



WAYS TO MOTIVATE STAFF ON A BUDGET

Recognize People for Who They Are

- ▶ **Job Focused:**
 - What are their strengths?
 - What do they want in the future for their job?
- ▶ **Internal Focused:**
 - What do they value?
 - What are they motivated by?

Structure Jobs Around Strengths & Goals

- ▶ **Meaningfulness**
 - Teacher must feel her work is important, valuable and worthwhile
 - Must believe her teaching does have a significant impact on children's lives
- ▶ **Responsibility**
 - Must feel personally responsible and accountable for the work they perform
 - If a teacher has control over the planning and implementation of daily activities in the room, she will know that when children are thriving it is due to her efforts
- ▶ **Knowledge of Results**
 - Must receive regular feedback on results of her efforts
 - A teacher can only derive satisfaction from the positive results she knows about

ACTIVITY: Think About & Define the Best Job You Ever Had

What is it that motivates you in your job?

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|------------------------|-------------------------------------|
| ▶ Gifts/Money | * Making a difference with children |
| ▶ Promotion | * Words of Affirmation |
| ▶ Personal development | * Recognition |
| ▶ Flexibility of Work | * Interesting Work |
| ▶ Acts of Service | * Family atmosphere/social |



Acts of service

- Unscheduled break after difficult classroom situation
- Close program for staff to redesign their classroom
- Give 'gift certificates' for things: extra 10min break, free 'clean-up' classroom
- Notice when teachers need help and jump in

Family atmosphere/social

- Have staff appreciation day
- Organize fun activities for staff to participate in together outside of work
- Celebrate holidays and events with food/potluck
- Solicit staff input in decisions that affects them
- Ask staff for recommendation on materials & how to improve the program
- Celebrate staff birthdays (maybe give small gift)
- Have a potluck or bring on ice cream or bring in lunch

Words of affirmation

- Personal notes
- Ask for positive comments from parents and pass them along to teachers

Recognition

- Staff of month
- Post staff photos with pictures and bios and include staff profiles in newsletters
- Publicly give staff credit for program improvements
- Nominate staff for awards given by community or profession

Personal development

- Develop mentorship program for new & inexperienced staff
- Encourage staff to pursue education
- Provide substitutes for staff so they can observe other child care programs in area
- Find time to observe in classrooms – write it up in a timely manner and share
- Provide one-on-one time to talk to each staff member & provide mentorship
- Send staff to conferences & have them report on ideas
- Supply staff with business cards for networking

Gifts/Money

- Gift cards: perfect attendance, tasks completed on time, cleaning storage area
- On the Spot bonus
- Give \$\$ to be used for classroom
- Bring in masseuse to give 10min chair massages
- something that makes you think of a teacher..get it for them; a trinket, flowers, CD, books, etc
- Bring in extra staff at beginning or end of day so teachers have more time to visit with parents
- Surprise teachers with helpful supplies for classroom