

MINDSET MATTERS

An Approach To Improving Teacher Engagement

"Out of these two mindsets (fixed & growth), which we manifest from a very early age, springs a great deal of our behavior, our relationship with success and failure in both professional and personal contexts, and ultimately our capacity for happiness." Carol Dweck, Ph.D.

Julie Scheibel, Master of Arts Candidate Human Dimensions of Organizations, The University of Texas at Austin

ORGANIZATIONAL MINDSET

IN GROWTH MINDSET ORGANIZATIONS:

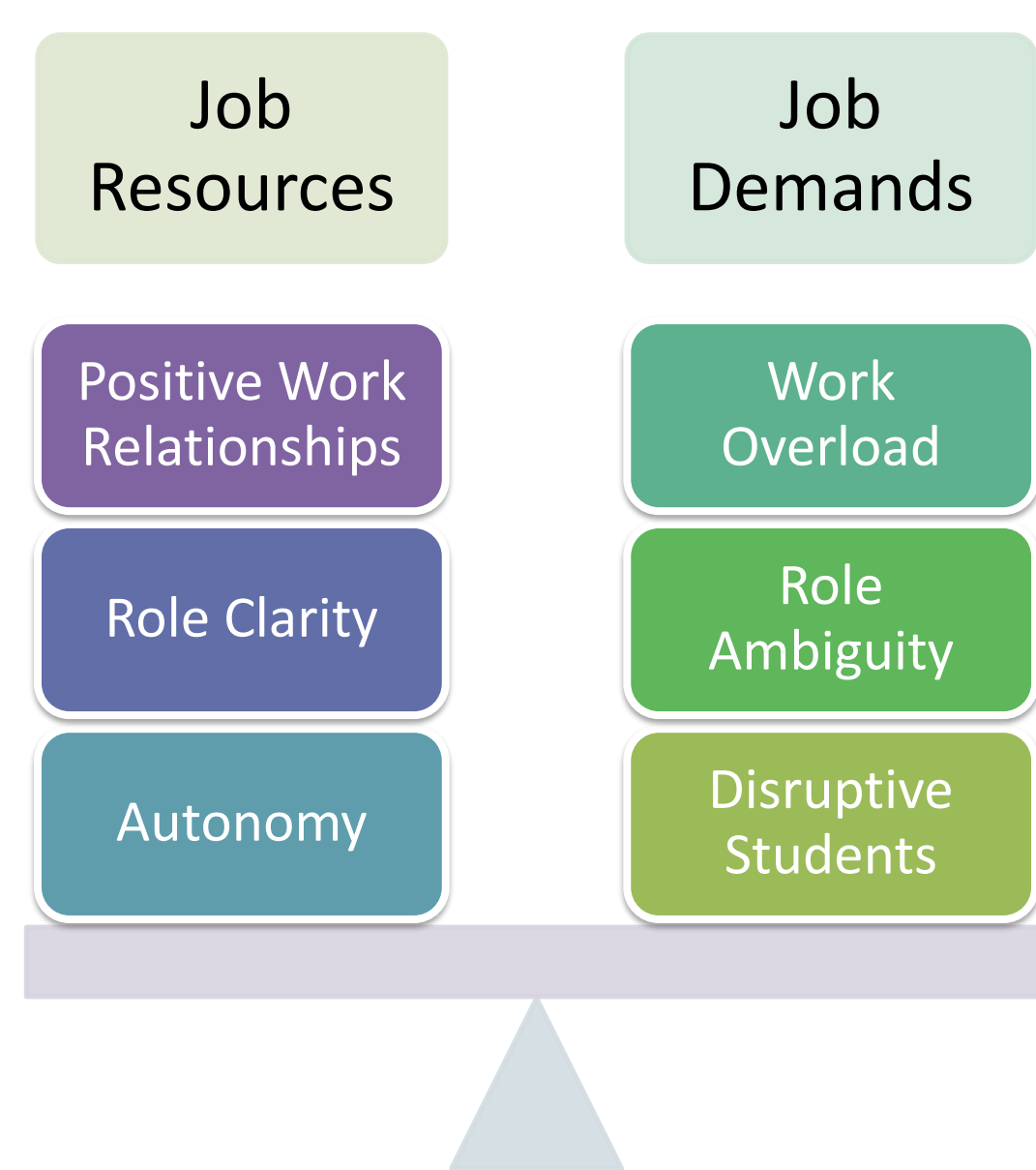
- > EMPLOYEES:
 - > BELIEVE IN COMPANY'S PURPOSE
 - > VIEW ORGANIZATION AS MORE ETHICAL
 - > COLLABORATE, SHARE INFORMATION, VALUE LEARNING
- > MANAGERS:
 - > HIRE FOR POTENTIAL GROWTH
 - > VIEW MISTAKES AS OPPORTUNITY FOR LEARNING
 - > REWARD EMPLOYEE EFFORT, RESILIENCE, LEARNING



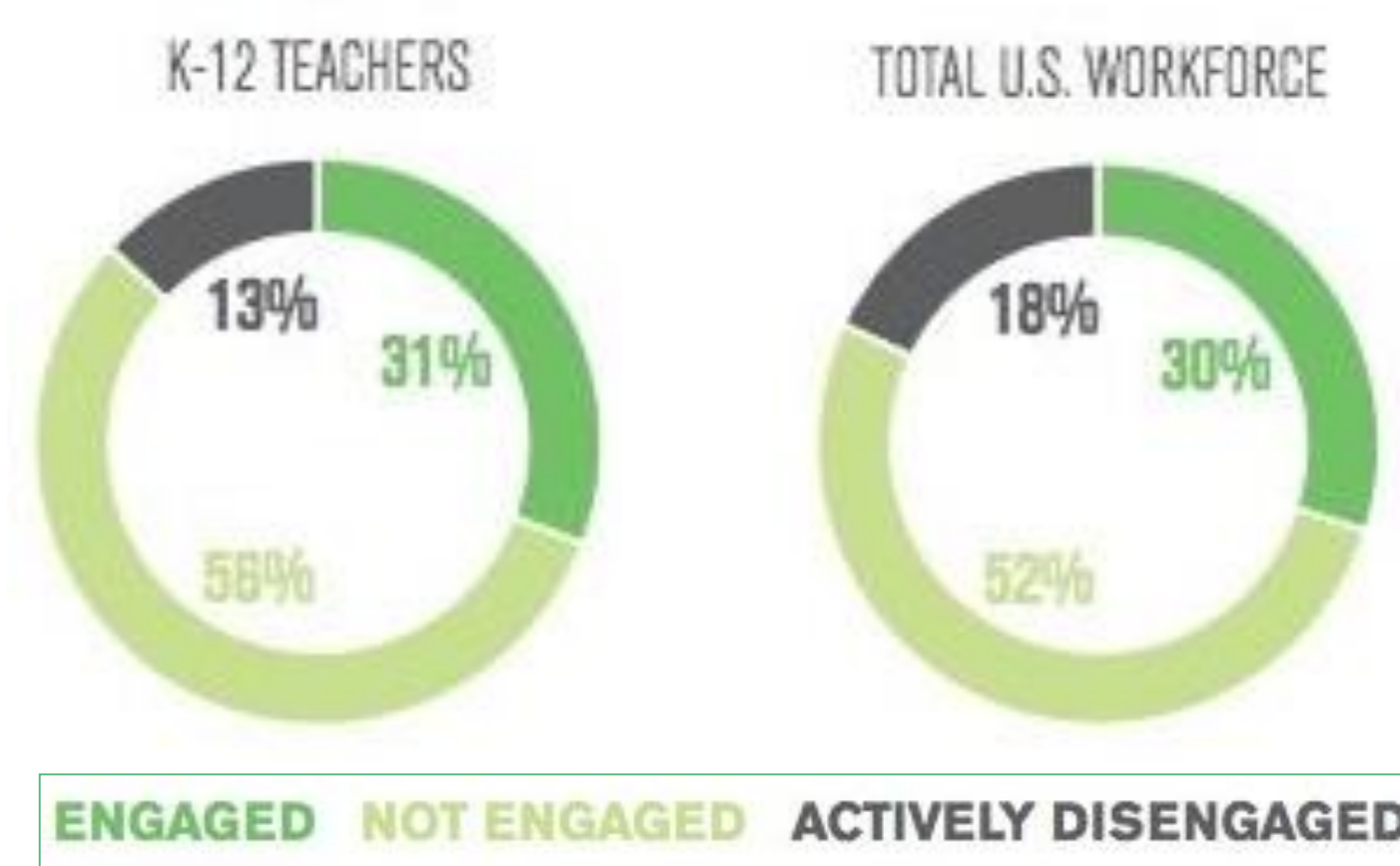
PRIMARY CAUSE OF SCHOOL STAFFING ISSUES ARE ORGANIZATIONAL SOURCES

"the belief that an organization & its workforce have about the nature of talent & ability"

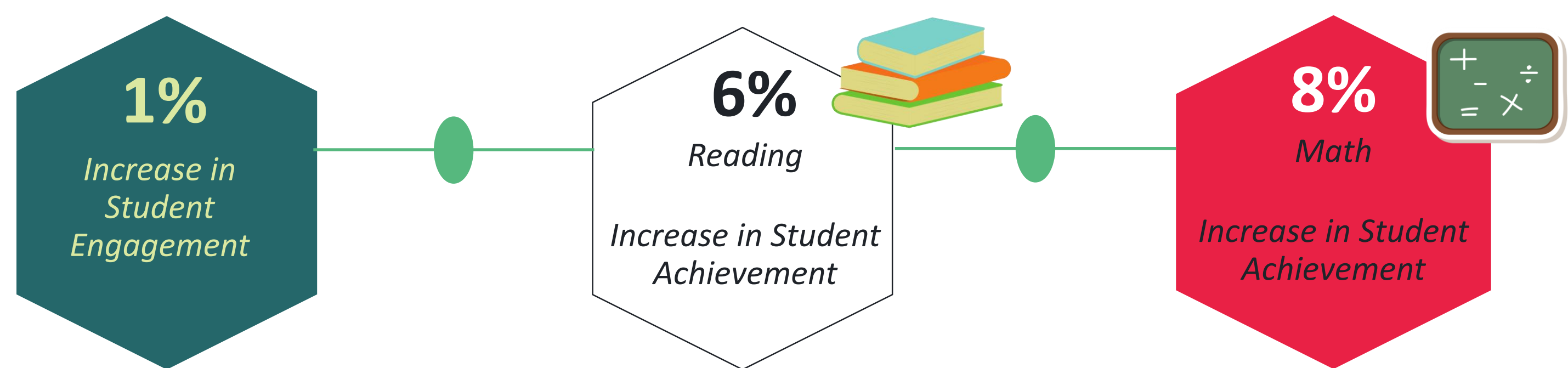
TEACHER ENGAGEMENT



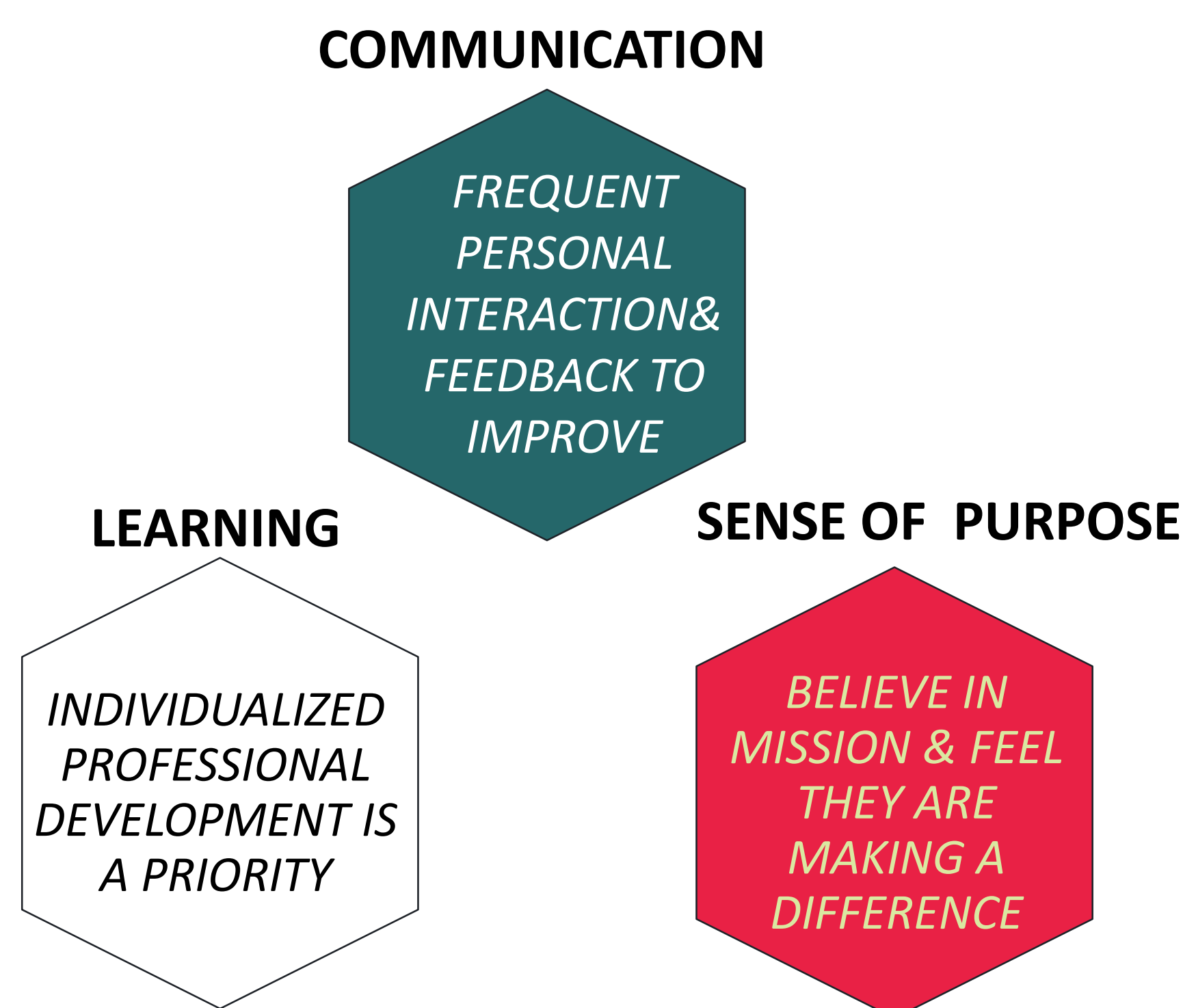
2,046,000 teachers in U.S. public schools not engaged in their work!



Research shows a direct link between teacher & student engagement



MINDSET & ENGAGEMENT CONNECTION



Just 50% OF TEACHERS FEEL CONNECTED TO THEIR ORGANIZATION



DID YOU KNOW? Teachers have among the highest levels of occupational stress

46%

Methods

- A review & synthesis of existing research to:
- Understand factors that impact teacher engagement levels
 - Examine the relationship between engagement & turnover
 - Explore the potential applications of mindset research

Literature Cited

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 Ingersoll, R. M. (2001). "Teacher Turnover and Teacher Shortages: An Organizational Analysis." *American Educational Research Journal*
 Kahn, W. A. (1990). "Psychological conditions of personal engagement and disengagement at work." *Academy of management journal*
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