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.

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!

1% Increase in Student Engagement

6% Reading Increase in Student Achievement

8% Math Increase in Student Achievement

Research shows a direct link between teacher & student engagement

MINDSET & ENGAGEMENT CONNECTION

COMMUNICATION

- FREQUENT PERSONAL INTERACTION & FEEDBACK TO IMPROVE

LEARNING

- INDIVIDUALIZED PROFESSIONAL DEVELOPMENT IS A PRIORITY

SENSE OF PURPOSE

- BELIEVE IN MISSION & FEEL THEY ARE MAKING A DIFFERENCE

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
Kahn, W. A. (1990). “Psychological conditions of personal engagement and disengagement at work.” Academy of management journal

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