

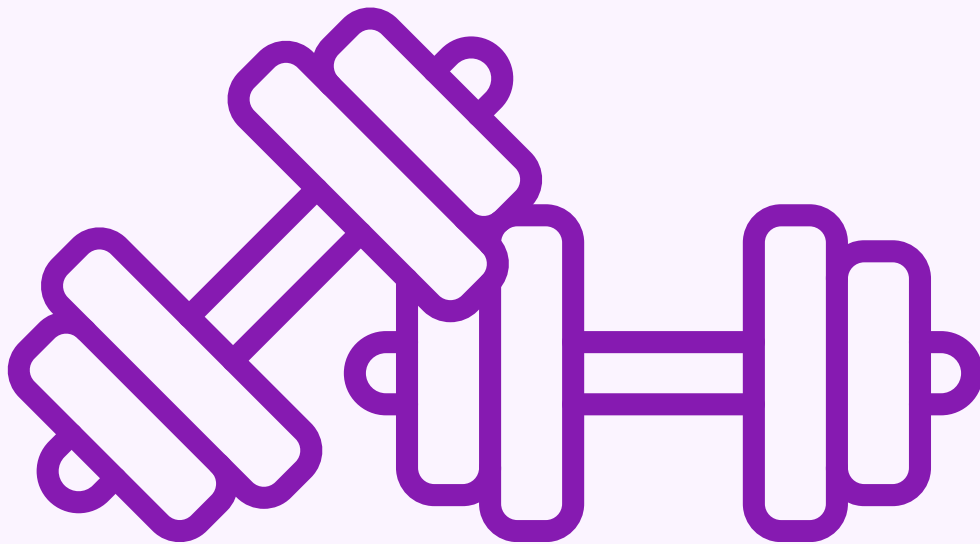
IDEAS

MUSCLES AND MINDSETS: WORKOUT OF THE DAY

Quick Daily Workouts for Stronger Relationships

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Flex Your Culture Muscles

Encourage your team to build strength in both relationships and resilience. Just like athletes train through short, consistent workouts, educators can strengthen school culture through small, intentional “reps” of connection each week. The Workout of the Day (WOD) offers a quick set of 2–3 activities that bring staff and students together in fun, meaningful ways.

This creative idea comes from Principal Beth Hooper of E. K. Key Elementary in Sulphur, Louisiana, who designed her school’s “WOD” to help teachers flex their relationship muscles through quick, community-building challenges.

Her staff loved it—and it sparked a stronger sense of teamwork across grade levels and campuses.



What’s Included: Leader directions, a year of monthly WOD ideas, editable posters, and pro tips to help you launch and celebrate each challenge.

EACH WOD IS DESIGNED TO:

- Encourage staff to connect with colleagues outside their grade level or usual circle
- Provide students with opportunities to build belonging and voice
- Foster a culture of fun competition and accountability

School leaders can launch a new WOD each month, or even weekly, using simple printable cards or calendars. Staff complete the activities, check them off, and can submit for recognition or small prizes.

Over time, these quick reps add up—strengthening relationships across campuses and creating a healthier, more connected school culture.

Leader Tips

Launch with Energy: Introduce each WOD during a staff meeting or morning announcement. Keep activities fun, fast, and doable—just 1–3 minutes max.

Add Accountability: Use a QR code or quick check-in question so staff reflect on who they connected with.

Keep It Fresh: Rotate monthly themes like mindset, kindness, or gratitude, and recognize individuals or teams that complete their WODs consistently.

LEADER DIRECTIONS

1. Pick & Post: Decide on 2–3 WOD ideas each week, then add them to your poster or send them out in your staff email. Print and post the week's WOD in high-traffic areas like the lounge or workroom.

2. Kick It Off: Introduce the challenge during announcements or in your weekly memo. A little enthusiasm goes a long way!

3. Model the Moves: Try a few WOD activities yourself and share your experience to set the tone and encourage others to join in.

4. Scan & Share: Invite staff to complete the WOD and scan the QR code to submit their entry or reflection.

5. Celebrate the Wins: Recognize participants at your next staff meeting or in your newsletter to keep the momentum (and morale) strong.



Pro Tip: Start with what's best for your staff! Choose a rhythm that fits your culture, whether that's once a week, every other week, or a monthly challenge.

MONTHLY IDEAS TO TRY

Build connection and culture all year long with these monthly "Workouts of the Day." These quick, meaningful activities designed to strengthen relationships, spark joy, and keep your team's mindset (and morale) in top shape.

January

Fresh Start Reps

- Share your personal or professional "one word" for the year.
- Invite students to create a class motto or vision for 2025.
- Send an email or handwritten shout-out to a colleague you admire.
- Refresh your bulletin board or workspace with new motivational quotes.
- Try a new morning or meeting routine that boosts positive energy.

February

Friendship Flex

- Start class with a compliment circle (students give quick kind words).
- Hand a colleague a "high-five note" with a positive message.
- Invite a colleague for coffee or lunch who you don't usually sit with.
- Share a fun throwback photo with your team.
- Surprise a teammate with a small token of appreciation.

March

Mindset Moments

- Watch a 3-minute growth mindset video ([The Power of Yet](#)).
- Share a time you learned from a mistake with students or staff.
- Write one growth-focused phrase to use this week ("I can't do this yet").
- Reflect on one challenge that helped you grow this year.
- Celebrate a colleague's persistence or creative problem-solving.

April

Joy Jumps

- Play a 2-minute laughter game (riddles, quick jokes, or memes).
- Share a throwback photo in the staff lounge or group chat.
- End class with a "one good thing" circle.
- Start your next meeting with a funny or joyful story.
- Compliment someone's creativity or sense of humor.

May

Celebration Circuit

- Recognize a colleague in front of their students.
- Write thank-you notes to support staff (cafeteria, custodial, bus drivers).
- Share a class celebration story at a team meeting.
- Nominate a peer for an end-of-year shoutout.
- Write a note home to a student's family to celebrate them.

June

Summer Send-Off

- Ask students to share their favorite memory from the year.
- Write a "Top 10" list of the best team moments this year.
- Give 3 high-fives before leaving the building each day.
- Send a summer send-off note to a colleague or team.
- Reflect on one thing you're proud to have accomplished this year.

July

Recharge Reps

- Share one personal goal outside of school with your team.
- Write down 3 things you're proud of from last year.
- Do a staff reflection on a favorite summer read.
- Try a mindfulness or gratitude exercise before your next meeting.
- Send a quick message of encouragement to a peer preparing for the year ahead.

August

Back-to-School Boost

- Learn 3 new student names before noon.
- Share your "why I teach" story with your class or team.
- Write a welcome-back note for a teammate.
- Participate in a quick "get-to-know-you" challenge during PD week.
- Greet students and families by name during arrival or dismissal all week.

September

Kickoff Connections

- Greet 5 students by name at the door.
- Share a "Would You Rather" in class or a team meeting.
- Write a sticky-note encouragement for someone outside your grade level.
- Find one new staff member to introduce yourself to and learn one fun fact.
- End the week by naming one "connection win" you had with a student or colleague.

October

Teamwork Triumphs

- Partner with a colleague for a 2-minute hallway walk-and-talk.
- Find three things you have in common with a colleague you don't work with daily.
- Start a conversation with a peer from another grade or department.
- Team up with someone to co-lead a short classroom activity.
- Share a favorite teamwork tip or story during your next staff meeting.

November

Gratitude Gains

- Write 3 gratitude notes (1 student, 1 colleague, 1 support staff).
- Share a favorite family tradition with your class or team.
- Write a quick thank-you note, email, or text to a family member or friend.
- Give a quick thank-you shoutout over the intercom or in a group chat.
- End your week by listing 3 things that made you smile at school.

December

Holiday Hustle

- Invite students to share their favorite seasonal song or movie.
- Drop off a small treat (candy cane, cocoa packet) in someone's mailbox.
- Snap a group photo with your grade-level or office team.
- Decorate your classroom door or workspace together.
- Share one small act of kindness that made your day brighter.

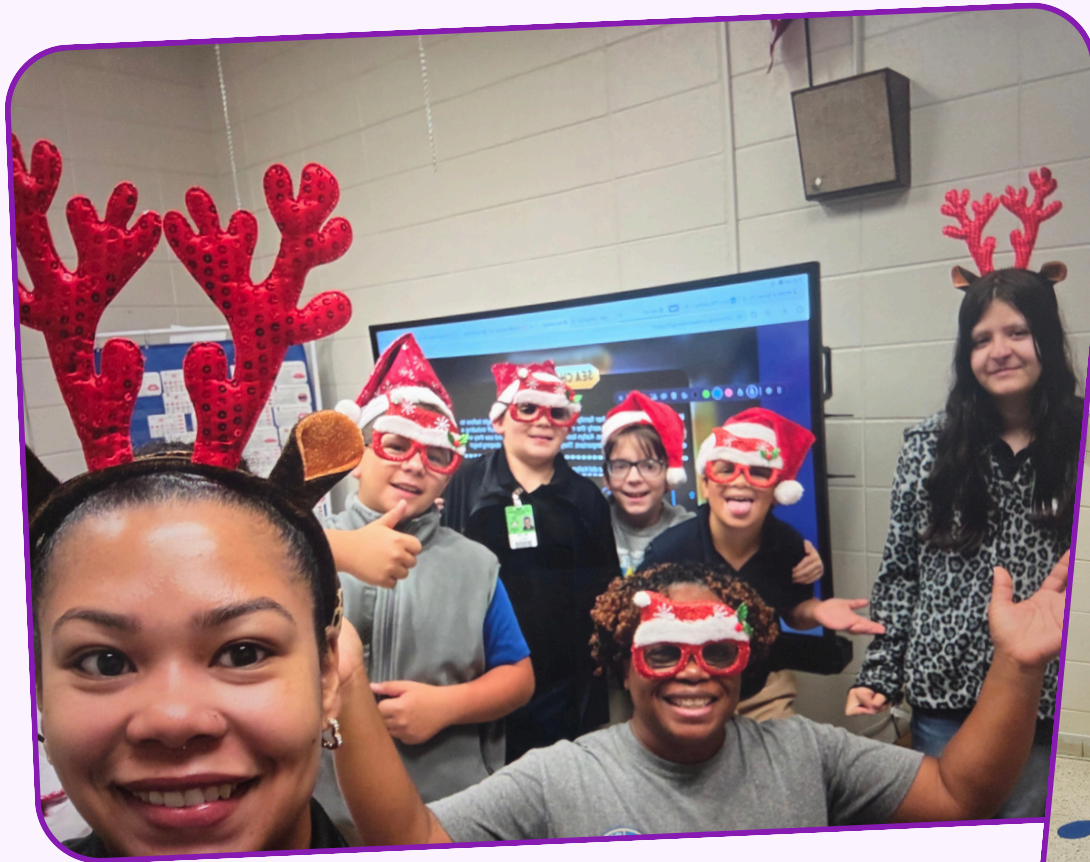
Quick Ideas Anytime

- Try a surprise WOD Friday challenge for the whole staff.
- Post a leaderboard or bulletin board to track participation.
- Let teams design their own mini WOD for the month.
- Pair up new and veteran staff as "Workout Buddies."
- Create a digital WOD check-in form for quick reflections.
- End meetings with a one-minute "gratitude stretch."
- Celebrate monthly "WOD Champions" in your newsletter.
- Invite students to suggest future WOD themes.

E. K. Key Elementary's Flyer Example



WOD IN ACTION

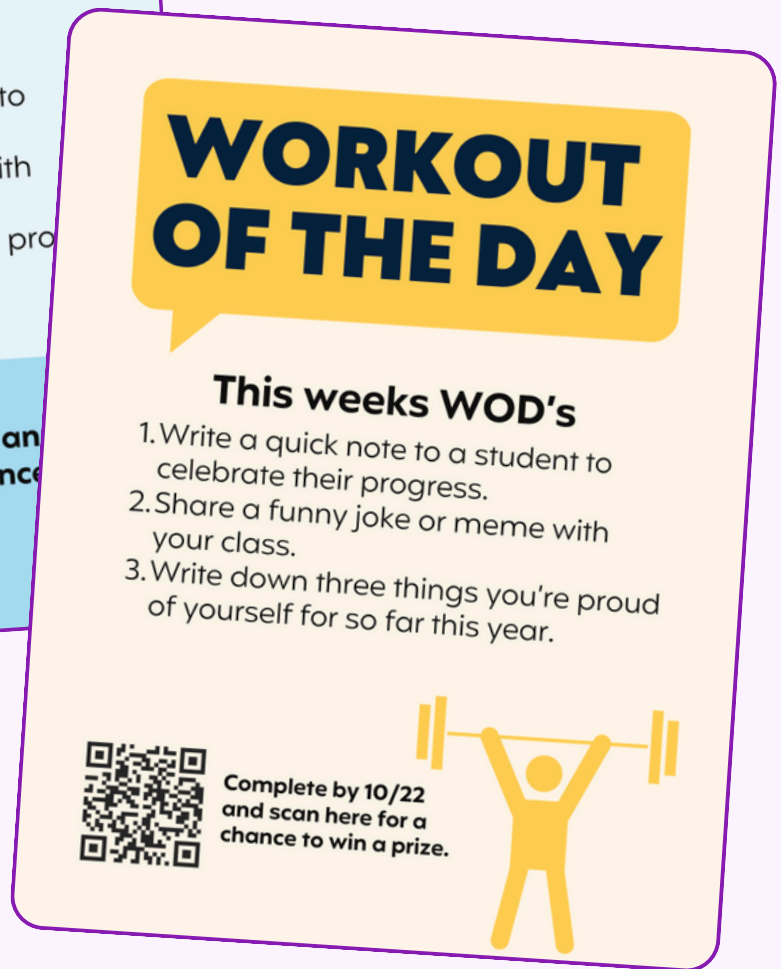
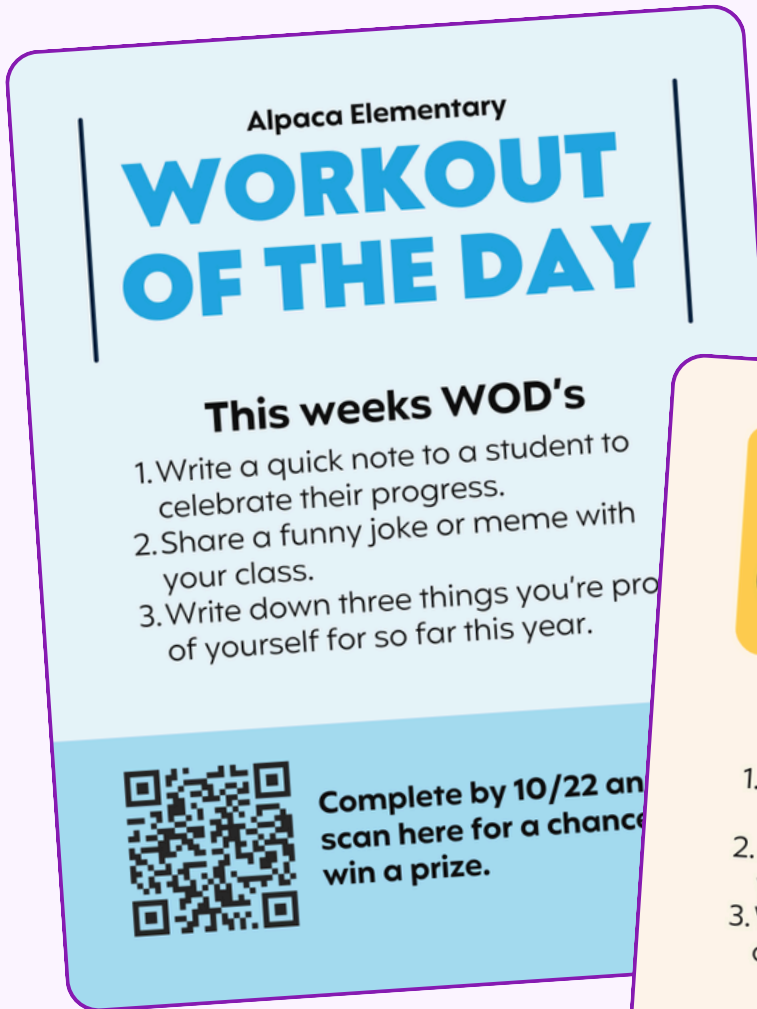


Special thanks to Beth Hooper for sharing these photos of her staff completing the "Take a Fun Group Photo" challenge!



Editable Templates

Click the image to make your own for your staff!



COLLABORATION

BUILT BY EDUCATORS, FOR SCHOOL LEADERS

This resource was created in collaboration with dedicated educators and school leaders who bring creativity, heart, and community to their schools every day.

Special thanks to Principal Beth Hooper of E.K. Key Elementary in Sulphur, Louisiana, whose Workout of the Day (W.O.D.) idea inspired this resource. Beth created the W.O.D. to help her staff strengthen relationships, spark friendly competition, and make connection a consistent part of the school day. Her creativity and leadership show how small, intentional actions can build strong teams and even stronger school cultures.



Beth Hooper

Principal, E. K. Key Elementary
Sulphur, Louisiana

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