Motivating Teachers to overcome De-motivating Experiences

Research says . . .

The results of an empirical study on the Motivation of L2 learners show that in the eyes of the learners, the teacher is seen to be the key figure in determining the attitude to the language and in shaping motivation. Therefore, the teacher has the complex task of generating initial student motivation and helping students maintain it. The teacher's support, enthusiasm, positive approach in providing a learning experience which is interesting is an important motivational component. (P. Ghenghesh, 2010)

Consider This!

New

Motivation Defined

Motivation is “the backbone” of any successful learning environment. (Gardner and Lambert, 1972)

Reach Them to Teach Them

by Aya Elshabawi

Teachers can do a lot to improve students' motivation, and the effort involved is an essential part of the teaching profession. A caring teacher will try to develop a relationship with the students. If the teacher sees potential in all students, and communicates this well to the students, they will in return build a desire to learn and participate. When the students realize that the teacher is seeking to be understanding, the natural human reaction is to reciprocate and do something in return.

Motivating feedback on poor performance should be given through individualised feedback interviews and personalised learning sessions.

The following are suggested guidelines for instructors:

♦ Invite the student to describe the kind of problems they might have that could hinder their progress. If the student cannot do that, offer your own summary and see whether they feel you have understood well enough.

♦ Provide positive feedback and affirm whatever the student has accomplished.

♦ Prepare a scaling question ‘On a 10-point scale, with 0 being no progress because everything is too difficult and 10 being perfect success, where are you now?’ can be used to help students identify what they could do to bring success.

♦ Allow students to make suggestions. Suggestions made by the student can become a task for him/her to work on. After three or four interviews, use the success experienced as a basis for bringing this process to a close. Relate to the student on what has gone well, reasons for this, and steps that help to maintain progress or improve further.

Consider This!

4 Motivational Behaviours

1. Help students understand the reason for learning

2. Encourage effortful behaviour

3. Support students to have a positive attitude towards the learning situation

4. Help students attain the learning goal

(Crookes and Schmidt, 1991), (Gardner and Tremblay, 1994)
Motivational Orientation for Teachers

A motivated teacher channels his/her energy into the classroom in order to improve the attitude of students towards learning and study. Below are some practical steps that can be effective in keeping teachers motivated:

- Hold regular motivational meetings with the teachers on your team.
- Offer recognition for teachers’ efforts publicly and privately in order to help them feel secure.
- Create forums where teachers can speak about their classroom problems and voice their opinions collaboratively with their colleagues with no restrictions.
- Create the right environment that allows teachers to learn new skills that would help them to achieve certain goals.
- Offer teachers sponsored professional development at the workplace or outside the workplace.

Do’s and Don’ts of Motivation for Teachers

Do’s

- Do seek out individuals who make you feel good and are supportive;
- Do try to solve the problem facing you in your department. Ask other teachers how they successfully cope with their problems at work. Their encouragement can help you to learn new positive ways to solve your problems at work.
- Do adopt the self-encouragement method
- Do make a to-do-list and cross out tasks you completed.

Don’ts

- Do not get affected by others who sometimes do not cooperate.
- Do not underestimate your self-efficacy; trust your abilities.
- Do not allow stress to reduce your tolerance levels and create animosity.

10 Commandments to Motivating Language Learners

1. Set a personal example with your own behaviour.
2. Create a pleasant atmosphere in the classroom.
3. Present learning tasks to students at the start.
4. Develop a good relationship with the learners.
5. Increase the learners’ linguistic self-confidence.
6. Make the language classes interesting.
7. Promote learner autonomy.
8. Personalise the learning process.
9. Increase the learners’ goal-orientatedness.

by Dr. Pauline Ghenghesh

For further support on Teacher Motivation Strategies send your queries to also@bue.edu.eg or visit: Advising and Language Support Office (ALSO)

ALSO coordinator: Dr. Rania Khalil

Events In Between

Christmas Party 2011
Lesley Forsythe’s B’day
NileTESOL 2012

References:


Coming Up

Staff Development Workshops—English Department

5th Feb. 2012 Accelerated Learning Ms. Hala Shaker 12:00—1:30
12th Feb. 2012 Use the grading system on e-learning Ms. Naglaa Sedik 12:00—1:00
19th Feb. 2012 Giving feedback using Turnitin Ms. Aya Elshahawi 12:00 – 1:00

3 strategies to develop rapport with students:

(a) learn students’ names,
(b) go to class 10 minutes early to chat informally with students,
(c) show interest in students as individuals.

(Lowman, 1984, p.46)