



Professional Development
Service for Teachers

An tSeirbhís um Fhorbairt
Ghairmiúil do Mhúinteoirí

www.pdst.ie



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Staff morale and motivation: the role of the Deputy Principal

Feb 11th 2016

What makes a good day at work for you?



Purpose of the Session

To heighten awareness of the Deputy Principal's role in improving staff motivation and morale and to consider helpful strategies

Group Discussion

In your experience, what factors can contribute to the demotivation of teachers and their poor morale?



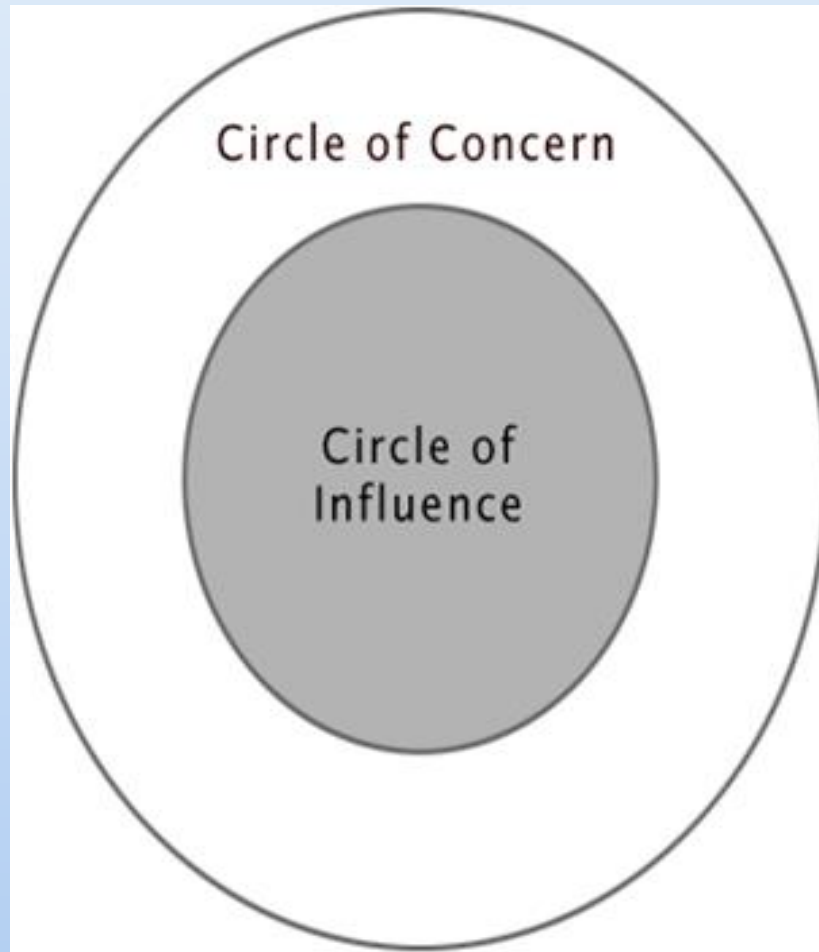
Considerations

Serious – Trivial

Professional – Personal

External - Internal

Covey's Circles of Influence / Circles of Concern



The circles represent the two areas where you can focus your time and energy. Many people spend time worrying about things in their circle of concern. These represent things in life that we cannot change or things over which we have no control.

Covey argues that highly effective people think and act primarily within their Circle of Influence. They forget about the things over which they have no control. They gradually expand their Circle of Influence as they earn more power and respect.


Approaches that De-motivate

- Sarcasm
- Excluding staff from important decisions
- Insincere listening
- Vague or infrequent feedback
- Criticise frequently and publicly
- Failure to account for teaching and learning styles
- Tasks that are ill-defined, repetitive, seen as not working

Group Discussion

Consider how you as Deputy Principals would deal with the issues assigned to you and thus facilitate good teacher motivation and morale

Place Mat



Motivation
Strategies

Ideas from Deputy Principals

- meeting preparation (pre questionnaire)
- highlight successes (e.g. school website)
- recognition (little treats for staff)
- be situationally aware (teacher first)
- creating a place (role)
- creating a culture of evaluation/reflection ownership
- asking favours
- social committee (a happy place to be)
- CPD
- manage communication effectively