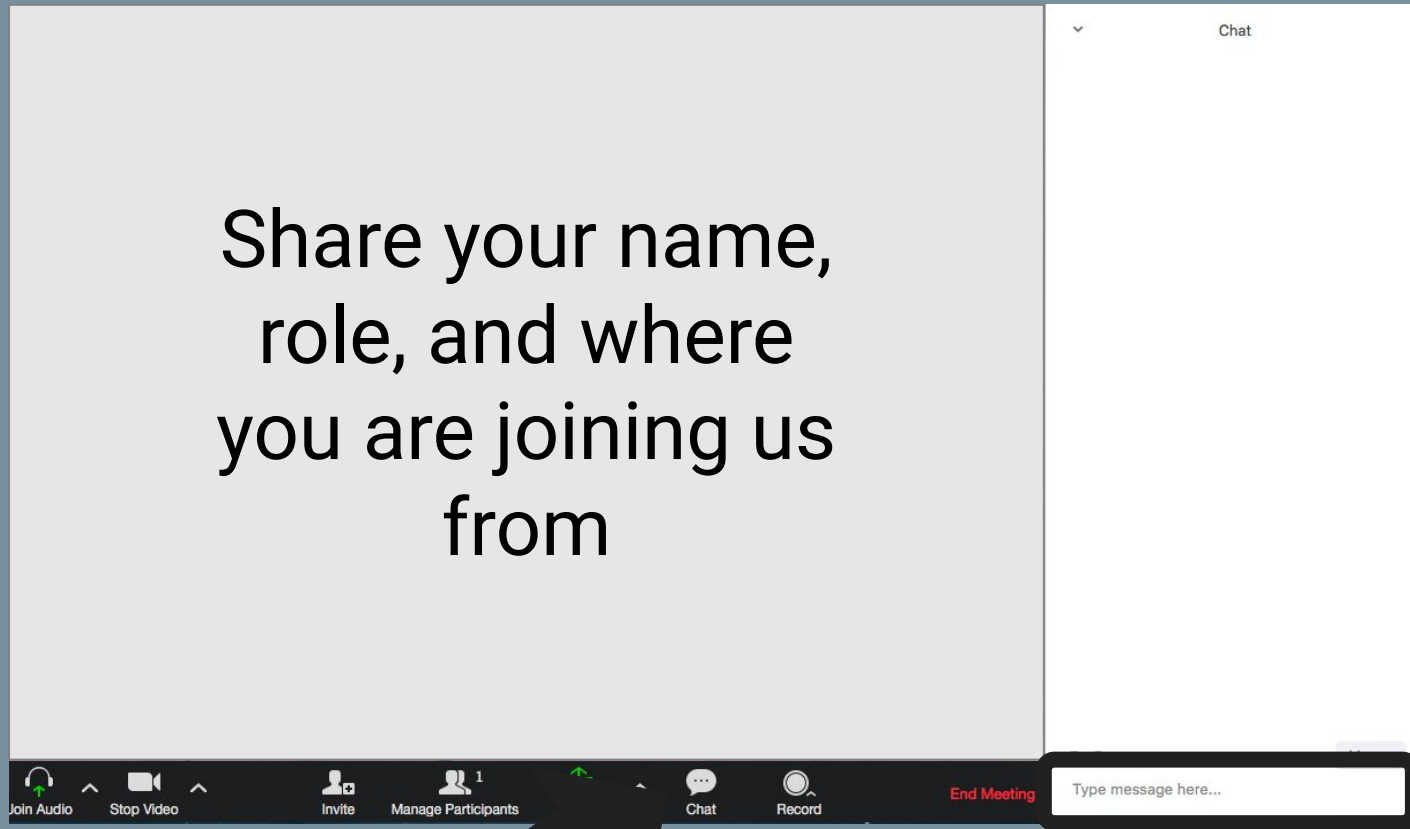




Powerful Moments to Start the Year Strong

July 13, 2021

Share your name,
role, and where
you are joining us
from



The image shows a Zoom meeting interface. The main window displays a large text overlay: "Share your name, role, and where you are joining us from". To the right of the main window is a chat panel with a dropdown arrow and the word "Chat". At the bottom is a toolbar with icons for "Join Audio", "Stop Video", "Invite", "Manage Participants" (with a "1" next to the icon), "Chat", and "Record". A red "End Meeting" button is also present. A text input field with the placeholder "Type message here..." is located at the bottom right. A large black arrow points from the bottom center towards the "Manage Participants" icon.

Welcome + Introductions



Maggie Hodge
Austin, TX



Nick Esposito
Fort Collins, CO



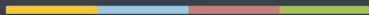
Chris Edmonds
Philadelphia, PA



Meg Strandell
Memphis, TN



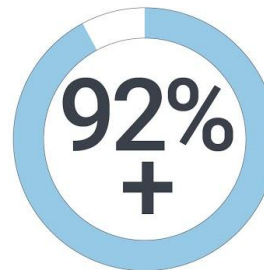
Hi! We are Education Elements



WE ARE AN EDUCATION CONSULTANCY, THAT HELPS TRANSFORM SCHOOLS AND DISTRICTS



1000+
Schools
and Districts



of attendees find our
workshops excellent
or very good



Schools grow when people grow.



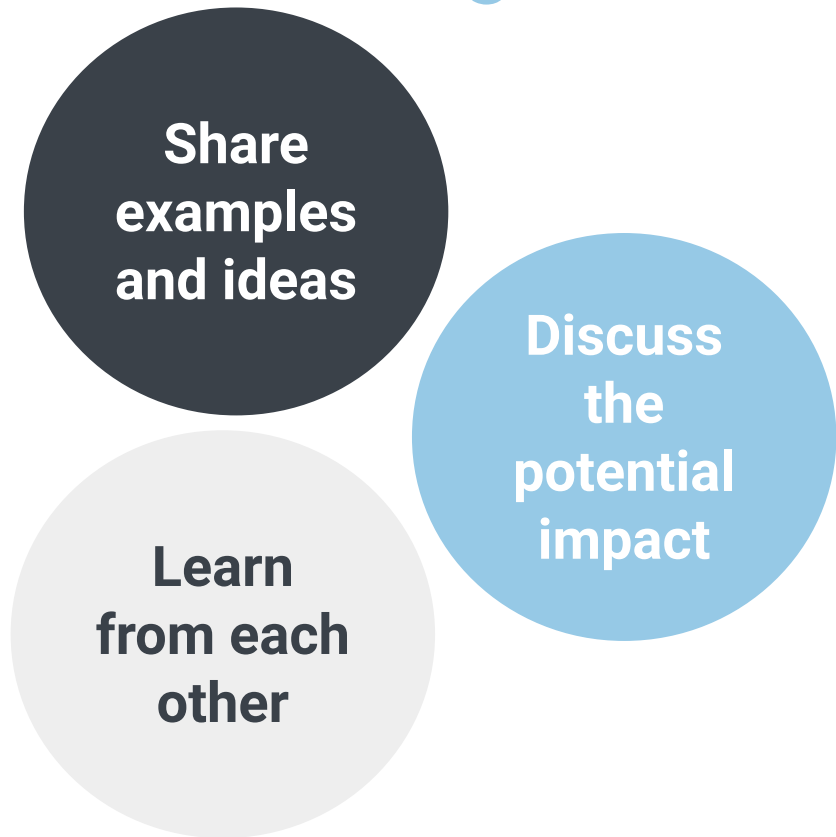
Mission: Shaping a more equitable and just future by changing how people design for each student's potential

Vision: Bringing out the best in people and their communities by designing school systems that are adaptable

Objectives

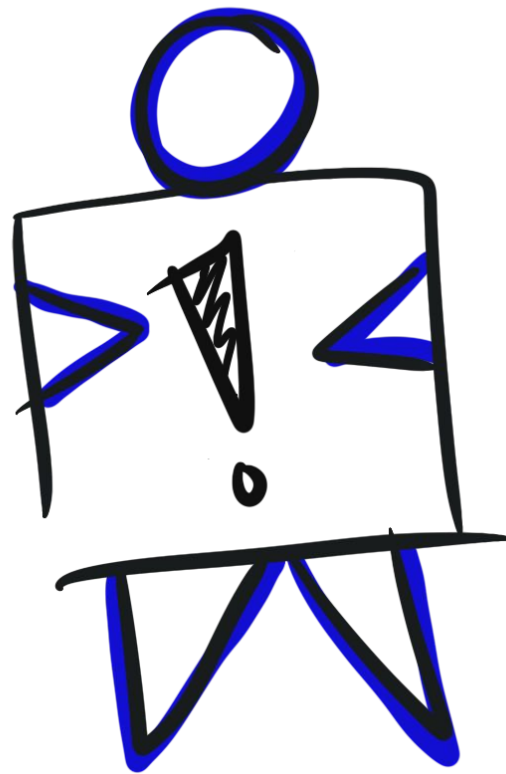
1. Build shared meaning in replicable types of moments that create powerful experiences
2. Explore strategies for creating powerful experiences for your teams + why they matter

How we will get there

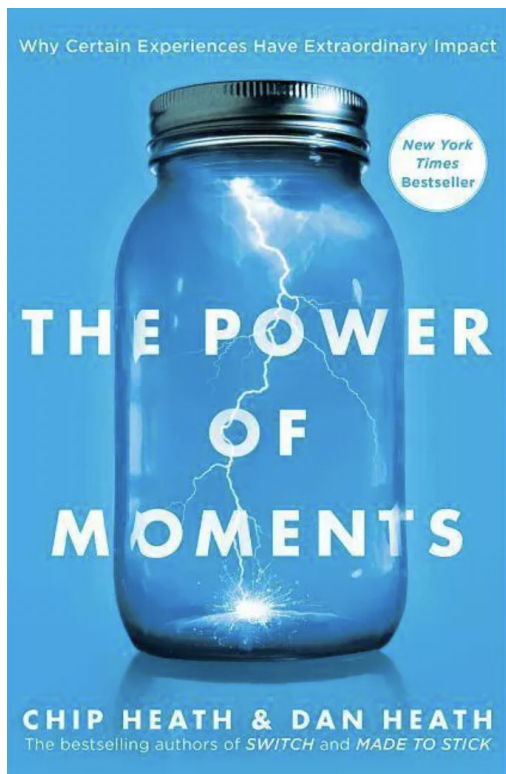


Check-in | In the Chat

What is a moment
you've experienced in
your life that you
would describe as
powerful?



The Power of Moments

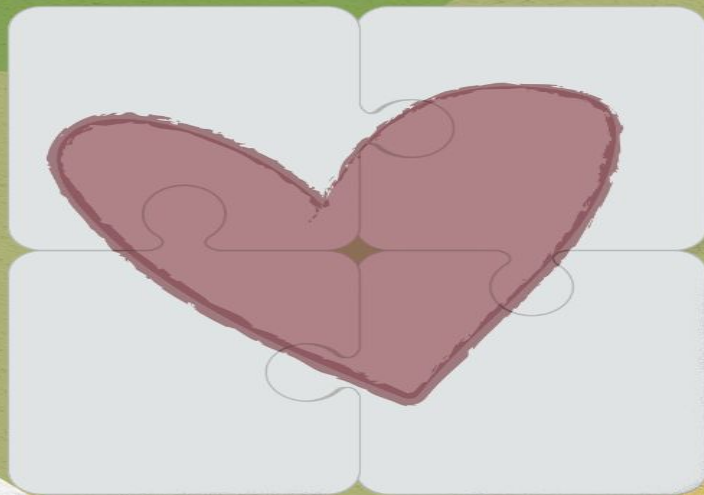


“In life, we can work so hard to get the kinks out that we forget to put the peaks in.”

Reflecting on the Past Year

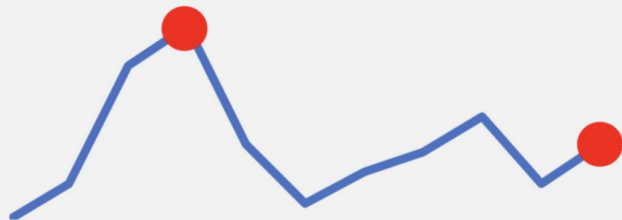


Thank You!



The Psychology behind the Power of Moments

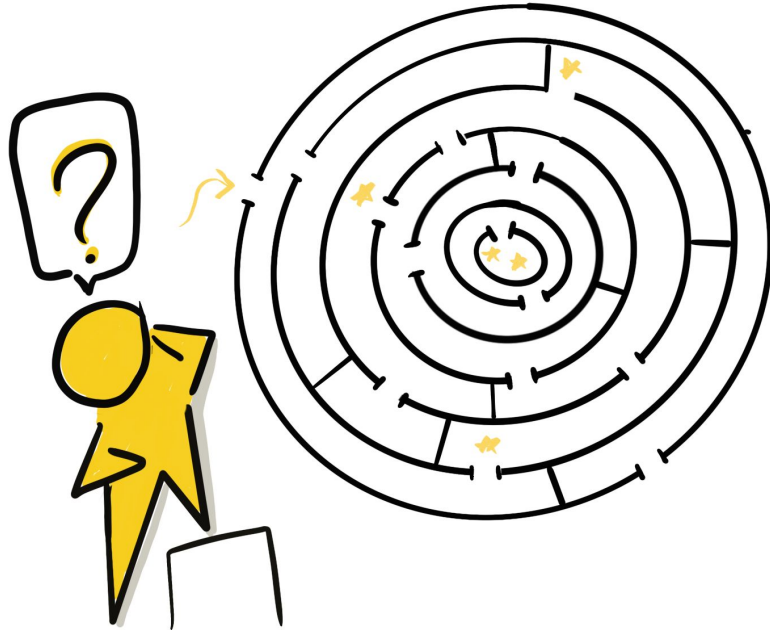
THE PEAK END RULE



“Memory was not designed to measure ongoing happiness, or total suffering. For survival, you really don’t need to put a lot of weight on duration of experiences. **It is how bad they are and whether they end well,** that is really the information you need as an organism.”

-Daniel Kahneman

Pause to reflect



What was a peak moment
you've experienced in the
last 48 hours?

How did that moment
make you feel?

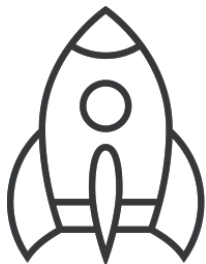
Two of our ah-ha realizations about powerful moments



Ah-ha #1: Powerful moments can (and often do!) happen in the **small events, interactions, and details.**

Ah-ha #2: Powerful moments are not just up to chance or luck. **We can intentionally create them!**

What types of moments create a powerful experience?



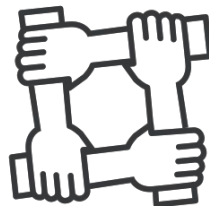
Elevation



Insight



Pride



Connection



Moments that create a sense of Elevation

Elevation: defining moments that rise above the everyday

These moments may be described as....

Surprising

Extraordinary

Delightful

Imagine...

- Surprise parties
- Sunset boat ride
- Love letters

Ideas we've tried + ideas we love

Change the Environment

- Company Retreats
- Walk and Talk Meetings

Celebrating Achievements

- College Commitment Ceremonies
- The Graduation Walk the Halls
- Welcome door decorations for new teachers

Embrace Randomness

- Teacher Appreciation Food Truck
- Random Moments of Appreciation

If we create moments of **Elevation**, we hope this will...

- Empower our community to reach outside of its comfort zone.

- Give people things to fondly remember and eagerly anticipate.

- Boost the sensory appeal of our organization.

- Foster creativity.

What ideas do you have +
what have you tried to create
a sense of
Elevation?

Share them in the chat.



Moments that create a sense of Pride

Pride: moments that capture us at our best

These moments may be described as....

Accomplishment

Success

Growth

Imagine...

- Awards ceremonies
- Thank you notes
- Achieving a goal

Ideas we've tried + ideas we love

Personalized Praise

- Acknowledge actions + impact
- Private thank you notes, emails, texts + public praise - verbal shout-outs, naming in newsletter, etc.

Celebrating Achievements

- Stand if you've been teaching for 1 year, 5, 10...
- Celebratory announcements for meeting goals
- "Did you know Ms. X runs marathons?"

Stories of Impact

- Impact by the #s - "We spent x hours teaching kids how to read during a pandemic!"
- Messages from families, students, community

If we create moments of **Pride**, we hope this will...

- Build a strong sense of community and investment in our work and each other
- Create brand recognition
- Solidify common values
- Foster a culture of celebration, where the accomplishments and efforts of individuals and teams are recognized

What ideas do you have +
what have you tried to create
a sense of
Pride?

Share them in the chat.



Moments that create a sense of Insight

Insight: moments that shift our understanding of selves/world

These moments may be described as....

Clarity

Realization

Ah-Ha

Imagine...

- Learning about others
- Solving problems
- Books or quotes that moved you

Ideas we've tried + ideas we love

Encourage Empathy

- Empathy interviews with stakeholders
- "What are you most proud of at your campus/within your community?"
- "Think about your favorite classes. What makes them special or different from other classes?"

Engineer "a-ha" Moments

- 5 years from now my students still know _____. Or they are still able to do _____. Or they still find value in _____.
- "How much of our current approach to classroom instruction will advance students towards the dream you have for them?"
- Structured opportunities to engage with data - quarterly Data Talks

Prioritize Opportunities for Reflection

- Self-reflection with daily questions - "What worked really well today? What didn't work well? What would I like to try tomorrow?"
- Encourage mentors to set high expectations that can expand our ideas of what is possible (high standards+assurance+direction+support = self-insight)

If we create moments of **Insight**, we hope this will...

- Support moments of realizations and transformations among teachers and leaders

- Foster a culture of learning and reflection

- Model moments of curiosity and empathy

- Increase buy-in and engagement around problems you and your team are trying to solve for

What ideas do you have +
what have you tried to create
a sense of
Insight?

Share them in the chat.



Moments that create a sense of Connection

Connection: moments that tie us closer to others

These moments may be described as....

Shared
Together
Bonding

Imagine...

- Weddings
- Family photos
- Deep conversations

Ideas we've tried + ideas we love

FORD

Conversations Among Staff

- Useful strategy to foster conversation and connection especially for newer staff members.
- **F**amily, **O**ccupation, **R**ecreation, **D**reams.

Human to Human Connection

- Intentional small groupings (i.e. clubs, affinity groups, etc.)
- Specific social events (i.e. staff dinners, happy hours, etc.)

Formal and Informal Check In's

- Prioritize group and individual check in's to cultivate further connection.
- Simple way to learn about staff members and build empathy.

If we create moments of **Connection**, we hope this will...

- Spark and create stronger, deeper relationships amongst staff members that can drive collaboration and even friendships moving forward.
- Build a more positive school environment for all stakeholders.
- Strengthen year over year staff retention.
- Foster more empathy, understanding and trust amongst all staff members.

What ideas do you have +
what have you tried to create
a sense of
Connection?

Share them in the chat.

Additional considerations

What types of powerful moments authentically work for me + my team?

How will powerful moments prioritize diversity, equity, and inclusion?

Who else might you include in planning for powerful moments?

Which subgroups might you focus on in creating powerful moments?

You're excited about powerful moments (us too!). What's next?

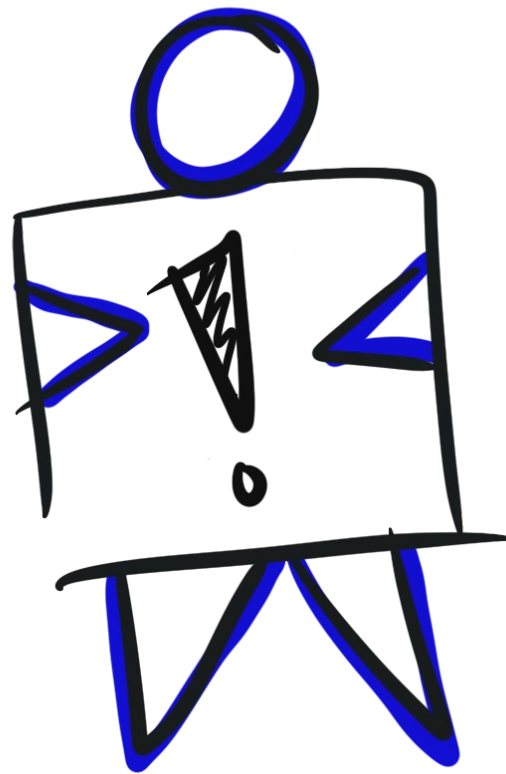
What is one thing you could do this week to create a powerful moment for your team?

How can you routinize the creation of some powerful moments?

How can you empower + inspire others to create powerful moments?

Check-out | In the Chat

What is one thing you
will do in coming
weeks to create a
powerful moment?



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Possibilities Picnics

AUGUST 9, 11, 18, 20
@ 12:15PM EST

*Get off your computer, get outside,
and join us for a virtual picnic!*



Thank You!

Stay safe, stay healthy!

Connect with Education Elements on social media to continue the conversation, or subscribe to our blog for more resources about educating through COVID-19.



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