



ACTIVITY

BEAD BATTLE: A STAFF ROCK, PAPER, SCISSORS CHALLENGE

A quick, playful way to spark
connection across your school day.

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A Little Competition, Lots of Connection

Rock, Paper, Scissors Day is a simple, all-staff game that adds quick moments of fun and connection to the school day. Each staff member starts with three bead necklaces and can challenge colleagues to a quick round during appropriate times like transitions or planning periods.

Winners collect one bead per round, and once a staff member loses all three beads, they are out for the day. The game runs between a clear start and end time, finishing with a quick count and celebration for top bead holders.

QUICK TIPS

- **Set the tone early:** Announce clear start and end times and model participation right away. When leaders jump in early, the energy stays fun, focused, and contagious.
- **Keep it pressure-free:** Normalize opting out. Staff are welcome to watch, cheer, or play when it feels right, which keeps the activity light and inclusive.
- **Capture the joy:** Expect laughter and student excitement as adults connect across the building. Snap photos during the day to celebrate the moments and share the joy later.

ACTIVITY DIRECTIONS

Here are the steps to try the Rock, Paper, Scissors activity with your team.

● Prep the Day Before

- Place three (or more) bead necklaces in each staff member's mailbox.
- Share a quick heads-up: tomorrow is Rock, Paper, Scissors Day.
- Let staff know prizes will be awarded at the end of the day.

● Start the Game

- Kick things off with a morning announcement at the agreed-upon start time (ex: 8:00 a.m.) to officially open play for the day.

● The Challenge Rules

- Staff challenge one another to Rock, Paper, Scissors.
- Each challenge is best of one round (or best two out of three).
- The winner collects one bead from the other person.
- When a staff member loses all three beads, they are out for the day.

● End the Game

- Close the game with a final announcement at dismissal time (ex: 3:00 p.m.). Gather staff briefly to count beads and award prizes to the top three bead holders.
 - **Optional:** first place chooses two prizes, while second and third place choose one.
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OPTIONAL RULES & TWEAKS

➔ **Extra Beads Option:** For highly competitive staff, offer the option to purchase an extra bead for a small donation. Proceeds can support a staff food day or shared fund.

➔ **Increase Starting Beads:** If you have extra supplies or a larger staff, consider starting with four beads instead of three to extend the fun

➔ **Keep It Fun and Functional:** Set clear boundaries to protect learning time and keep expectations clear.

- No interruptions during core instructional blocks or protected teaching times
- Ideal play moments include:
 - Hallway transitions
 - Planning periods
 - Collaboration blocks
 - Lunchroom moments

Students may watch and cheer, but staff should always prioritize supervision and learning.



ACTIVITY VARIATIONS

Staff Meeting Icebreaker: Perfect for PD or a quick energizer:

- Give each staff member one bead upon arrival.
- Play Rock, Paper, Scissors with a neighbor.
- Winners collect beads.
- After 5–10 minutes, recognize:
 - Most beads
 - Best sportsmanship
 - Most enthusiastic participant

Half-Day or Lunch-Only Version: Short on time?

- Limit play to:
 - Lunch periods
 - Planning blocks
 - A single prep window
- Still end with a quick celebration or prize drawing.

Team vs Team

- Assign beads by grade level or department color.
- Total beads at the end of the day to crown a team winner.



EXAMPLE EMAIL TO STAFF

Hi Team,

[Tomorrow] we're adding a little fun to the school day with Rock, Paper, Scissors Day.

You'll start the day with **[Number]** bead necklaces and can challenge colleagues to a quick round during appropriate times like transitions, planning periods, or collaboration blocks. Winners collect one bead per round, and once all three beads are gone, you're out for the day.

We'll kick things off with a morning announcement and wrap up at dismissal **[Time]** with a quick count and small celebration for our top bead holders.

Participation is optional. Feel free to jump in, cheer others on, or simply enjoy the energy.

Looking forward to a day of laughter, connection, and friendly competition.

Have fun,
[Name]

ROCK, PAPER, SCISSORS CHALLENGE CHAMPION

This award is presented to...



For bringing the fun, shining bright, and
mastering the Rock, Paper, Scissors Challenge.



PRINTABLE COUPONS

Perfect for rewarding your team! Use our ready-to-go printable prize coupons, and if you have an idea to add, let us know!



REWARD & RECOGNIZE
Ready-to-use printable prize coupons to celebrate your amazing team!

ACTIVITY
SNACK NOTES OF APPRECIATION
This set of ready-to-go notes makes it easy to pair snacks with playful puns and genuine thanks—quick ways to brighten days and build a culture of appreciation.
Brought to you by your pals at **alpaca**

LEAVE 30 MINUTES EARLY
Turn this in for 30 minutes of coverage at the end of the day!
NAME: _____
DATE(S) REQUESTED: _____

CLASSROOM REFILL
Turn in this coupon for a supply refresh! Choose any item(s) under \$10—because great teaching deserves great supplies!
NAME: _____
DATE(S) REQUESTED: _____

V.I.P. PARKING
Turn this in for a front row parking spot all week long!
NAME: _____
DATE(S) REQUESTED: _____

DENIM DAY DEAL
Redeem this coupon for to wear your favorite instead of your usual work clothes!
NAME: _____
DATE(S) REQUESTED: _____

OUR STAFF IS O-FISH-ALLY THE BEST
THANKS FOR ALL YOU DO!

WE'RE KNOT KIDDING YOU'RE AMAZING!

Thanks a **CHOCO**—lot for all you do!

COLLABORATION

BUILT BY EDUCATORS, FOR SCHOOL LEADERS

This resource was created in collaboration with passionate educators and school leaders who believe in celebrating the everyday moments of connection that make school communities thrive.

Special thanks to Elly Boeckman, Behavior Coach at Ledges Elementary, whose Rock, Paper, Scissors Day brought playful energy, connection, and joy to her school community. This simple activity shows how low-lift ideas can strengthen staff morale, build connection, and create positive energy across a school day.



Elly Boeckman

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WE'RE SO GLAD YOU'RE HERE!

Thanks for downloading this resource—at [Alpaca](#), we're on a mission to **make school the happiest place to work**.



Tried an activity?

Send a photo or a staff testimonial to [our team](#), and we'll send you a coffee on us!



Got an idea brewing?

We love co-creating with school leaders—[drop us a line](#) with any resource ideas you'd love to see next.



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Beautiful surveys, delightful care packages, and real insights on teacher wellbeing—everything you need to lead with confidence, all in one simple solution. [Book a quick demo!](#)