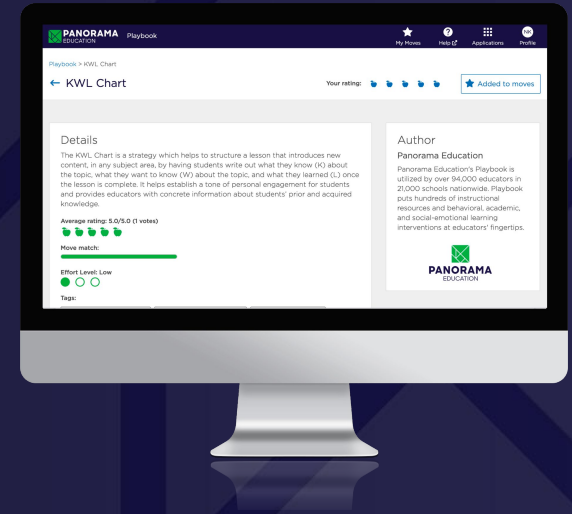


Playlist: Staff Retention Strategies

Explore this collection of strategies that are designed to help aid in staff retention efforts and improve the overall school climate—recommended by former school leaders and educators on the Panorama Education team.



Playlist Overview

Name	Theme	Summary
<u>Plus Delta Solution</u>	Collaboration	A workshop designed to enhance teamwork and problem-solving skills.
<u>Peer Consultancy</u>	Collaboration	Support educators in navigating the complexities of implementing SEL in their classrooms.
<u>Staff Shared Agreements</u>	Adult Well-being	Facilitate a safe and supportive work environment.
<u>Tap-In / Tap-Out</u>	Schoolwide Well-being Support	Allow teachers to call on a peer when they need to take a break to regroup.

Plus-Delta-Solution (PDS) Protocol

[Explore this strategy on Playbook >](#)

The PDS protocol facilitates structured, inclusive discussions that encourage diverse viewpoints and collaborative problem-solving, essential in educational environments. This approach helps in creating a supportive atmosphere that can contribute to educator well-being and retention. This strategy is designed to:

- Enhance team communication;
- Practice collaborative problem-solving skills, and;
- Promote a supportive and productive team environment.

Peer Consultancy Protocol

[Explore this strategy on Playbook >](#)

Peer consultancy groups are a research-based method that can provide the dual-benefit of giving educators space to process complex challenges while also building a culture of support and positivity. The purpose of a peer consultancy is to encourage educators to:

- Think deeply about concrete challenges
- Build collaboration and collective efficacy with colleagues
- Brainstorm solutions to navigate ongoing challenges

Staff Shared Agreements

[Explore this strategy on Playbook >](#)

Co-creating shared agreements with (and for) staff members can facilitate a safe and supportive work environment that promotes the integration of social-emotional learning within the fabric of the school day.

- How do staff, including leadership, agree to interact with each other?
- How do staff agree to interact with students?
- How do staff agree to interact with students' families?

Tap-In / Tap-Out

[Explore this strategy on Playbook >](#)

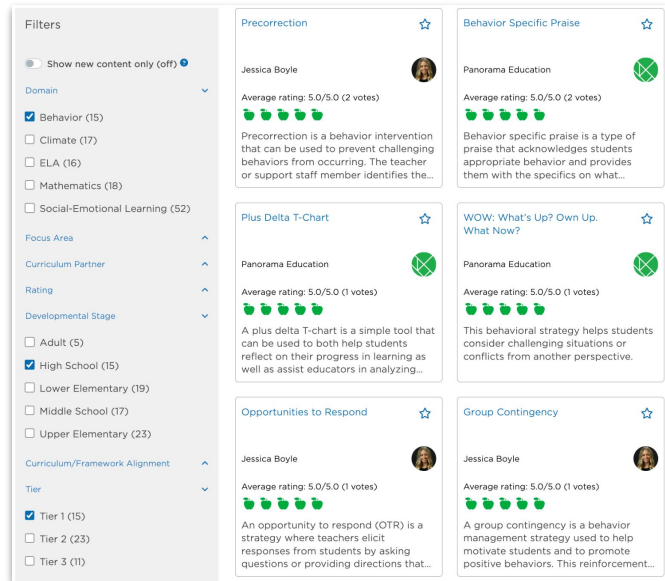
The goal of implementing the "Tap-In / Tap-Out" system is to create an accessible self-care support that allows educators to take a quick break from their classroom (when needed) to reset themselves and maintain their well-being. If a teacher feels as though they need extra support to maintain their well-being, someone else is able to come into their classroom and provide coverage.

Continue Exploring the Playbook Library

To search for additional strategies to use with staff on Playbook, use the new **search bar** and **filtering** functionality to quickly locate strategies that fit your community's needs.

On Playbook, you can browse the library of 800+ strategies and narrow results by:

- Domain (e.g., behavior, academics, SEL)
- Focus Area (e.g., computation, growth mindset)
- MTSS Tier
- Developmental Stage
- Framework Alignment (e.g., PBIS, CASEL)



The screenshot displays the Playbook Library interface. On the left is a 'Filters' sidebar with the following sections:

- Show new content only (off)**
- Domain** (15): Behavior (15) [checked], Climate (17), ELA (16), Mathematics (18), Social-Emotional Learning (52)
- Focus Area**
- Curriculum Partner**
- Rating**
- Developmental Stage**
- Tier**: High School (15) [checked], Lower Elementary (19), Middle School (17), Upper Elementary (23)
- Curriculum/Framework Alignment**
- Tier**: Tier 1 (15) [checked], Tier 2 (23), Tier 3 (11)

The main content area shows a grid of strategy cards:

- Precorrection** by Jessica Boyle. Average rating: 5.0/5.0 (2 votes). Description: Precorrection is a behavior intervention that can be used to prevent challenging behaviors from occurring. The teacher or support staff member identifies the...
- Behavior Specific Praise** by Panorama Education. Average rating: 5.0/5.0 (2 votes). Description: Behavior specific praise is a type of praise that acknowledges students appropriate behavior and provides them with the specifics on what...
- Plus Delta T-Chart** by Panorama Education. Average rating: 5.0/5.0 (1 votes). Description: A plus delta T-chart is a simple tool that can be used to both help students reflect on their progress in learning as well as assist educators in analyzing...
- WOW: What's Up? Own Up. What Now?** by Panorama Education. Average rating: 5.0/5.0 (1 votes). Description: This behavioral strategy helps students consider challenging situations or conflicts from another perspective.
- Opportunities to Respond** by Jessica Boyle. Average rating: 5.0/5.0 (1 votes). Description: An opportunity to respond (OTR) is a strategy where teachers elicit responses from students by asking questions or providing directions that...
- Group Contingency** by Jessica Boyle. Average rating: 5.0/5.0 (1 votes). Description: A group contingency is a behavior management strategy used to help motivate students and to promote positive behaviors. This reinforcement...

Questions?
Contact us.