Character Strong

More than a curriculum — it's a culture.
IT’S ALL ABOUT RELATIONSHIPS.
THE WEBBY PLEDGE

THIS IS MY WEBBY...
I PROMISE...
TO ALWAYS USE MY WEBBY...
WHEN GREETING OTHERS...
ONE DAY...
THIS WEBBY...(MY WEBBY...)
WILL HELP ME GET A JOB...(KEEP A JOB...)
AND MORE IMPORTANTLY...
MAKE A POSITIVE DIFFERENCE IN THE WORLD...
IF I...CHOOSE TO...USE IT...
LET’S DO THIS...
LET’S WEBBY.
MORE THAN A CURRICULUM - IT’S A CULTURE.
OBJECTIVES

• Analyze how clarity, competence, and consistency are connected to creating a strong school culture.

• Explain, with evidence, the importance of teaching the Whole Child.

• Differentiate between personality and character.

• Integrate at least three relational strategies into your daily practice.
CULTURE: “...GOES MUCH DEEPER THAN A MISSION STATEMENT...CULTURE IS HOW GROUP MEMBERS ACTUALLY BEHAVE, REPEATEDLY AND HABITUALLY.” -JAMES HUNTER

CLIMATE: THE PRODUCT OF THE ATTENTION TO THOSE BEHAVIORS. THE SCHOOL’S EFFECTS ON ITS PEOPLE. IT IS SOMETHING YOU CAN ACTUALLY FEEL.
Competence: What do people know how to do?
Consistency: What do people do daily or weekly?
Clarity: What do people believe in or care about?
Circles of Culture

- Consistency
- Competence
- Clarity
A Culture with No How:
We know what is important and we see/talk about it often, but the staff or students don’t have the skills to bring the vision to life. It is a culture that is busy, but not productive.
Circles of Culture

- Consistency
  - no why
- Competence
  - no how
- Clarity
A Culture with No Why:
We teach a lot of skills, we talk about our culture often, but there is no deep buy-in or clear, unifying purpose. It is a culture that is busy, but not passionate.
Circles of Culture

- Consistency
  - no why

- Competence
  - no when

- Clarity
  - no how
A Culture with No When:

Inspiration doesn’t mean application. A big message with little follow through is like going to the gym ONCE. It is a culture of inconsistency - a culture of good ideas, but no habits.
What is “missing?”
WHY TEACH the Whole Child?
The Other Half of the Whole Child

• Built to be *relational*, more isolated than ever.
• Who needs *Character Development*?
• Academics only = *30-50%* of what they need.
• Highest indicator of *success isn’t GPA or SAT*.
• Soft skills are the new *Hard Skills*.
• Students need a Deeper *WHY*. 
We must stop living for happiness and start living for clear PURPOSE.
Job > Responsibilities

- to-be list
- to-do list

Clarity
Transformational > Transactional

relational

informational

Clarity
Purpose > Happiness

why

what

Clarity
WHY DO YOU DO WHAT YOU DO?
“People will forget what you say, people will forget what you do, but people will never forget the way you made them feel.”

-Maya Angelou
how do we want our students to feel?
how do we want our staff to feel?
how do we want our school to feel?
The simplest definition of climate is how people feel on your campus on a day-to-day basis.
ONE WORD.
When we expect, we affect.
TOP 10 PROACTIVE EXPECTATIONS
1. You shall give one genuine compliment per day. The best compliments are specific - requiring active listening and thoughtful observation. “You look nice today” is not nearly as good as “Those blue converse make your eyes pop like a can of Pringles.”
2. You shall learn one new person's name each day. Names are powerful - when we take time to learn and remember someone's name, it gives them value and reminds us of their humanity.
TOP 10 PROACTIVE EXPECTATIONS

3. You shall thank one staff member per day for their work. They do not get paid enough to put up with your shenanigans - they do their work because they believe in you. Believe in them back.
4. You shall hold the door open for people and thank those that hold it open for you. During cold months, you shall not let in too many breezes. Use your noggin.
5. You shall attend one event each month that is totally unrelated to your friend group and interests. You might be the next chess grandmaster and not even know you like it yet.
6. On Mondays, you shall write down one thing you are grateful for. I know it’s a Monday and the last thing you want to do is feel happy, but practicing thankfulness makes us healthier, more positive people. It’s science.
TOP 10 PROACTIVE EXPECTATIONS

7. On Tuesdays, you shall pick up one piece of trash that isn't yours. Pick up your own trash, too - custodians aren't your maids.
TOP 10 PROACTIVE EXPECTATIONS

8. On Wednesdays, you shall ask one person in your life how you can help them. Your mom may need help with the dishes. Your teacher may need help cleaning up the class. Your coach may need help passing out flyers. Your dog may need help going for a walk.
TOP 10 PROACTIVE EXPECTATIONS

9. On Thursdays, you shall write a thank you note to someone in your life. Not a tweet. Not a text. Not an email. A handwritten note that you drop in the mail or deliver in person.
TOP 10 PROACTIVE EXPECTATIONS

10. On Fridays, you shall hug, handshake, high five, or hand hug one person who looks like they need it. Please don't do this without their consent - that won't make their day, that will make you creepy.
2 non-academic positive expectations.
People want to **BE GOOD**, they just don’t always know what **GOOD** looks like.
CLIMATE: SAFE, BELONG, ACCEPTED

CULTURE: KINDNESS
Growth vs. Fixed Mindset
Empathy
Habit Development
Active Listening
Grit/Resiliency
Personality vs. Character
Personality

Personality vs. Character

Competence
personality is a gift. character is a HABIT.
personality is what we wear to the gym. character is how hard we work out.
What does CHARACTER look like?
What does **Character** look like?

- Patience
- Kindness
- Forgiveness
- Respect
- Honesty
- Commitment
- Humility
- Selflessness
- Competence
CHARACTER is good in ACTION.
HABITS of CHARACTER

- Patience
- Kindness
- Selflessness
- Respect
- Honesty
- Commitment
- Humility
- Forgiveness
Kindness

Finding OPPORTUNITIES for service
Seeking PROACTIVELY positive interactions
The ART of Compliments

The PRACTICE of selflessness
A COMMITMENT to generosity
The DEVELOPMENT of empathetic instincts
W.A.Y. IN
Who Are You Inventory
Kindness

Finding OPPORTUNITIES for service
Seeking PROACTIVELY positive interactions
The ART of Compliments
The PRACTICE of selflessness
A COMMITMENT to generosity
The DEVELOPMENT of empathetic instincts
Hey your (article of clothing) looks _____ today. You are more stylish than a _____ wearing a _____.

@COMPLIMENTCREATIONS

Character Strong
IN OUR _____ MINUTE BEST FRIENDSHIP, I’VE SEEN THAT YOU ARE REALLY GIFTED AT ____. YOU ARE STRONG, ____, AND BRING A LOT OF (BLANKITY BLANKS) TO YOUR SCHOOL. I THINK YOU’RE AN AMAZING EDUCATOR BECAUSE (BLANKITY BLANK BLANK).
DEAREST ______, YOU ARE

EVERYTIME YOU ______, I CAN SEE HOW TRULY ______ YOU ARE.
YOUR SMILE IS BRIGHTER THAN THE STARS AND WARMER THAN BREAK COOKIES.

YOU'RE SO SWEET! YOU REMIND ME OF ___.
The more opportunities they have to **PRACTICE KINDNESS**, the more likely they are to **BUILD THE HABIT OF KINDNESS**.
Breakfast of Champions

Message 5 people the following text, “What is one way I could be better in our relationship?”

Asking for feedback helps us identify gaps in our life. When we know about the gaps and take action to close them, we show great Humility. Whatever your people respond with, you cannot get defensive - just clarify if needed and tell them “thank you” for their time and honesty.
I HAVE ALWAYS LOOKED UP TO YOU FOR YOUR ____. I KNOW I AM ____ BECAUSE OF YOUR ____.
Truth or Dare

What do you think about the current Dare?

Reflect on your experience with the previous Dare.

Humility
Their Biggest Fan

Throughout the day, point out something that each of your friends is good at and how their skill motivates or inspires you to be better in your own life.

Sometimes we forget to acknowledge the amazingness of the people closest to us. Take time today to make sure they understand they are talented, awesome people.
Intentions - Actions = SQUAT.
Four at the Door
(+ one more)

1. Eye to Eye
2. Name to Name
3. Hand to Hand
4. Heart to Heart
Make **time, daily.**
IT IS THE PLATE!
The **question** that’s not getting **asked**.
What have you done for others today?
Thank Your Teachers!

At the end of each class today, tell each of your teachers one specific thing about their class that you enjoyed.

Think about the way they taught the lesson - did they use great stories or draw something on the board? Did they prepare a powerpoint or video at home? Did you learn something totally new today? A new way to think about solving a problem, a fun fact about history, an inspirational quote...
Thank Your Teachers!

At the end of each class today, tell each of your teachers one specific thing about their class that you enjoyed. Think about the way they taught the lesson - did they use great stories or draw something on the board? Did they prepare a powerpoint or video at home? Did you learn something totally new today? A new way to think about solving a problem, a fun fact about history, an inspirational quote...
Family Matters

Do a chore without being asked today.
Maybe it’s unloading/loading the dishwasher. Maybe it’s something your brother or sister normally does. Maybe it’s making your parents’ bed.
Identity Alignment

Write down 5 things you want to be about and/or value. Go back through your past 20 posts on social media and see if they fit those 5 things.

Are you in leadership, but half of your statuses are about partying? Do you stand for kindness, but occasionally get involved in drama? Do you want to be trustworthy, but sometimes tweet gossip? Honesty is about aligning your online, offline, and ideal selves to make sure you’re the same person in all areas of your life.
Serve Those Who Serve

Put together a care package for someone in the military and send it off.

It could be to someone you know or it might be to a total stranger (there are lots of organizations like AnySoldier, Give2theTroops, or AdoptaPlatoon that can help with this). Take the time to recognize and respect the people that give us our freedom!
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Asking for feedback helps us identify gaps in our life. When we know about the gaps and take action to close them, we show great Humility. Whatever your people respond with, you cannot get defensive - just clarify if needed and tell them “thank you” for their time and honesty.
Truth or Dare

What do you think about the current Dare?

Reflect on your experience with the previous Dare.
write 5 notes per week

give 1 intentional compliment to a student per day (non-academic)

plan a thoughtful date night for Wednesday
Put your focus on the little things daily, and the BIG THINGS get better.
Clarity

Consistency

Competence

no why

no how

no when

Clarity

Consistency

Competence

culture

Character Strong
culture
The CharacterStrong Culture

• I know **how to be _____**.
• I know **why being _____ matters**.
• I am **reminded & held accountable** for _____.
• I am **clear on my purpose** in school.
• There is someone I **trust**.
• I **feel _____**.
the letter
• I do what I do because...
• One word I promise to try daily to make you feel is ____ because...
• The things I will hold myself and you accountable to in this class are...
3-2-1

3 - Practical Strategies
2 - Ideas to not forget
1 - Thing you’re excited for
INTELLIGENCE without CHARACTER is dangerous.
CHARACTER without INTELLIGENCE is ineffective.
CHARACTER plus INTELLIGENCE creates compassionate, capable people.
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More than a curriculum - it's a culture.