

Best Practice: How to motivate teachers for high performance

Motivation is a wide field and has become a discipline in its own right within the fields of organisational development, management and learning. The following provides a few simple and easily applicable guidelines which can be applied by school authorities and school leaders to motivate teachers for high performance within the school environment.

- **Make teachers aware of the importance of their work** to the development of the country and the future of schoolchildren – be concrete and specific – do not apply slogan-like phrases that the teachers already know and have heard many times before.
- **Always be fair and unbiased and avoid any kind of favouritism.** Bias, lack of equality and favouritism in the workplace act as poison to engagement, team- work and motivation
- **Reward excellent performance, initiative, and creativity** by showing appreciation, interest and encouragement.
- **Delegate responsibilities to individuals and teams** in order to promote independence, confidence, commitment and a sense of responsibility
- **Always take a constructive stance.** Do not overdo criticism of not-so-good performance and never reproach a teacher in public or in front of the students. Invite the teacher to the office and suggest improvement in a friendly, constructive manner.
- **Ensure a good work-climate and work environment** at the school and make a real effort to achieve it. Details are available elsewhere in this manual.
- **Provide support and guidance** to teachers both professionally and personally.
- **Care about teacher wellbeing and job-satisfaction** and address deficiencies by initiating improvements.

- **Encourage initiative and creativity** in teaching which make the work fun for both teachers and pupils while enhancing effective learning at the same time.
 - **Promote teamwork amongst teachers.** This gives social fulfilment and at the same time enhances the quality of teaching, school planning, extracurricular activities, etc. Teamwork may comprise common school planning, extra-curricular activities, community orientated activities or engaging pupils in assignments across subjects.
 - **Stimulate professional development** through encouraging subject interest; organising academic events; providing links and access to self-studies, literature and newsletters; providing opportunities for research and academic pursuits like writing articles and engaging in newsletters; facilitating learning and development and participation in conferences; and allocating space for and encouraging participation in professional associations, communities of practice, and in other ways.
 - **Organise social events** at the school to promote a sense of belonging to a family. This might include sports events, dance, music and theatre performances, events with parents, celebrations, etc.
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