

Project: 2019-1-DE03-KA229-059672

Title: All together – Forming strong trusting relationships in schools

Period: 2019 - 2021

Working period: 12.2019 - 02.2020

Short description of activities (including focus of relationship aspect, number of participants, organisational aspects, ...)
<p>Activities to improve staf-staf relationships:</p> <ol style="list-style-type: none"> 1. Working with a supervisor - Motivation; teamwork; dealing with emotions in the workplace; dealing with stress. 2. Team Rally Game - The game was intended to build trust between team members. The game took place in the school gym. All colleagues participated. They had fun together and each month decided to organize games to unite the team and relieve them from the daily stress. 3. Staff meeting staff - Third grade visit and preparatory group. The activity took place after the morning classes during the interest activities. A large number of teachers attended third grade classes and a preparatory group. After the visit, colleagues exchanged experiences and shared good practices for teaching children with developmental problems due to the social environment and the influence of their mother tongue (Roma). 4. Binary lessons - Conducted in second and seventh grad <p>Integrating knowledge from different fields in order to solve common problem;</p> <ul style="list-style-type: none"> - It is organized and conducted by two teachers; - It is held within two school hours; - Merging the process of knowledge acquisition and formation skills and competences; - Fuller emotional saturation through communication with two teachers; - Achieving a dual / binary / goal: mastering knowledge and practical application.

Difficulties (workload, organisational difficulties, emotional difficulties, ...)
<p>The only difficulties we encountered were of an organizational nature: when to conduct the activities, since the school has a full-time training regime. We decided that the training with a psychologist should take place after the classes. The staff play also took place after the training sessions. The rest of the activities were conducted within the school day, for teachers who wished to participate, a change in the daily schedule of classes was made. We had no emotional difficulties.</p>

Benefit (feedback of participants, examples of concrete experiences, effects on other relationship aspects, ...)
<p>After staff training, participants completed a feedback survey, everyone was satisfied with what they had learned and found benefits to apply in their direct work with students and relationships with one another.</p> <p>Sports games with the staff strengthened the relationship between them. Everyone had a lot of fun, they voted for each other in their activities. They unanimously wished we had such games every month.</p> <p>All the activities were really helpful and reinforcing the relationships between the staff, which is especially important for the development of an organization and teamwork.</p>

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Ongoing work

(what do we take over? What do we change (why)? What do we overrule (why)? What are we going to do concretely in future?)

We will include reflection times in the classes.

In the future, we will use many of our partners' activities to improve staff competences but mainly we will focus on professional development:

MOTIVATION OF EMPLOYEES; COORDINATION AND CONTROL OF THE INDIVIDUAL PERFORMANCE - COMMUNICATION OF ROLES, RULES....; EXPRESSION OF FEELINGS AND EMOTIONS

After the activities, we all came to the conclusion that it is necessary to change the way we interact with each other. To show more understanding of the emotional state of each of the staff, to respect each person's point of view, to make decisions together. We do not need to convey personal problems in our work, if there are any such problems that we can talk about and help. Only in this way will we be able to improve the organizational culture in the team and the quality of the educational process.