



Executive Summary

Inside the School 20-Minute Trainer: *How Can I Prevent Depersonalizing my Students?*

It's second semester and Kevin's rude behavior isn't just annoying, it's shredding your last nerve. Back in September you might have approached him quietly at his desk and asked him to use classroom-appropriate language. It's third quarter now and that *loud-mouthed kid* is still at it. Instead of using your September methods, you raise your voice in front of the whole class and threaten to send that *loud-mouthed kid* to the office.

At this point, in your mind Kevin is no longer a low-performing student who avoids answering questions by saying rude words. Nope. Kevin is that loud-mouthed kid.

All of us depersonalize our students when we're at the ends of our ropes and we find that those ends are frayed. Depersonalization happens for many reasons like dealing with high expectations, unmotivated students or lack of appreciation. **Inside the School's** 20-Minute Trainer; *How Can I Prevent Depersonalizing my Students?* will guide you to positive attitudes and behaviors towards students, parents and colleagues. Having positive relationships with these groups is critical to maintaining good personal health and organizational effectiveness.

Reconnecting and keeping positive attitudes is central to a feeling of daily job satisfaction. According to a survey conducted in 2008 by the Quaglia Institute, only one in four school staff members feel valued for their unique skills and talents. This type of downward thinking can lead to poor job satisfaction and frustration in daily interactions. *How Can I Prevent Depersonalizing my Students?* will demonstrate at least two areas where teachers' attitudes have gravitated to the negative and immediately take steps to change those attitudes.

The Quaglia Institute survey researchers found that 30% of staff believes there is no respect among colleagues. This discouraging thought can also lead to depersonalizing fellow teachers, even though they are the ones who truly understand each others challenges. Treating students, parents and colleagues with respect will lead to improved job satisfaction and a more productive attitude.

After viewing the 20-Minute Trainer you will be able to identify:

- Personal areas for growth in how we treat others
- Personal and professional areas of strength and energy to leverage further to mitigate areas of stress and sadness

About the Presenter: Nathan Eklund, M.Ed.

Nathan is Search Institute's Senior Education Consultant. In this capacity Eklund works with schools nationwide in implementing strength-based strategies and in professional development efforts to improve school and staff climates. Prior to his present role, Eklund taught high school English for twelve years and was head coach of the boys' soccer team.

Eklund holds a Bachelor of Arts in English from St. Olaf College and a Masters of Education from the College of St. Scholastica. His Masters thesis focused on the relationships between socio-economic status and ability-based tracking in high schools.

Eklund's book *How Was Your Day at School? Improving Dialogue about Teacher Job Satisfaction* was published in the fall of 2008. He is a national keynote speaker around these themes.

Eklund lives in Golden Valley, Minn., where he stays busy raising two sons. His hobbies include competing in triathlons and performing with the local band Kubla Khan, in which he plays piano and sings lead vocals.

20-Minute Trainer:

Inside the School's 20-Minute Trainers are designed to give practical classroom advice for busy teachers. They are priced to fit your budget and can be used to educate large groups or individuals.

All of our products have a satisfaction guaranteed policy. It's simple – if you are not satisfied with your CD or transcript, contact us and we'll refund your money. No questions asked.

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