

## MOTIVATING PRACTICES TO SUPPORT NEW TEACHERS TO KEEP GOING

*by:*

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Being a teacher in the present generation of demanding learners is challenging and overwhelming. Aside from the day-to-day concerns of teaching and grading, teachers must deal with students who have behavioral or family problems, intellectual disabilities, and other matters. Being motivated is a significant part of the job of a teacher. Teachers who are motivated, embrace a collaborative learning community and create a positive environment for school personnel and learners.

A teacher who works in a classroom knows that difficulties may come at any time. Teachers are connected to the fragmented conditions of the many changes that have occurred in recent years, and they experience some struggles to hold on. According to a recent National Education Association study, more than half of teachers intend to leave the teaching profession sooner than they had anticipated, because of some complexities. The number of challenges for novice teachers is magnified by all of the factors that have historically made the first few years of teaching noted as being difficult.

The challenge is to provide the newbies with the resources and assistance needed not only to motivate them to stay in the profession but also to develop them into the types of educators capable of teaching the present high standards of society. In recent years, the interpretation of effective teaching has shifted dramatically. Teachers, today, are intended to facilitate the widest range of students in meeting the highest academic standards. Wherein, teachers are required to provide equal learning services to all types of students.

New teachers experience the emotional circumstances of adapting to a new workplace and new co-workers during their first years of teaching, from familiarizing school facilities to learning school rules and regulations, to discovering kindred colleagues, and getting accustomed to the environment. Another common factor for new teachers is fatigue. Free time during the workdays is limited. Even the most ardent new teachers are exhausted from preparing every lesson from scratch, teaching using unfamiliar materials, and, in many cases, teaching at an unexpected grade level. All of this is exacerbated by the implicit exclusion of individual teachers who are confined to their own classrooms.

New teachers entering the teaching profession, fresh out of professional education, are given similar responsibilities as veterans are. They are also embarking on remarkably complex undertakings, encompassing the combined integration of multiple factors such as students' behavior management, cognitive interaction, student participation, materials, physical space, and time. Although many new teachers have had excellent educational preparation and student-teacher collaboration, their brief experience results in a limited repertoire of learning strategies – more limited than the range of teaching complexities that a new teacher faces.

Here are the five ways learning institutions can support new teachers so they can transition successfully into the teaching profession:

## 1. BE MOTIVATED WITH POSITIVE VETERANS' EXPERIENCES

Find a genuine teacher professional who inspires you and ask them about lessons, classroom organization, or anything else you need help with. Every teaching discipline has its own professional organization. Online teacher groups on social media can offer ways of support, or at the very least, a good laugh.

## 2. REUSE EFFECTIVE IDEAS

Using technology makes it relatively easy to organize lesson plans and materials. It's simple to change and adapt your teaching plans as you go for a smooth planning process. Create a system for organizing your teaching aids online so that they are easy to find in the following week, month, and year for instructional use. Implement strategies that can be utilized multiple times, aside from saving and organizing what you've generated for future use.

Adapting strategies is beneficial because you are not constantly creating and building another one. Routine activities are beneficial to students of all ages because they stabilize and boost skill development. Use what you read about a good strategy or lesson to develop your own personal and unique teaching aid.

### 3. OBSERVE SELF-REGULATION

To maintain a healthy balance, it's critical to establish boundaries around your time. Leaving your job at the door becomes a healthy practice regardless of your profession. A fitness regimen or other enjoyable pursuits can help maintain teachers fresh in their daily teaching.

### 4. HAVE YOUR BACK UP PLAN READY

Behavioral problems are more likely to arise if students are not involved in classroom instructions. Always have a backup plan in place in case the original plan fails or your original plan runs out of time.

### 5. REMEMBER TO REFLECT POSITIVELY

If you're a teacher going through a difficult time, do approach a teacher who has experienced the same problem. Consider positive experiences, such as when a student presented you with an origami swan or when you laughed with your students. Consider why you became a teacher and how you could make a difference.

*References:*

[https://www2.wested.org/www-static/online\\_pubs/tchrbrief.pdf](https://www2.wested.org/www-static/online_pubs/tchrbrief.pdf)

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