

STEP UP TO SUCCESS...

A TA Initiative for Persistently Dangerous Schools, Gen I and II
Thru M. H. West & Co., Inc. for the Employment and Training Administration (ETA)
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Workplace Conditions That Matter to Teachers

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Issues	Solution	Next Steps
<p>Many have assumed that focusing on salaries is the way to attract and retain high quality teachers. Research has shown that this is not enough. Teachers take much more than salaries into account when tallying up working conditions. They also care greatly about workplace factors that affect their ability to provide a good education for their students. If good teachers are to be retained in teaching and supported in doing their best work with students, they must have a workplace that promotes their efforts in a variety of ways. Educators and policymakers need to understand these factors to ensure that there will be a good teacher in every classroom.</p>	<p>Enhance teacher satisfaction through:</p> <ul style="list-style-type: none">• Effective and supportive leadership• Collaborative cultures with the structures to support them• Adequate and fair compensation• Teachers' ability to participate in decision making• Maintaining the condition of the school• Providing time available for teacher collaboration and professional development• Clear, morally inspiring, explicit, shared goals, that teachers find meaningful• Clear teacher expectations• Valuing and supporting the teachers' safety and the safety of their students• Having high student expectations• Establishing a collegial atmosphere• Ensuring a strong academic press is evident to students and teachers across the school	<ul style="list-style-type: none">• Principals set clear direction• The principal is considerate, consultative, and supportive in developing people, initiating change, managing instructional programs, and in day-to-day interactions• Develop collaborative cultures through supportive leadership• Arrange teaching assignments to align the preparation periods of teachers who need time to work together• Hold teacher team meetings, observe each others' classrooms, and work on school improvement issues• Review compensation plans and ensure their equity and adequacy• Work to empower teachers• Survey the school condition and ensure its safety and good repair