



Recognizing and Celebrating Teacher Success to Drive Retention

April 2021

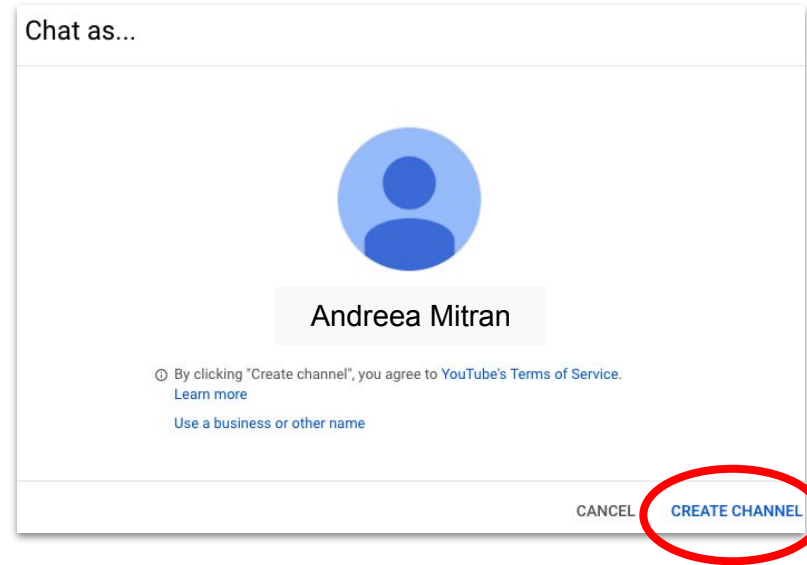
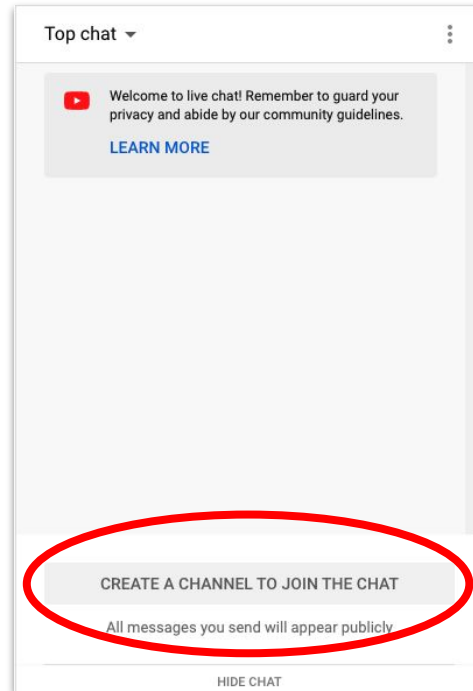
Let's chat!



Use the YouTube Chat to engage with us and other attendees today! Put your questions or comments in the chat, and **it might be featured on screen!**

***You must be logged in to YouTube to use the chat or comment feature.*

Creating a channel is quick & easy! Even if you have a gmail account, you'll need to click the "Create a Channel to Join the Chat" & accept Youtube's Terms of Service! (You don't need to take any additional steps, or use your "channel" - this is just YouTube's way of confirming you are a real person, and gives you access to comment/chat!)



Check In

Who is/was your favorite teacher?



Introductions



Megan Champion

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Justin de Leon

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Objectives

1. Understand why leaders must prioritize efforts to recognize and celebrate teacher success
2. Explore strategies for recognizing and celebrating teacher success while building belonging

How we will get there



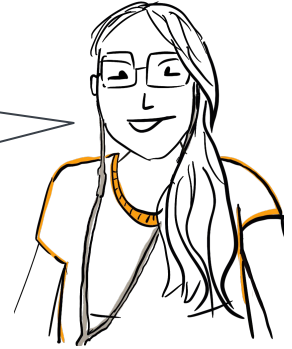
Teachers Change Trajectories

I was walking around in Chinatown in SF with my mom and ran into Ms. Meeks. I wasn't the best in her class, but she said some really nice things to my mom about my participation. Then she pulled out a Transformer toy from her bag and gave it to me. I had that toy for 2 decades.



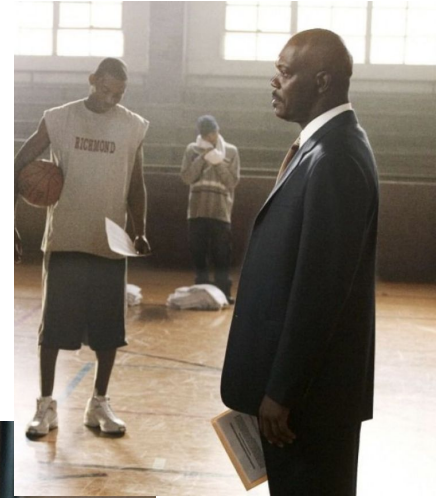
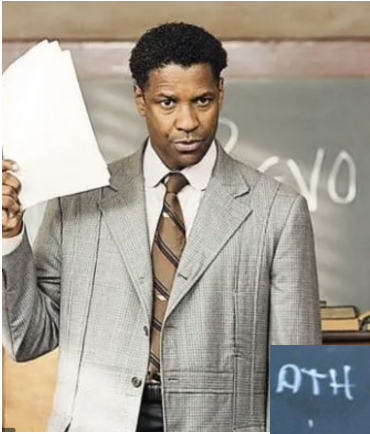
Mrs. Bahr was the first teacher to help me change my relationship with a part of my education that I did not feel successful or invested in.

Ms. Given helped me understand my grandmother's death and explore my cultural identity.



Mr. Wallace made an impact on me as he taught me the joy of learning. As a struggling learner, I never enjoyed school but he made learning come to life. He inspired me to want to do that for others.

Transformational Teachers



Risky Times

“Teacher morale has plummeted over the course of the pandemic... Teachers say they’re spread thin with technology challenges, a decline in student engagement, the fear of contracting COVID-19, and personal child-care or caretaking responsibilities. Many teachers also say they feel unappreciated..”



Teachers Are Stressed Out, and It’s Causing Some to Quit

‘I would rather be a barista at Starbucks right now’

Source: [Edweek](https://www.edweek.org)

Economic Impact

THE COST

\$7 BILLION

The estimated national cost of public school teacher turnover, including the revolving cost to recruit, hire, and train.

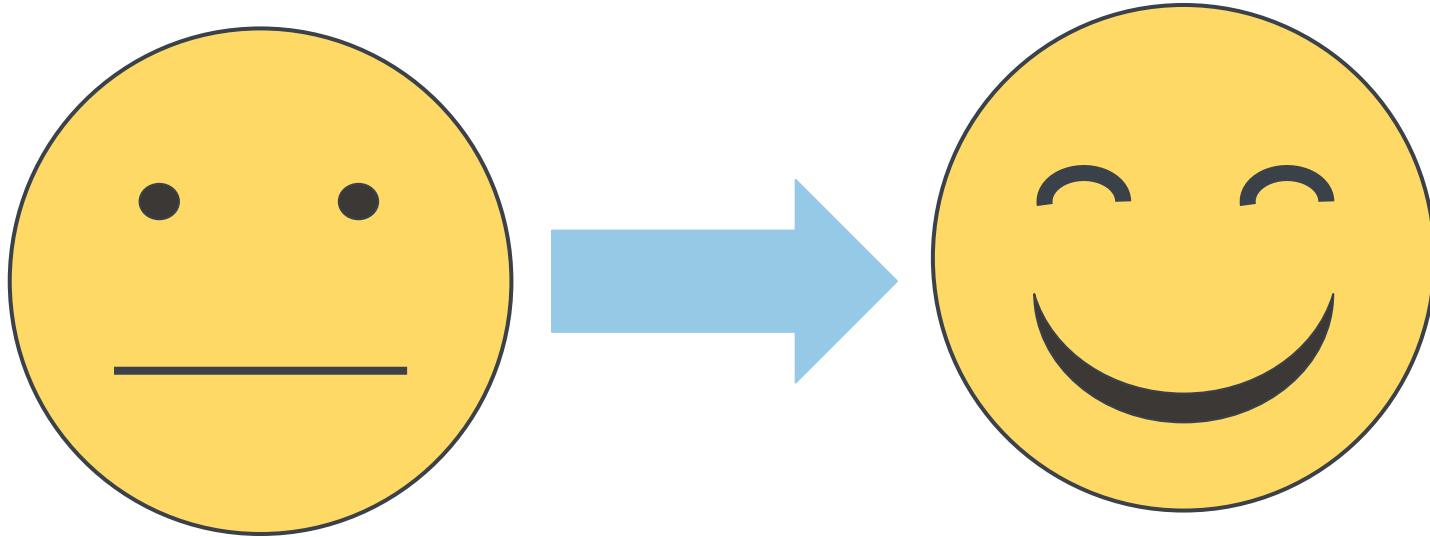


STUDENT SUCCESS

Students taught by ineffective teachers earn less over the course of a lifetime than students taught by average teachers.

\$50K

Retained to Thriving



Recognizing and celebrating success through the teacher life cycle

Fulfillment

Belonging

Disengagement



Attract
(Brand, Message, Market)

Recruit
(Engage, Interview, Hire)

Immerse
(Onboard, Inboard, Connect)

Develop
(Manage, Learn, Grow)

Empower
(Recognize, Promote, Retain)

What helps teachers to thrive?

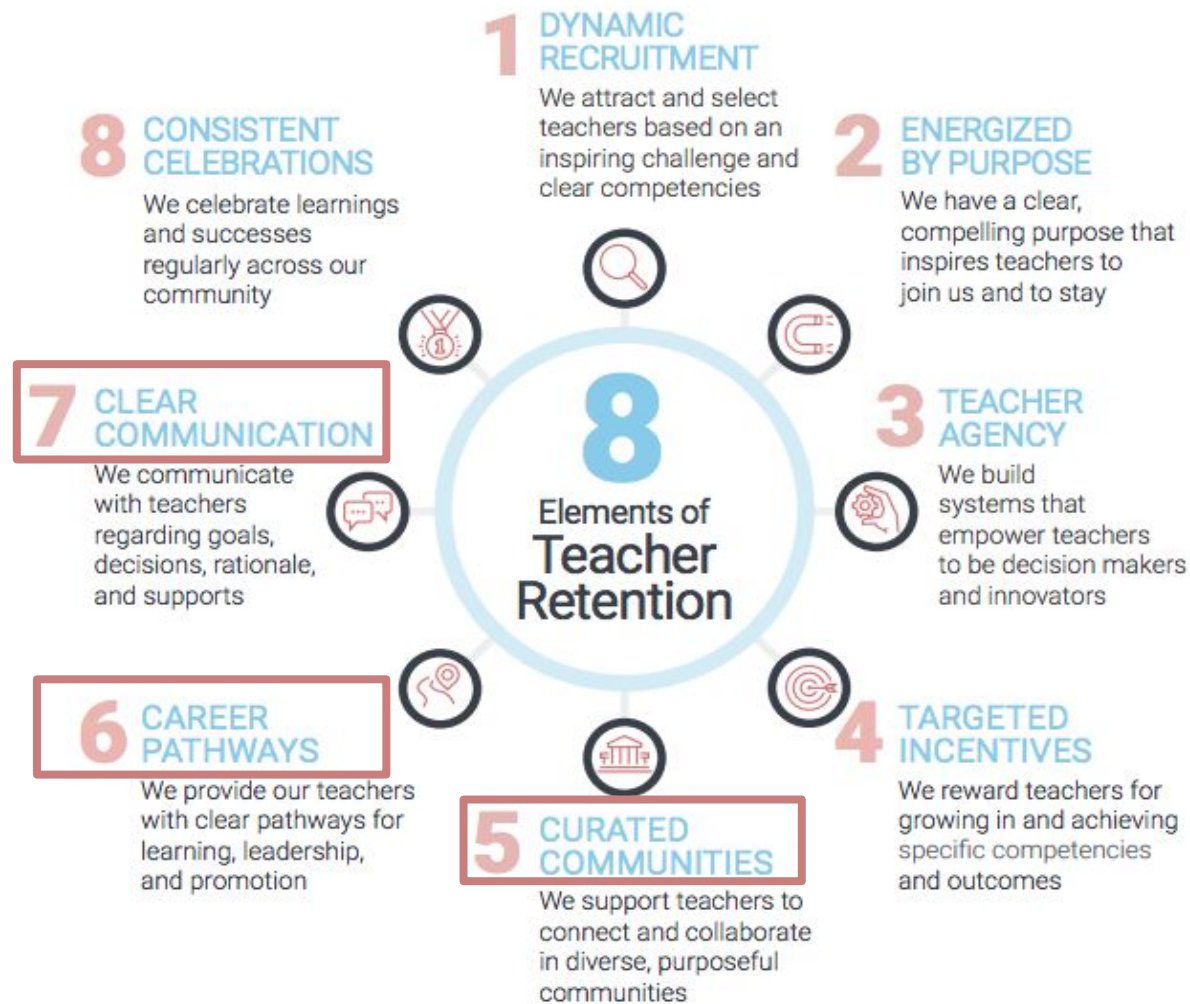
Sense of Belonging

“When people feel like they belong at work, they are more productive, motivated, engaged, and 3.5 times more likely to contribute to their fullest potential.”

- Source: [HBR, Center for Talent Innovation](#)



Build belonging while celebrating and recognizing teacher success



Taking action through reflection, routines, rituals

Reflection - Stepping back to think or write about teachers' experiences, interactions and accomplishments

Routines - Regular, planned practices to identify, recognize or celebrate successes

Rituals - Practices that bond people together, help us move through conflicts, amp us up to better performances, and assist us in adapting to change

Clear

Communication

Communicate with teachers regarding goals, decisions, rationale and support

Why it matters:

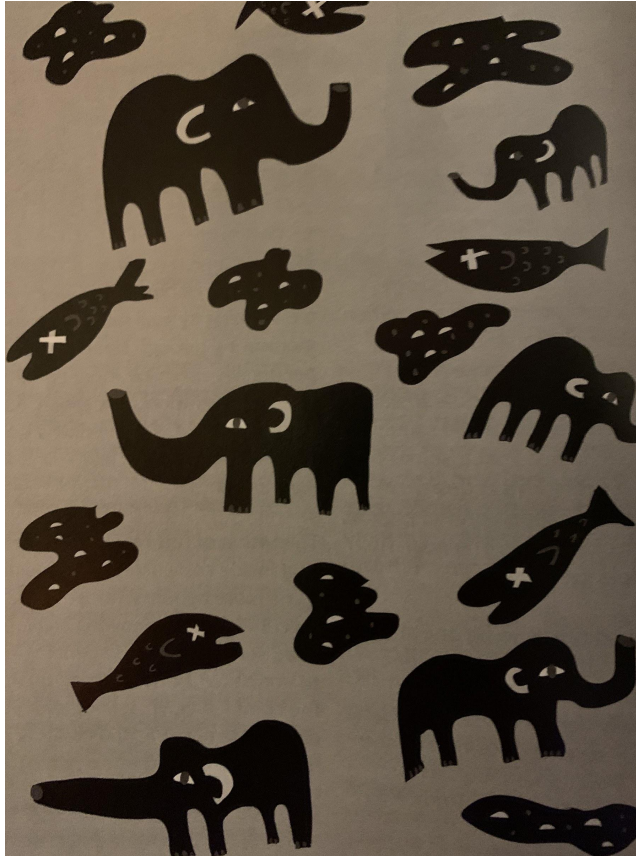
Clear and frequent communication that elevates teacher success help to celebrate teachers; identify behaviors that embody values; increases teacher engagement

Take Action:



1. **Reflection - Success Reflection.** Each week, dedicate 5-10 minutes to identify wins, progress and milestones achieved by teachers professionally and personally.
2. **Routine - Monthly Team Lead Email.** Reach out to grade level and department chairs to crowdsource teacher successes.
3. **Ritual - Elephant, Dead Fish, Vomit.** Create space to recognize and name the struggle. Teachers cannot succeed unless they can call out what is holding them back.

Clear Communication | Recognize the Struggle



Source: *Rituals for Work*, Kursat Ozenc and Margaret Hagan

Elephant, Dead Fish, Vomit

Elephant: The BIG THING that is not being addressed.

Dead Fish: Things that are long past, but are still haunting the group.

Vomit: Things people just need to vent out without any goals.

Introduce this by inviting people to participate in an anonymous survey to name the Elephant, the Dead Fish, and the Vomit.

When you have your results, share out in a meeting what you learned about the Elephant, and encourage discussion. Do the same for the Dead Fish and Vomit, giving each category of concern their own meeting.

Career Pathways

Provide teachers with clear pathways for learning, leadership and promotion

Why it matters:

Recognizing teacher success by connecting it to opportunities for growth makes teachers feel seen and valued



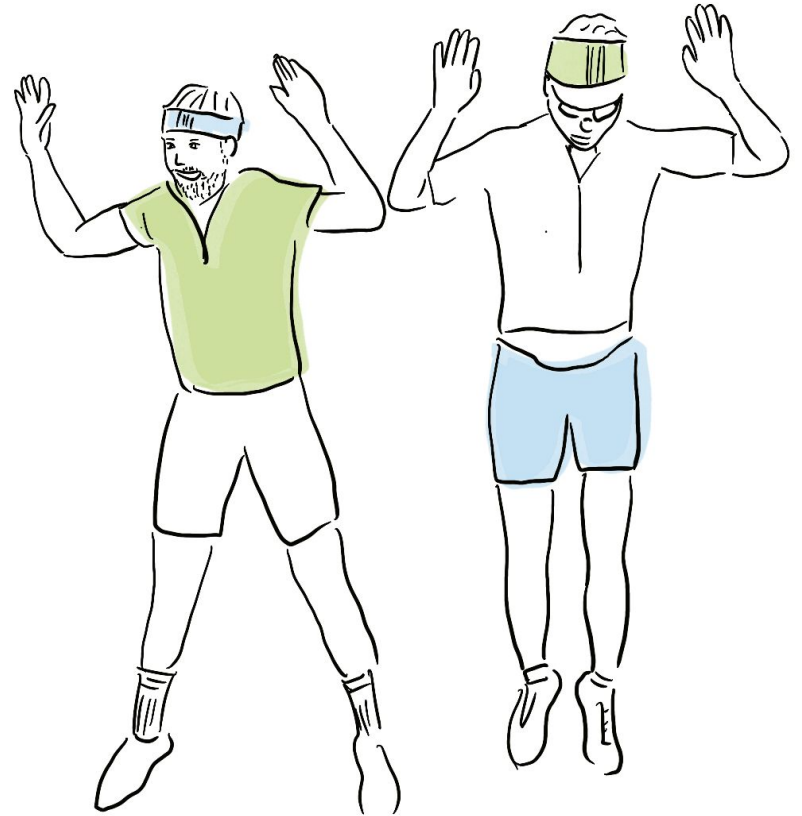
Take Action:

1. **Reflection - Teacher Growth Reflection.** Each quarter, review a list of all teachers you support--circle those you've actively supported in their growth. Underline and prioritize 3 you have not directly supported.
2. **Routine - Shadowing.** Connect with 2-3 teachers monthly. Identify career development goals. Pair the teacher with a shadowing opportunity in the school, district or community.
3. **Ritual - Support and Amplify Passions.** Use "Hero Questions" to uncover and understand teachers' passions and goals.

Career Pathways | Support and Amplify Passions

Hero Questions

- Tell me about a time this month you felt energized.
- What have you learned about yourself this year?
- What strengths have you found most useful this year?
- Who have you recently helped, and what difference did it make in their work and yours?



Curated Communities

Support teachers to
connect and collaborate
in diverse, purposeful
communities

Why it matters:

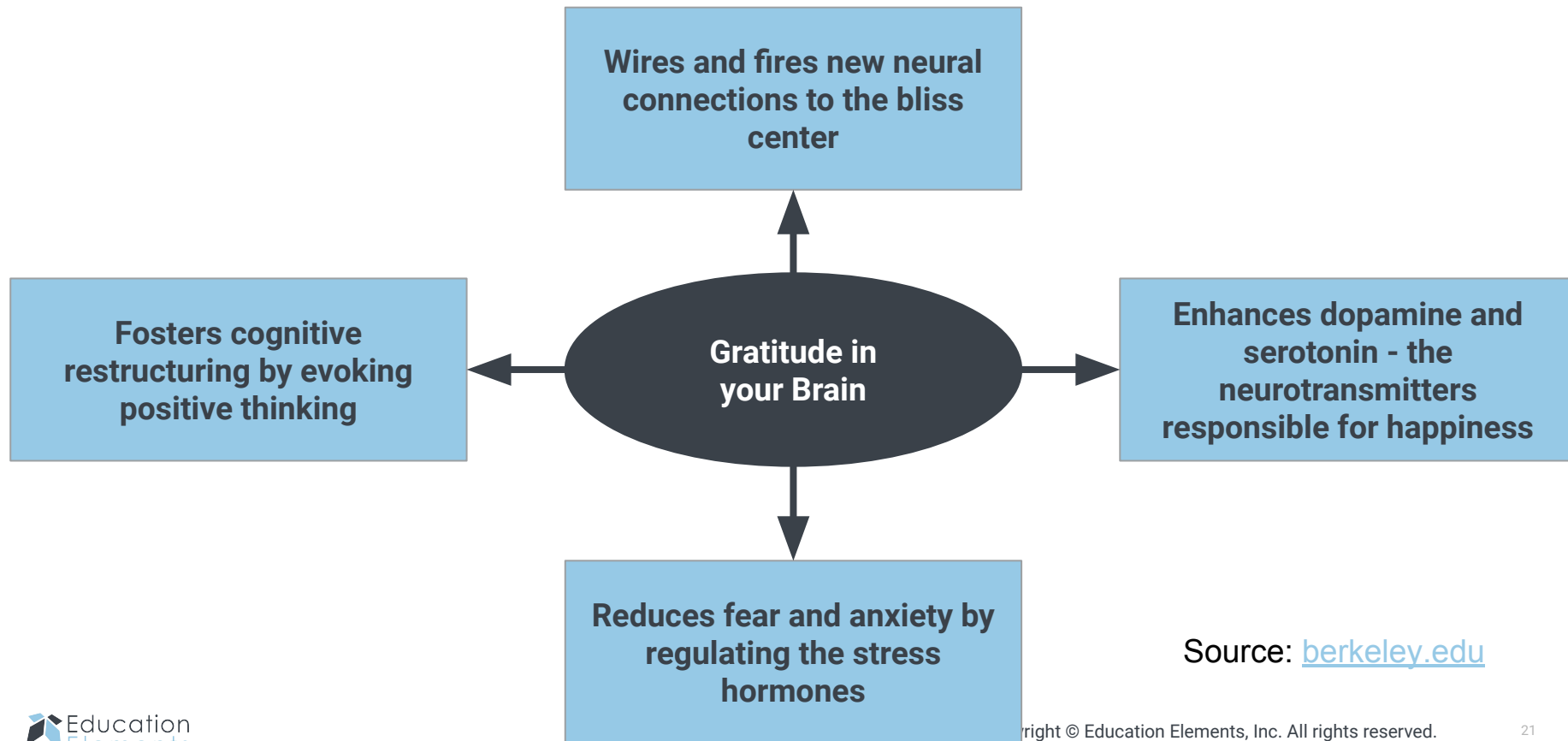
Connection and recognition from peers builds community, elevates shared experiences and contributes to a greater sense of belonging



Take Action:

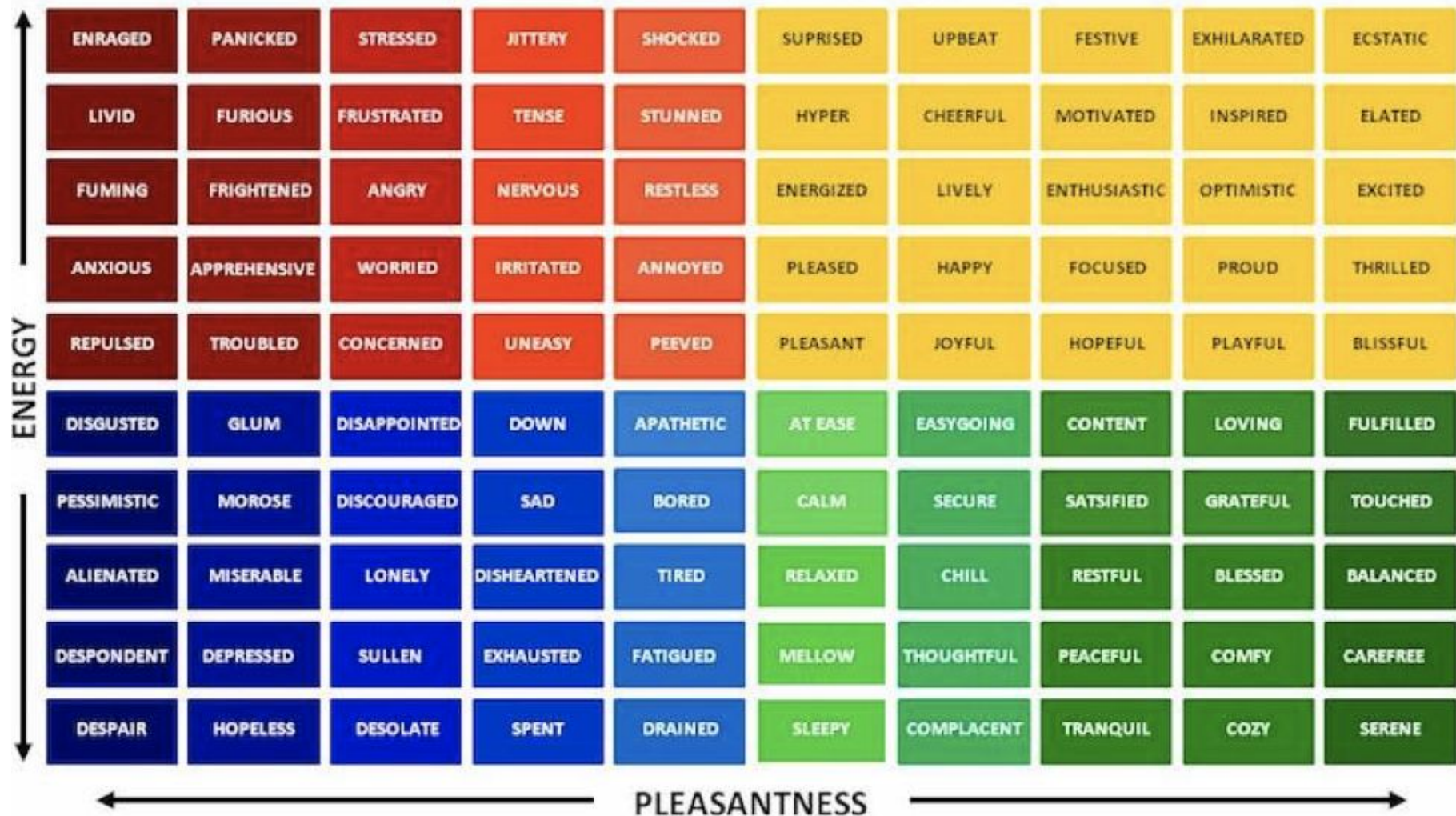
1. **Reflection - Mentor Messages.** Schedule time each week to send 1-2 messages to leaders and teachers your support. Recognize progress, ask about needs, offer support.
2. **Routine - Check-ins.** Begin each 1:1 or team meeting with a check-in. Create space for teachers to share life happenings, accomplishments and experiences.
3. **Rituals - Gratitude Messages.** Build time into staff or team meetings. Ask leaders and teachers to pause and send messages or emails to recognize each other and express gratitude.

Gratitude in the Brain



Source: [berkeley.edu](https://www.berkeley.edu)

How are you feeling?

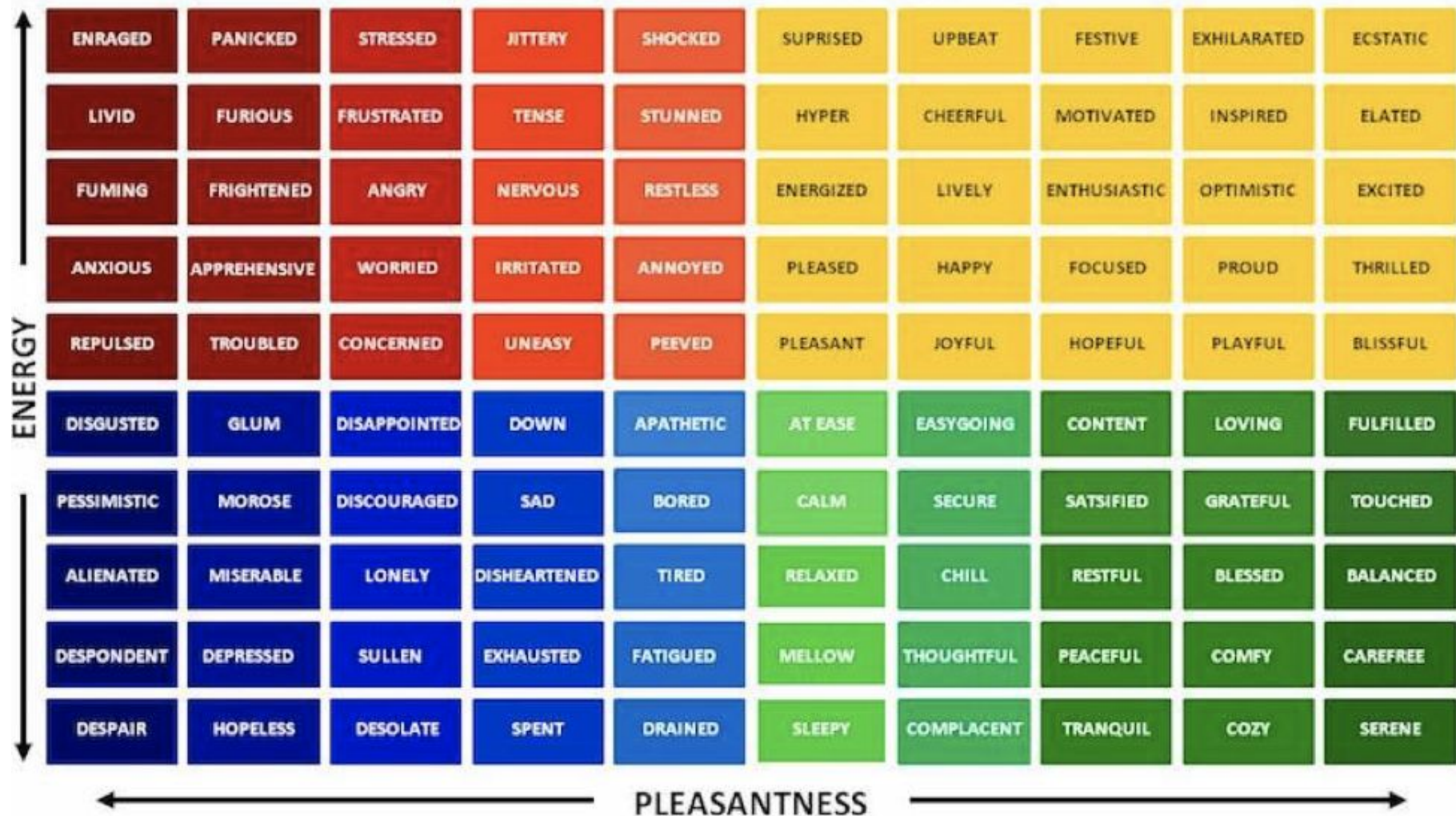


Curated Communities | Send a message!

- Someone who makes you laugh
- Someone who always has a great insight
- Someone whose leadership you admire
- Someone you want to get to know better
- Someone whose sense of style you admire
- Someone who you think prioritizes what's best for kids



How are you feeling?



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Check out: One Word

SHARE IN THE CHAT:

One word or emoji to describe how you are feeling as you leave today's session.