tea, whatever in the morning. Take a pic and interview them! Email it to the entire staff. It's a great way to get to know your staff. Also, our PBIS coach plays trivia games for a cup of coffee, with or without biscotti :). He was able to procure some gift cards from Coffee Bean--he gives them out as well.
13. **PTSA**--make good connections with them. They are a wonderful source for staff support. Our PTSA gives Holiday Classroom Wish Lists, grants for the teachers--our German teacher won a PTSA grant for a class set of German children's books for over \$2,000.00. Our PTSA does staff hospitality four times a year. They have themed food days for us. They are INVALUABLE.
14. **Coffee and snack cart**  
I have one of the old projector carts with wheels that I have retro-fitted and decorated to be a cart. On the Fridays when our sub list is depleted because a bunch of people take off (which is about 2 Fridays a month) I load the cart up with coffee, tea, chocolate (lots of chocolate) chips, etc. and go around to as many classrooms as I can and let the teachers choose from the carts. It's just ASB's way of saying "thank you for being here, we appreciate you!"
15. **Thank you notes**  
Every Thanksgiving, the homeroom teachers are provided with turkey templates. Every student writes a thank you note for a teacher. They deliver them. MAKES MY DAY!! Our AVID program uses actual thank you notes and that's pretty special too! ASB does this at other times as well! All our students have unlimited access to Thank You notes and cardstock to create their own at any time. We advertise it and students just stop by and pick them up.



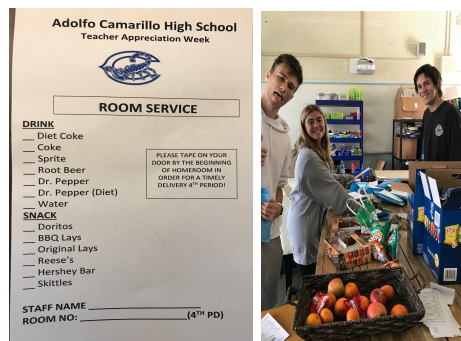
16. **Flowers!** We are fortunate to have many rose bushes, birds-of-paradise and magnolia trees on our campus. When I hear that someone's having a bad day, or a student--all students, not just ASB--come in and tell me there's a special teacher they want to give a cheering up to, we grab one of our glass jars, cut some flowers and give it out! My kids donate their glass spaghetti jars and we re-use them! Classico works the best and mimics the mason jar!





## 17. ROOM SERVICE!

We stole this straight from Pinterest! Put room service tags on the doors with tape. Teachers fill them out and put them back on the door. Collect them and deliver their goodies in cute bags the ASB kids decorate. It was the best thing we did for the staff--they LOVED it!



## 18. MYINTENT.org “What’s Your Word?”

At the SECOND staff meeting, ASB distributed note cards to the staff and asked them what special word that wanted to focus on for the next 6 months at school. They wrote it down and then we put those words on the bracelets (lots of hammering!) from myintent.org. We handed them out at the next staff meeting. They were surprised, shocked and SO grateful. Most of them wear them daily!!! They come with the bracelets you put them on and they last forever! BONUS: I called myintent.org when I ordered the stuff and told them my idea and they gave me 20% off because I was using it for school. Since then, before we go on our leadership retreat, our ASB cabinet does the same thing for the kids and they give them out to their councils the first night of the retreat!

### HOW DO YOU PAY FOR ALL THIS?!

1. Host a business mixer at the beginning of the year. Invite ALL the business you can. Do a business card bowl and give away school swag! Have good snacks and drinks and explain to them why you can't use student money for gift cards, services, etc. Many don't understand school rules! I mail personalized thank you's the very next day and then, when I need them, I can reach out and they are very generous! I reach out to them at least twice a month.
2. Create and MAINTAIN relationships with the managers of your local restaurants, small business, etc. They are INVALUABLE sources for our functions. Our Mr. Softee ice cream place has 4 trucks and is ALWAYS at our functions. He gives us sometimes 50% of proceeds and provided ice cream for free for our staff at the beginning of the year! I asked--he said YES!
3. Be shameless!!! Talk up your staff to your business contacts--they usually come through with something.
4. Be creative--for the pancake breakfast, I planned it for the day before ASB hosted a breakfast for a homeroom that won a contest! Two birds and I could use ASB money because I had “leftovers!”
5. PRINCIPALS have budgets! Have an honest conversation with your principal about the staff culture and what you both need to do to improve it. Brainstorm ideas and then create ways to pay for it.
6. RENAISSANCE! If you are a Josten's Renaissance school, that money is earmarked for student AND staff appreciation! You can legally use it for such. It is also under the ASB umbrella of fun, so make sure ASB is supporting them as they support you!

**FOR THE STAFF MEMBER(S) WHO ARE THE MOST NEGATIVE AND RESISTANT TO ANYTHING FUN OR COLLABORATIVE!**

Target them!!

- A. Do a “get to know you” interview series and START with them. People love talking about themselves, ask good questions and then put the video out on your school news, or show it during homerooms--this is a GREAT thing to do anyways as kids get to know all the staff--we try and do one a week.
- B. Do the “You’ve Been Mugged” and START with them! Tell them “you were specially chosen to start this awesome game!” they'll be flattered and carry it on. Make sure you follow up that they did pass it on (the new recipient is supposed to email a pic anyways)

- C. Find a student in ASB or one of their friends that has that teacher. Have them create a thank you poster for them, putting positive adjectives around the words “Thank You” and deliver it with fanfare. REMEMBER: “People show us they need love in the most unloving ways!” There IS good in everyone--you may just need to remind them of their attributes!**

**HERE IS THE QR CODE FOR MY PRESENTATION!**



**Thank you!**

**Feel free to email me if you have any questions AND ideas!**

**Also available:**

- 1. ASB curriculum I created for our district that aligns with A-G and includes digital portfolios, reflection writing, speaking and listening activities.**
- 2. ASB constitutions**
- 3. Any forms you will need that are aligned with the state requirements for ASB (all financial forms, club minutes, etc.)**
- 4. A folder of videos of rallies, events, etc.**