

Her staff went from filing concerns to having nothing to report.

Favoritism talk. Unread emails. The same few people doing everything. Sound familiar?



SARAH POLNITZ

Principal
Whittier Primary School
Peoria Public Schools (D150)
6th year as principal

WHERE SHE WAS

The 2024–25 union survey flagged favoritism and culture concerns. Work kept landing on the same few people, and frustration was growing.

WHERE SHE GOT STUCK — AND WHAT CHANGED IT

Staff weren't reading emails, and the ones who did were tired of hearing "What did it say?" With Tre's team, the ULT designed a fix: read it, react with an emoji. Goal: 100%. Miss it, and everyone reads it together.

WHERE SHE IS NOW

In 2025–26, teachers skipped the union survey. They had nothing to report.

+16.6 pts

staff stress + well-being

+13.7 pts

strengths use at work

Only school

D150: double-digit ELA+math

The same path Sarah took is open to you.

01 SHE READ HER STAFF

A DISC-based assessment for all 28 staff to set a baseline.

02 SHE BUILT SHARED LANGUAGE

Four sessions: communication, PLC dynamics, SEL, and tension.

03 SHE SHARED THE LOAD

The Team Dynamics Report showed who carried what across the ULT.

04 SHE SET TEAM NORMS

Read every email, react with an emoji. The goal is 100%.

THIS IS WHERE FRUSTRATION BECAME A SHARED NORM

05 SHE HANDED OFF PD

By November, the ULT planned and ran its own DISC-aligned PD.

06 SHE KEPT THE RHYTHM

Monthly ULT advisory meetings, all year.

RIGHT NOW

What frustration is your best staff quietly carrying?

At Whittier, it was unread emails. Sarah's team turned it into a norm everyone owns. Tre's team can help you find yours.