**Collective Recovery Workshops**

**Professional Development Sessions for Staff Teams**

**(in light of the COVID-19 Pandemic)**

**Led by**

**Orange Psychology Team**



**For booking or enquiries, please contact** [**enquiries@orangepsychology.co.uk**](mailto:enquiries@orangepsychology.co.uk)

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|  | **Expected Outcomes** | **Session Outline** | **Details** |
| SHAPING  OUR  FUTURE | To acknowledge the journey with staff/school  Map the story so far including key moments affecting where we are now  To shape together a joint vision for the future  To envelope new goals/new agendas in light of the experience of COVID-19  To design an action plan for staff to begin their journey towards a new normal/preferred new future | Using MAPS (a graphic facilitation problem-solving framework), the Psychologist(s) will lead the staff team through a number of sections including;  **The story so far;** name themilestones/turning points/highs/lows/key moments, and how we arrived at the present situation.  **The Preferred Future;** give words/images that express the most motivating future for the school- what will give purpose/meaning?  **The Nightmare;** what is the worst future to imagine, what do we want to avoid?  **Naming Strengths**: when is the school at its best? The organisational strengths, skills which can help us move forward. What supports does the school need from others to move forward  **Naming steps**: What will it take to move away from the nightmare, towards the dream? What does the school need to begin this move (e.g. first steps?). | **SUITABLE FOR:**  Secondary/Primary staff  Whole staff teams  Senior Leadership Teams  Pastoral Care/Inclusion Teams  **Time:** 1.5 hours or ½ day INSET  **Resources needed:** Wall space, room for staff to sit in a group  **No of people**; up to 20 people |
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|  | **Expected Outcomes** | **Session Outline** | **Details** |
| Supporting staff wellbeing through transition | Restoring a sense of safety and stability for staff  To develop the emotional health of the school in order to manage change/transition effectively  To acknowledge individual journeys/personal histories so far  To share key psychological insights around organisational change/bereavement and loss/preconditions of trauma, and apply to current context  To share supportive strategies for staff to feel safe and resilient | Organisational change applied to school systems, and considering pandemic key issues  Bereavement/loss and crisis management frameworks  Examining key sharing stress/anxiety indicators  Introduce preconditions of trauma applied to school return  Exploring and enhancing ‘felt safety’ in school staff teams  Share psychological insights which will help staff manage and move through challenges/anxiety relevant to current situation | **SUITABLE FOR:**  Secondary/Primary staff  Whole staff teams  **Time:** 1.5 hours or ½ day INSET  **Resources needed:** Wall space, interactive whiteboard, or screen/projector  **Organisation**: staff in groups/teams/departments  **Attendee No**: Any |
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|  | **Expected Outcomes** | **Session Outline** | **Details** |
| Supporting children to thrive post COVID-19 | To develop awareness and understanding amongst staff groups around the theoretical understandings of trauma  For staff to be able to anticipate and respond to presentation of stress and anxiety in children and young people with informed knowledge/skills  For staff to develop knowledge around key principles related to supporting children’s mental health, and apply in their classroom practice | **Emotional health of children and young people post COVID-19 crisis**  Sharing insights around;   * Developmental trauma in children, signs and triggers * Reviewing attachment theory in light of the pandemic * Preconditions for trauma (Van der Kolk)   Supporting children to cope;   * Managing stress and anxiety in the classroom * PACE model (Hughes et al 2019) * Transition research * Post traumatic growth research (Prof S Joseph (2011) | **SUITABLE FOR:**  Secondary/Primary staff  Whole staff teams  Pastoral teams in Secondary  **Time:** 1.5 hours or ½ day INSET  **Resources needed:** Wall space, interactive whiteboard, or screen/projector  **No of people**: Any |
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