



Connection Audit



Structural: How our work is organized

<i>How do our current structures (policies, routines, schedules) make collaboration possible?</i>	<i>Where might structures unintentionally reinforce silos or overburden certain roles?</i>	<i>How could we embed connection into the system itself rather than treating it as optional or additive?</i>

Emerging Ideas for Strengthening Connection

	<p>Consider:</p> <ul style="list-style-type: none">• Cross-sector or cross-role teams that have shared authority and meet regularly• Protected planning/reflection time in staff schedules• Alignment of well-being and connection goals within broader strategic plans
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Cultural: How people experience belonging and trust

<i>What does our day-to-day culture communicate about trust, vulnerability, and care?</i>	<i>Where are there gaps between what we say we value and what people actually experience?</i>	<i>What small, consistent actions or rituals could signal belonging more clearly across our system?</i>

Emerging Ideas for Strengthening Connection

	<p>Consider:</p> <ul style="list-style-type: none">• Leadership modeling of psychological safety (e.g., sharing what they're learning, normalizing help-seeking)• Recognition and appreciation embedded in routines• Transparent, empathetic communication from leadership
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Relational Infrastructure: How people are connected beyond hierarchy

<i>How are staff intentionally connected beyond reporting lines?</i>	<i>Who in our system tends to be well-connected, and who might be left out or isolated?</i>	<i>What structures could make connection self-sustaining?</i>

Emerging Ideas for Strengthening Connection

	<p>Consider:</p> <ul style="list-style-type: none">• Multi-level mentoring pipelines or peer networks• Ongoing learning collaboratives for school mental health teams• Peer support systems integrated into onboarding and retention
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Data & Feedback: How we listen and respond

<i>How do we currently listen to staff formally (e.g., surveys) and informally (check-ins, team meetings)?</i>	<i>When people share input, do they see evidence that their voice influenced decisions or next steps?</i>	<i>How might we make feedback loops more visible so data becomes part of an ongoing conversation?</i>

Emerging Ideas for Strengthening Connection

	<p>Consider:</p> <ul style="list-style-type: none">• Adding connection and belonging items to existing surveys• Using focus groups or listening sessions to deepen understanding• Creating “you said, we did” feedback cycles• Incorporating belonging indicators into improvement plans
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