

Now What Do I Do?

SUPPORT: MOVING IDEAS TO ACTION

The following questions are intended to give you concrete steps you can use to take action in your own life and work. If you are working with a large group, you may find it useful to break into pairs or smaller groups for discussion. Whether you pursue these actions as an administrator on the institutional level or as a colleague reaching out to coworkers, you have the power to start increasing the experience of support in your school.

- 1.** Schedule an informal discussion for staff interested in exploring teacher job satisfaction at your school. Ask participants to discuss the following questions:
 - a.** What motivates and unites teachers and staff at our school?
 - b.** What is going well for our staff?
 - c.** What opportunities do we have to communicate?
 - d.** What support systems does our school have in place?
- 2.** Next ask participants to identify the ongoing, recurring frustrations that keep them from feeling fully engaged with their work. Choose one of these frustrations to facilitate a deeper discussion, asking the following questions:
 - a.** What individual steps can each person take to remove or lessen this obstacle?
 - b.** What group opportunities or systems of support already exist to address this problem?
 - c.** How can we better support each other in our individual efforts to address this frustration?

- 3.** Now identify one aspect of your workplace environment that could be categorized by the phrase, “We’ve always done it this way.” Ask these questions:
- a.** Which elements of this approach still seem logical or reasonable in our present workplace?

 - b.** Which elements of this approach are no longer helpful?

 - c.** What is one concrete, collective measure we can take to rethink this practice?

Making It Personal

In addition to the group efforts described above, make a personal commitment to increasing support in your workplace:

- 1.** Name one teacher who you know could use increased support in her/his work at school. Identify one concrete step you could take to extend this support:

- 2.** Name one of your present roles/tasks that you do not feel you are completing to your own satisfaction. Identify one colleague who could be an ally, giving you the support you need to better fulfill this duty: