**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**

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|  | **Expected Outcomes** | **Session Outline** | **Details** |
| SHAPINGOURFUTURE | To acknowledge the journey with staff/schoolMap the story so far including key moments affecting where we are nowTo shape together a joint vision for the futureTo envelope new goals/new agendas in light of the experience of COVID-19To 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 staffWhole staff teamsSenior Leadership TeamsPastoral 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 staffTo develop the emotional health of the school in order to manage change/transition effectivelyTo acknowledge individual journeys/personal histories so farTo share key psychological insights around organisational change/bereavement and loss/preconditions of trauma, and apply to current contextTo share supportive strategies for staff to feel safe and resilient | Organisational change applied to school systems, and considering pandemic key issuesBereavement/loss and crisis management frameworksExamining key sharing stress/anxiety indicatorsIntroduce preconditions of trauma applied to school returnExploring and enhancing ‘felt safety’ in school staff teamsShare psychological insights which will help staff manage and move through challenges/anxiety relevant to current situation | **SUITABLE FOR:**Secondary/Primary staffWhole 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 traumaFor 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 staffWhole staff teamsPastoral 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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