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Retaining Great Teachers

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Presented by: Dr. LaSynge Guyton



Retaining Great Teachers



Our dilemma:

How are Great Teachers Retained?



Retaining Great Teachers



**What gets measured, gets done.
What gets measured and fed back, gets
done well.**

What gets rewarded gets repeated!





Retaining Great Teachers

DATA

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DATA

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DATA



Retaining Great Teachers



Mentor



Retaining Great Teachers



Coach





Retaining Great Teachers

What is the difference between a coach and a mentor?

With a partner or the people at your table, define coaching and mentoring in your own words and be prepared to share how being a coach or mentor to teachers can help you retain great teachers.





Retaining Great Teachers

Mentor

Experienced

Trusted advisor

Coach

helps you make better use of your time. Carries out the role of being a manager. Coaching is a set of skills for managing employee performance to deliver results.





Retaining Great Teachers

“Coaches help people set and reach goals. They help their coaches focus so to produce results.” ~ Thomas Leonard

“Coaching people to unleash their aspirations, move beyond what they already think and know, and maximize their results is one of the highest aspirations of what it is to be human.”
~ *Robert Hargrove*



“I never cease to be amazed at the power of the coaching process to draw out the skills or talent that was previously hidden within an individual, and which invariably finds a way to solve a problem previously thought unsolvable.” ~John Russell

“Coaching is supporting another’s thinking; helping to move them from where they are to where they want to be.” ~ *Art Costa & Robert Garmston* (Cognitive Coaching)

“Coaches inspire people to get out of their comfort zone to reach their full potential and lead the life of their dreams. Coaches provide ongoing support through challenging change efforts to help individuals and organizations create lasting change!” ~ *Karla Reiss*





Retaining Great Teachers

YOU are the coach

1. Listening



2. Pausing



3. Paraphrasing



4. Pausing



5. Questioning





Retaining Great Teachers

Vigilant

❖ ***Visible***

❖ ***Valuable***

- ❖ watchful
- ❖ Observant
- ❖ Attentive
- ❖ Alert
- ❖ Eagle-eyed
- ❖ Hawk-eyed
- ❖ On the lookout
- ❖ On one's toes





Retaining Great Teachers

Build Trust/Rapport

How do we build trust and rapport with teachers?

..... a willingness to be vulnerable based on the confidence that the other person is:

- BENEVOLENT
- HONEST
- OPEN
- RELIABLE
- COMPETENT



Retaining Great Teachers



BENEVOLENCE

Extend good will

Have positive intentions

Guard confidential information

Offer empathy & care

Be fair

Be responsive

Be respectful

Be kind



Retaining Great Teachers



HONESTY

- Tell the truth**
- Keep promises**
- Honor agreements**
- Have integrity**
- Accept responsibility**
- Have authenticity**
- Be true to oneself**



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OPENNESS

Engage in meaningful communication
Share important information
Share decision making
Share power





Retaining Great Teachers

RELIABILITY

Demonstrate commitment & Honor agreements

Be consistent

Be dedicated

Be dependable

Be diligent

Be timely

Be predictable

Be purpose driven

Be organized



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COMPETENCE

Co-creating possibilities

Strive for results

Problem solve

Elevate energy

Be flexible

Set the example

Be consistent





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LISTEN



B-4

YOU SPEAK





Retaining Great Teachers

A deep belief we are no more important than those with whom we work

Core Principles:

- ▶ **Equality** - Each person's thoughts and views are equally important
- ▶ **Choice** - Decisions are made collaboratively
- ▶ **Voice** - Everyone has the opportunity to express their opinion
- ▶ **Dialogue** - Allow others to speak and listen well
- ▶ **Reflection** - Respect professionalism of others to make decisions
- ▶ **Praxis** - Give time to reflect on ideas and put ideas into practice
- ▶ **Reciprocity** - Knowledge and expertise of others are as important as your own



Retaining Great Teachers



Questions?



And Comments

