

WAYS TO KEEP YOUR TEACHERS MOTIVATED IN THE WORKPLACE

by:

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Being a teacher in today's society is incredibly difficult. In addition to the regular challenges of teaching and grading, teachers also deal with children who have behavioral or family problems, learning difficulties, and other obstacles. Maintaining teacher motivation is an essential component of the school administrator's duties and responsibilities. A collaborative workplace and a favorable learning environment are fostered by motivated teachers. Below are some of the practical pointers and ways to consider in keeping teachers' motivation and eagerness to work effectively and efficiently in the workplace.

A. Make yourself available for your teachers : In order for your teachers to teach and your pupils to learn, it is your responsibility as a school administrator to make their life easier. When your teachers have a larger task, try to be as helpful as you can. Before becoming involved, think about asking your teachers what they need, so they don't feel like you are micromanaging. Make sure to use necessary actions and support to assist your teachers with tedious work.

B. Conduct Praise and Recognition for teachers: You won't need to worry about inspiring a teacher if they feel valued and respected. These educators are capable of maintaining motivation. Making an announcement in the morning before the day starts, or even during the flag raising ceremony, thanking the teachers for something they recently did can go a long way toward making each teacher feel appreciated. Thus, conducting a simple program where you can also personally congratulate teachers for their great contributions to the school can also make this a bigger gesture.

C. Help your teachers to grow professionally: The teachers at your school should have access to professional development programs, but you should also provide them the chance to pursue learning opportunities outside of the classroom. Conferences, workshops, or specialized professional development provided at the school level could fall under this category. Accept every fair request. Make sure you are also on the lookout for fresh opportunities and that you are sharing these with all of the teachers during staff meetings.

D. Empower their strengths and improve the weaknesses: Every teacher has both positive and negative aspects. It's obvious how much more involved and motivated pupils become when teachers are allowed to leverage that strength in the classroom. Some teachers might find it challenging to identify their own abilities, especially when they're attempting to meet curricular standards. School administrators can be creative in providing school activities such as workshops, open forum and the like to assess the strengths and weaknesses of every teacher. This is an initial step to make plan for them and to be able to provide appropriate support and assistance that will help them improve and be better channels of learning.

E. Provide a Stress-Free workplace: It is obvious that the teaching field is filled with tons of reports and other associated activities, particularly before the start of the school year and when the year-end reports are due. They have obligations to do this as part of the educational process. There is no way to avoid this situation. Teachers and the school administrator will undoubtedly feel stressed and worn out as a result of this. Despite this fact, the head of the school can still encourage a stress-free environment by being sympathetic but firm in completing the required reports. Additionally, they might show respect for time when giving orders to complete reports. They should try to steer clear of offering directions once the teacher gets home. The family must spend time together. To relieve the tension at work, they might even offer a dinner date with the teachers or just some straightforward free snacks after school.

F. Always promote Collaboration: Collaboration amongst your teachers can have a big impact on their motivation. The most effective teaching methods used by more seasoned teachers will be commended. Younger teachers will receive confirmation that the strategies they are utilizing are effective. To provide a more structured environment for cooperation, think about establishing professional learning groups inside your institution. Moreover, conducting LAC Sessions and team building could also promote collaboration among the teachers. This will give them the time to develop their relationships as a family while learning and sharing significant experiences with their colleagues.

G. Always involve the teachers in the decision-making process: The simplest way for a teacher to lose motivation is to be excluded from a crucial decision that will have an impact on them. If you gave teachers the chance, many of them would be delighted to participate in these decisions. To hear their thoughts and learn more about their suggested ideas, always involve the teachers in any plans of the school. The school head must hear the teachers' thoughts before making any decisions.

Maintaining the motivation of your teachers might be difficult. But it's crucial to your pupils' success as a whole. The best educators are driven to succeed and take joy in their pupils' accomplishments both inside and outside of the classroom. Spend some time testing out some of these suggestions to see what works best for your school.

Remember, our ultimate objective should be to live a balanced life that includes time for work, relationships, relaxation, and pleasure. We should also strive to have the resilience to handle pressure and face obstacles head-on. The school will be more productive if every member of the educative process is motivated and inspired. It is more inspiring to work when everyone feels the love in the workplace just like a real family. As a result, the goal of the school to provide quality education among the pupils will be realized. In

addition, school's programs and activities throughout the year will be successfully accomplished. Thus, an advanced School-Based Management will also be maintained.

References:

https://www.educationworld.com/a_admin/admin/admin289.shtml