

[5]WAYS

School Leaders Can Improve Life for Teachers

Not every change that makes a significant difference is costly. Here are ways school leaders can show respect for teachers' time and effort without spending much money. These approaches make life better for teachers and create an improved learning environment for students.

1] Find any way possible to retain teacher-prep time.

The job cannot be done within a school day as it is, and when teachers also do not get prep time, it further degrades their ability to stay healthy, feel successful, and be effective.



2] Stop with all the meetings. Only convene them when they are necessary.

Schedule meetings when you have work to accomplish together and believe that being in community will enhance the work.



3] Make professional development worthwhile or skip it for now.

- Don't guess what your people need. Ask them. Provide options if open-ended questions aren't effective.
- Ask yourself what the teachers will leave with that they can use in their classrooms soon. If you can't nail that down, the PD isn't ready.
- Consider breaking folks into small groups based on level of proficiency.
- Model what you want teachers to learn. Promoting more learning for students from an inquiry approach? Use inquiry in the PD session. New tech? Incorporate tech. Need teachers to set goals? Have them work on goal setting.



4] Stop calling classrooms except at breaks. If you need to see a student, come to them.

Interrupting a class tells the teacher that your meeting is more important than the lesson and steals time from instruction.

5] Send a handwritten note once or twice a day about something a staff member is doing right.

Over time, try to recognize as many staff members as possible. People thrive on positive recognition.

