



ACTIVITY

HIDDEN GEMS

AN ACTIVITY FOR STAFF TO SHARE THEIR SECRET TALENTS

Use this activity to build community, and celebrate staff superpowers.

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TAP INTO TEAM STRENGTHS



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Prep Time: 5 min **Activity Time:** 10-20 min

In every school, staff are constantly developing small strategies, creative routines, and practical ideas that others could benefit from. The challenge is, most of that expertise stays hidden. This activity helps surface those "hidden gems," making it easier for staff to connect, learn from each other, and build a stronger sense of community.

Why try it?

Staff often don't realize how much knowledge already exists within their own building. Without simple ways to share it, teams miss opportunities to learn from each other.

This activity shifts the mindset from "Who's the expert?" to "We all have something to offer." It builds connection, sparks conversations, and reminds staff that support is already in the room.

Leader tips:

- Model it first by sharing your own "hidden gem"
- Keep the tone light and optional to build comfort
- Use this as a reset midyear or to kick off a staff meeting

Instructions

Step 1: Name your "hidden gem": Give each staff member a name tag or sticker that says "Ask me about..." and invite them to fill it in with a strength, strategy, or interest. Keep it low-pressure and remind them it does not need to be formal expertise. Encourage quick thinking, this should only take a minute or two.

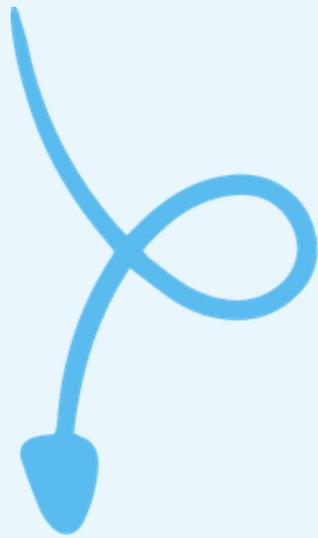
This could include things like engaging transitions, classroom humor, or building strong classroom culture.

Step 2: Find a strategy: Turn it into a simple game by giving each person a prompt card. Set a timer for 5-10 minutes and have staff walk around and talk to colleagues to find someone who matches their prompt, then write down one idea they want to try. If they finish early, they can grab a new card and keep going.

Prompts might include finding someone with a strategy for engagement, a time-saving tip, or someone who brings humor to their classroom.

Step 3: Share and celebrate: Invite a few volunteers to share one idea they might try and one thing they learned about a colleague. You can do this whole group or at tables, depending on time. Keep it quick and positive to reinforce that valuable expertise already exists within the team.

Activity Printables



PROMPT EXAMPLES

Read these prompts aloud or display them to help staff get started and spark ideas for conversation.

Step 1 Examples: Name your "hidden gem"

- Flexible seating routines
- Keeping students engaged during transitions
- Go-to science demos
- Classroom humor
- Read-aloud strategies
- Organizing Google Classroom
- Building strong classroom culture
- Calming strategies for students
- Morning meeting routines
- Parent communication tips
- Small group management
- Hands-on or highly engaging lesson ideas

Step 2 Examples: Find a strategy

- Find someone who has a strategy for student engagement
- Find someone who has a tip for saving time
- Find someone who brings joy or humor to their classroom
- Find someone with a strong classroom management move
- Find someone with a lesson students love
- Find someone who supports struggling learners effectively
- Find someone with a great organization system
- Find someone who builds strong relationships with students
- Find someone with a helpful family communication strategy

Step 3 Examples: Share and celebrate

- One idea I heard that I might try
- One thing I learned about a colleague
- One strategy I want to follow up on
- Something that surprised me
- Someone I connected with today
- A strength I noticed across our team

NAME TAGS

Use these printable name tags to start the conversation.

Ask me about...

FIND A STRATEGY GAME CARDS

Use these prompts for teachers to engage with one another in the "find a strategy" game. You can also tailor the prompts based on your instructional focus areas.

Find someone who has a strategy for student engagement.

Find someone who has a strategy for student engagement.

Find someone who has a time saving routine.

Find someone who has a strategy for giving feedback.

Find someone who has a strategy for deepening student thinking.

Find someone who has a strategy for using the LMS (Canvas, Schoology, etc.).

Find someone who brings joy or humor to their class.

Find someone who has a strategy for differentiating effectively.

Find someone who has a strategy for checking for understanding.

Find someone who has a strategy for classroom routines.

FIND A STRATEGY GAME CARDS

Use these prompts for teachers to engage with one another in the "find a strategy" game. You can also tailor the prompts based on your instructional focus areas.

Find someone who...

COLLABORATION

BUILT BY EDUCATORS, FOR SCHOOL LEADERS

This resource was created in collaboration with dedicated educators and school leaders who brought their experience, ideas, and insight to every step of the process. We're grateful for their partnership in building tools that truly make a difference in schools.



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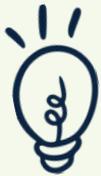
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