

SPEAKING THE SAME

Language

A WAY TO BUILD COMMUNITY



The Prep/Setting the Stage

You will start this ice breaker by separating your group into 3-4 smaller groups. Choose a leader for each group and hand them their core values to review. Once all of your groups are ready, allow them to mingle- staying as true to their societies' core values as possible.



The Activity

Once each society has had the chance to talk about their core values and societal goals, have the group mingle as a whole. Allow the group to mingle for 5-10 minutes (reading the room to choose an ending point). Then gather for a group discussion.



Reflection/Debrief

Ask the group reflection questions to gain more information about what worked, what didn't, lightbulb moments and how the group interacted.

REMINDERS:

This activity is intended to act as a reflection tool for sharing what we do, how we do it, and how that relates to the present world we live in.

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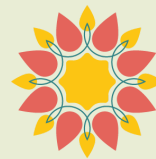
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**CHILDREN'S
MUSEUM**

of Southern Minnesota

Kim Kleven, Vice President of Play and
Learning

What We Did

THE FIVE SOCIETIES:

The Mushroom Society

Core Values:

1. We believe that talking with our hands is a way to show interest and respect. We are ALWAYS talking with our hands.
2. When we are engaged with another person, we touch their shoulder to let them know we are listening.

Goal: We strive to be accepted by people who have different values than us.

The Tree Society

Core Values:

1. We believe that keeping our hands to ourselves is crucial. We do NOT, under any circumstance, touch or make physical contact with another person unless they are family.
2. We believe that our stickers are our greatest assets. We do NOT share our stickers for any reason.

Goal: To stay as true to our societal roles as possible

The Stick Society

Core Values:

1. We believe that being mindful of our voice volume is important. We speak quietly to be respectful of others.
2. We feel uncomfortable when someone points out something physical, such as our stickers on our bodies.

Goal: Our goal is to build community within our own society. We continue to check in with one another.

The Rock Society

Core Values:

1. We believe that speaking in a low voice is sneaky and secretive.
2. When we are engaged with another person, we always ask questions and try our hardest not to talk about ourselves. We do NOT typically give out our names to others.

Goal: Our goal is to have as many stickers as possible.

The Water Society

Core Values:

1. We believe that giving out our stickers to people is a form of good luck.
2. We always start a new conversation by complimenting the person we are talking to.

Goal: Our goal is to give out as many stickers as possible, while catching the name of the people we have given them out to.

Personalized Professional Development

THE STAFF LED APPROACH TO GOAL SETTING



Onboarding

First impressions lay the foundation for how your new employee will engage with you and the physical space. The onboarding process should be equally focused on giving the employee the tools they need to be successful as well as getting to know their background, their passions and what they can bring to the space. Listen to your employees needs and allow room for the employee to get to know the space, the culture and the people who occupy it.



Building the Relationship

Meaningful relationships are built on solid foundations. Check-in with your staff in both formal and informal ways. This allows for the person to feel comfortable, be understood and find their footing in how they will engage in the space.



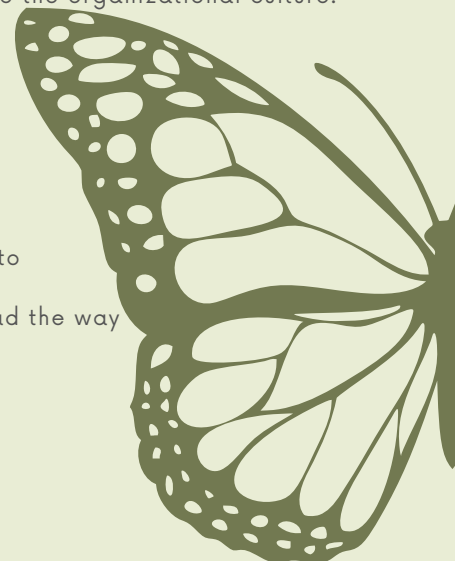
Goal Setting

Goal setting should meet the needs of the staff's real goals. If this means going to the gym to decrease anxiety, this should be encouraged! Supporting your employees to set and reach goals that will support them holistically, shows them that their supervisor cares about their well-being and allows for a natural investment into the organizational culture.



Achieving Goals

This is when you allow your staff to fly! Trust in the material that you have shared and allow your employees to interpret them and incorporate their own passions, and work toward developing their own theories and frameworks. Allow your staff to lead the way for themselves.



WHERE TO START...

National Standard

- National Association for the Education for Young Children

Local Supports

- Orange County Association for the Education of Young Children
- First Five Orange County and Los Angeles
- Start Well
- Orange County Department of Education
- California Department of Education

Partnerships/Bringing in the Experts

- Orange County Department of Education
- Experts in the field such as SLP's, BCBA's, MFT's, Early Childhood Consultants
- Local Organizations such as AUsome Sauce, Be Well, Regional Center, Thompson Autism Center, and Beyond Blindness

Staff Contributions

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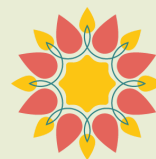
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