



School Emotional Temperature Framework

Purpose:

To proactively monitor and respond to the emotional climate of your school — preventing small issues from becoming big problems and fostering a positive, productive environment for students and staff.



3 Key Daily Emotional Check-In Areas

1. **Student Climate Check**
 2. **Staff Climate Check**
 3. **Campus Culture/Environment Check**
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Daily Emotional Temperature Checklist

Area	Questions to Ask	Notes
Students	<p>Are students actively engaged and respectful? Any rising conflicts or cliques forming?</p> <p>Are common areas (cafeteria, hallways) calm and positive?</p> <p>Have discipline referrals or complaints increased today?</p>	
Staff	<p>Are staff members positive and approachable this morning?</p> <p>Have there been any signs of stress, frustration, or disengagement?</p> <p>Who might need a quick check-in or a word of encouragement?</p>	
Campus Environment	<p>Is the overall tone of the building calm, tense, or upbeat?</p>	

Any unresolved issues or tension from yesterday carrying over?

Are leadership team members visible and accessible today?

✅ **Pro Tip:** Assign campus leaders/APs specific areas (cafeteria, hallways, front office, PLC rooms) to informally observe and log emotional indicators daily.

Specific Indicators to Monitor

- Increased absenteeism
 - Body language shifts (closed-off posture, irritability)
 - Negative hallway chatter or gossip
 - Reduced participation in meetings or classes
 - Higher frequency of minor discipline issues
 - Staff pulling away from collaboration
 - Tense or silent common areas
 - Decline in hallway or classroom energy
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Intervention Strategies to Shift Climate in Real Time

For Students

- Quick mood-boosting activities in morning announcements 🗣️
- Student shoutouts or positive referrals 📣
- Redirect cliques or conflicts immediately with restorative conversations
- Let a student DJ for hallway transitions 🎵

For Staff

- Personal check-ins with staff showing signs of stress
- Drop off a sticky note encouragement or quick treat 🍬
- Swap out a duty or cover a class for a teacher needing a break
- Call out wins or shoutouts at the end of the day

For Campus Culture

- Play uplifting music during transitions 🎵
 - Random act of kindness challenges
 - Leadership “roaming presence” — visible in hallways, classrooms, and teacher lounges
 - Surprise morale boosters (snack cart, jeans pass, 10-minute early dismissal)
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End-of-Day Reflection (5 Minutes)

Team Debrief Questions:

- What did we notice today?
 - Who needs follow-up tomorrow?
 - What quick win improved the mood?
 - What issue do we need to address before it grows?
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Goal:

Lead a proactive, emotionally safe school where daily check-ins build trust, prevent conflict, and strengthen relationships.



Expanded Daily Emotional Temperature Checklist



Students

- Are students actively engaged in class, or showing signs of boredom/distraction?
 - Are hallway interactions friendly and positive, or tense and cliquy?
 - Are students seeking out teachers/admin for support or avoiding them?
 - Are discipline referrals happening in clusters or isolated incidents?
 - Is there an increase in office visits for non-academic reasons (nurse, counselor)?
 - Are certain grade levels or groups showing higher stress or energy shifts?
 - Are students participating in extracurriculars or withdrawing?
 - Any visible signs of peer conflict (silent treatment, exclusion, verbal jabs)?
 - Are arrival and dismissal times orderly and upbeat or chaotic and tense?
 - Are student leaders stepping up or pulling back?
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Staff

- How was staff energy this morning (greeting students, body language, tone)?
- Are staff venting, gossiping, or expressing frustration in common areas?
- Who seemed unusually quiet, distant, or overwhelmed today?
- Did anyone unexpectedly call in or leave early?
- Are PLC or team meetings productive and collaborative, or tense and resistant?
- Are teachers engaging with students positively or showing signs of burnout?
- Any passive-aggressive comments or sarcastic remarks overheard?

- Are staff making eye contact and checking in with each other?
 - Is anyone withdrawing from campus activities or extra duties?
 - Are staff taking advantage of wellness resources or avoiding them?
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Campus Environment

- What's the overall vibe in high-traffic areas (cafeteria, hallways, front office)?
 - Are classrooms active learning spaces or quiet and disengaged?
 - Is the front office tone warm and welcoming or rushed and cold?
 - Are transitions between classes smooth and positive?
 - Is leadership visible, interacting, and approachable?
 - Are announcements uplifting, neutral, or negative in tone?
 - Have rumors or misinformation surfaced today?
 - Are custodial, cafeteria, and support staff engaged and connected to the school vibe?
 - Are community or parent interactions positive and supportive today?
 - Are campus expectations being consistently enforced and modeled?
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Bonus Questions for Leadership Reflection

- Who needs a leadership touchpoint tomorrow?
- Where did we see energy peaks and dips today?
- What sparked student or staff laughter, tension, or excitement?
- Was there a “small fire” we handled well or let simmer?

- How are our systems contributing to today's mood — what needs adjustment?