Keeping Teachers Motivated
Mayla L. Constantino
Teacher III
Magsaysay National High School

Motivated teachers are certainly the key to a progressive school. This is certain. As widely accepted, a motivated teacher is one who not only feels satisfied with his or her job, but also is empowered to strive for excellence and growth in instructional practice. With all teachers have to do, motivation is the key to keeping them focused and feeling worthy.

Ofoegbu (2004) in his study “Teacher Motivation: A Factor for Classroom Effectiveness and School Improvement in Nigeria” addressed the issue of teacher motivation as an essential factor for classroom effectiveness and school improvement. Teacher motivation has to do with teachers’ desire to participate in the education process.

Data was collected using a survey instrument designed by the researcher. Analysis of data revealed that the participating teachers almost unanimously agreed that teacher motivation is a vital factor for classroom effectiveness and school improvement. It was therefore recommended that in this era of materialism and display of wealth in the face of widespread poverty teachers need to be adequately motivated (salaries must be paid as at when due and teaching facilities made available) for an effective viable school system.

Aside from the salary (since the Department of Education is at present increasing the salary of public school teachers by tranche), there are simple ways to keep teachers motivated. Unknowingly, these may have impact to boost the morale of the teachers and eventually increase their productivity.

For school principals, one of these is to join their conversation. Sometimes little things can mean a lot. Sharing ideas so others might add to their teacher-appreciation repertoires is of great significance.

Another one is that school principals should recognize outstanding efforts. Being recognized or appreciated helps the teachers to further boost their confidence. In addition, school head should encourage teachers to seek out professional development courses or workshops. But of course, teachers must share with their pears the main ideas they learned from each session they attended.
Once in a while, it also helps to have a team building activity or any form of relaxation with the staff. Teachers also need a break. Celebrating Christmas or Year-end Party outside the school premises may strengthen the bond and further unite each purpose. This doesn’t have to be costly. Nowadays there are more convenient destinations in the province which are affordable.

Since teachers play the most important role in facilitating classroom instructions, school heads must be fully aware on how to keep them motivated. In the long run, teachers who are motivated can perform better and deliver quality instruction among students.

Reference: