





**Leadership:
The Responsive Climate**

**Creating an Environment for
Achievement**

The Responsive Climate



- The prevailing influence or environmental conditions characterizing a group or period
- An environment created and molded by the vision/mission of a group so as to establish an atmosphere conducive to successfully achieving that vision/mission

**Behavior:
Two Basic Approaches**



NEGATIVE

POSITIVE

Staff Reinforcement /Motivation

- Contingency
- Specificity
- Sincerity/variety/credibility

How do They Apply to You as an Administrator?




- Support
- Promote
- Recognize
- YOU

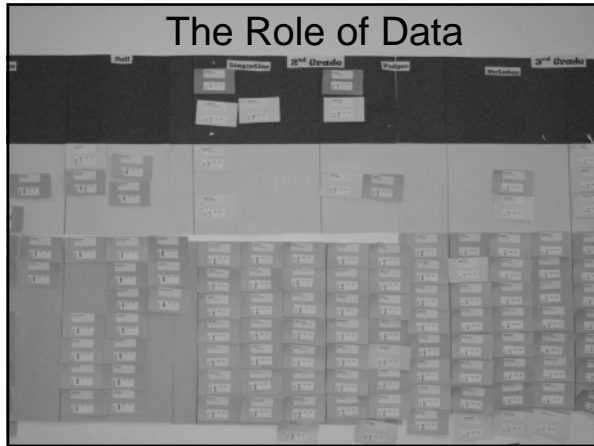



Celebrate Successes!

“Every healthy society celebrates its values.”

John W. Gardner




Remember

Collect, Analyze and Apply
Then
Celebrate!!






Discussion/Action Plan
JP Data Dashboard

- ✕ Identify behaviors you would like to positively reinforce in your staff that supports your vision/mission





- ✕ Identify how you can observe, measure and document the desired behavior/action

Celebrate Successes!



For your teachers, you might recognize:

- ✕ 100% staff attendance on coaching days
- ✕ 85% of total (school) instructional groups meeting benchmarks
- ✕ Data Collection Forms submitted by designated time, up-to-date and accurately filled out

Celebrate Successes!



- ✕ Reading groups completing one program and moving to the next
- ✕ Groups who exceed the Benchmarks and are at mastery and/or groups meeting monthly benchmarks
- ✕ Groups consistently starting at designated time
- ✕ Teachers teaching the entire allocated time

Celebrate Successes!

- ✕ Teachers completing lesson before or after scheduled field trip, etc.
- ✕ Teachers who adhere to the 5:1 ratio of positives to negatives

✕ Share some of your ideas!!

Discussion/Action Plan

Discuss and identify what you can celebrate as a success in your school or what you would like to see celebrated.



Ways to Reward Staff

- ✕ Certificate of recognition
- ✕ Candy bars
- ✕ Note of praise
- ✕ Gift certificate
- ✕ Publicly recognize (e.g. PA System, assemblies, etc.)
- ✕ Morale-building meeting to celebrate successes



Ways to Reward Staff

- ✕ Carry a supply of your business cards with you and when you catch someone doing something right, leave a card saying, **Ex: Thanks, you started the lesson before the designated time.** Put the person's name on the card and sign it.
- ✕ Give the teacher a break while you teach the lesson.



Ways to Reward Staff

Organize the **“Up, Up, and Away Club.”** Put staff member’s name on bulletin board in hall. For example, “Main Street Elementary congratulates Ms. Tina Teacher and her kindergartners on completing RM II.”



Ways to Reward Staff

- ✂ Create a Hall of Fame wall with photos of outstanding employee
- ✂ Name a space after an employee and put up a sign- **“John Smith Hallway”**
- ✂ Special parking space



Discussion/Action Plan

Identify 2-3 ways you can implement in your school this year to reward staff for demonstrating desired behavior



“People want to feel what they do makes a difference.”

***-Frances Hesselbei; President,
The Drucker Foundation***



**Motivational Ideas from Principals In
JP Sites**

- ✕ Announce groups and teachers that test into a new level during morning announcements.
- ✕ Select Teacher of the Month based data collected AND pass around a trophy as the reward.



**Motivational Ideas from Principals In
JP Sites**

- ✕ Baskets with teaching supplies for those who meet the Benchmarks for nine weeks.
- ✕ Free recess duty done by Academic/Literacy Coach for teachers who meet the Benchmarks.
- ✕ A carnation to all teachers with 100% students passing curriculum based assessment.



Motivational Ideas from Principals In JP Sites

- ✂ Provide a special breakfast with the principal to the class with fewest behavior referrals or the most reduced number of behavioral referrals.
- ✂ Feature a teacher and class in the local newspaper or school newsletter each week.



Motivational Ideas from Principals In JP Sites

Pick a behavior you want to reinforce. When you observe that behavior or a teacher has mastered the desired behavior place the teacher's name in a drawing for the month. The teacher who wins the drawing for the month receives a package of popcorn and two free movie rentals or have a retired DI teacher volunteer to substitute for one-half day while the teacher enjoys the day off. Names entered in the drawing each month are then placed in the yearly drawing. The yearly winner at one school received dinner and movie for two. The winner at another school drew for entire day off with pay.





Motivational Ideas from Principals In JP Sites

- ✂ To solve a problem of tardiness among teachers and assistants, one principal purchased a dozen roses/carnations etc. and chose a day at random during the month to give a fresh flower to the first 12 teachers who arrived at school on time.
- ✂ Teachers in another site received \$5.00 each month they turn in a Perfect Pacing Guide. (Not sure where the money came from, but this definitely improved the Pacing Guides.)



Discussion/Action Plan

Identify 2-3 motivational strategies you can implement this year in your school



“If you surround yourself with people better than you are, it's extraordinary what can happen..”

**Lee Scott,
Outgoing CEO of Wal-Mart**

