

Inside the School

**20-Minute
Trainers**

**How can I make
sure personal
accomplishments
are recognized?**

Presented by:

Nathan Eklund, M.Ed.

Today's presenter:



Nathan Eklund 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 B.A. 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. Through this book, he now consults with schools about organization development toward improvements of the workplace climate for educators.

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Inside the School Overview

Inside the School is a division of Magna Publications, Inc. For 30 years, Magna has been a valued knowledge and information resource within the higher education community. Magna publishes nine national newsletters in addition to putting on four national higher education conferences and numerous online seminars.

In 2008, Magna ventured into the secondary education market with Inside the School. InsideTheSchool.com is an online resource full of free articles and reports as well as online seminars, CDs, and transcripts available for purchase. With Magna's extensive background in the education market, Inside the School has proven to be a successful addition to Magna's offerings.

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How can I make sure personal accomplishments
are recognized?

Developing a Sense of Accomplishment

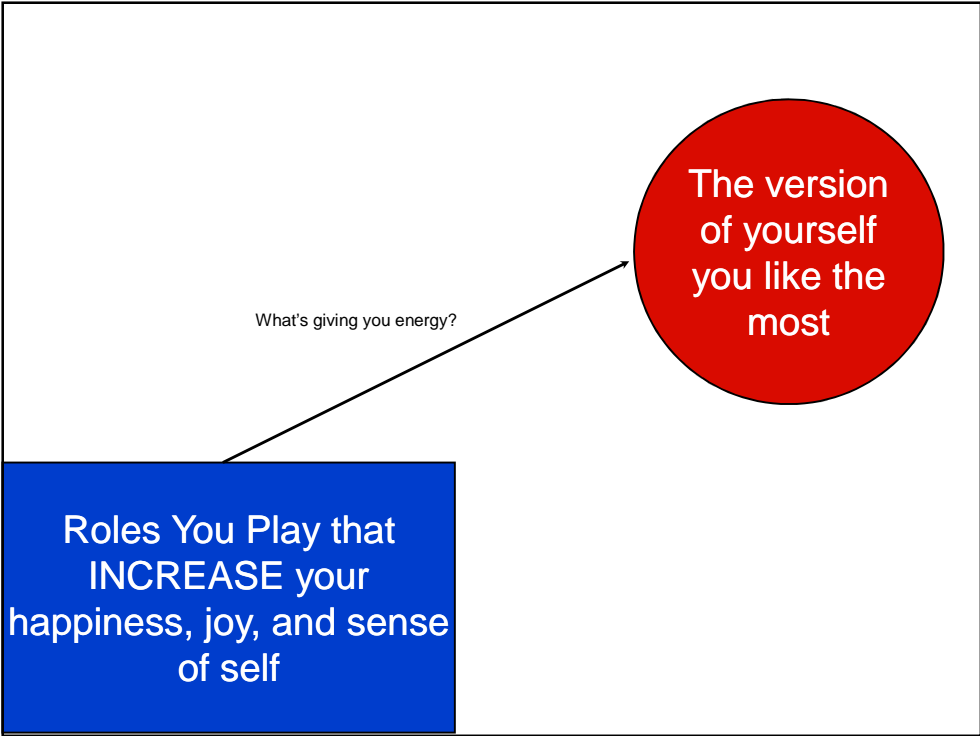
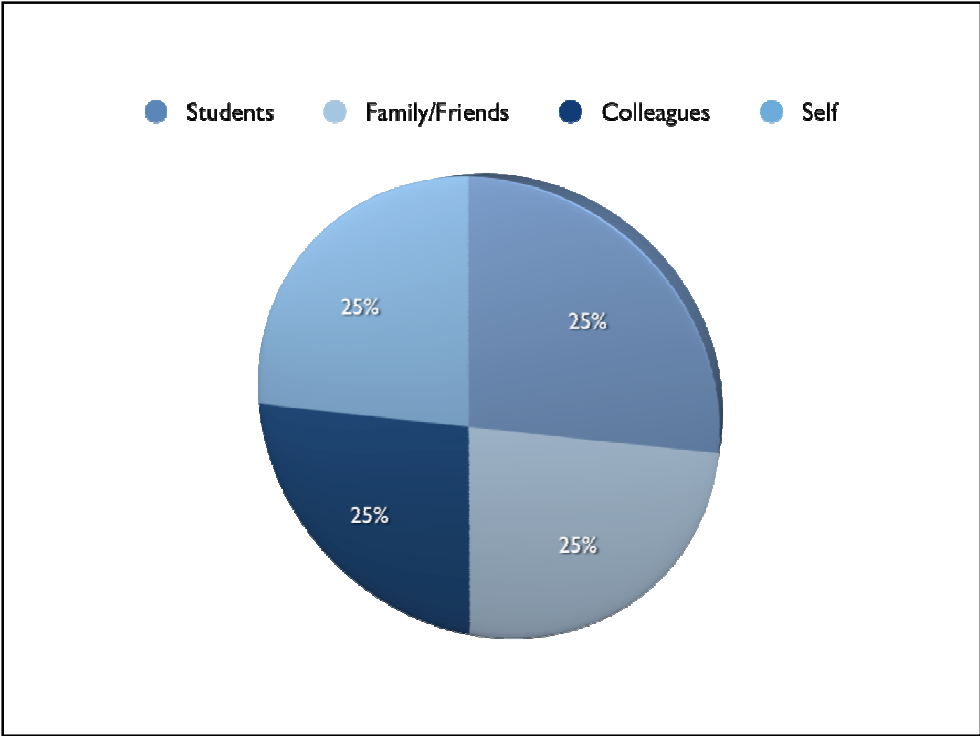
Making Each Day Count

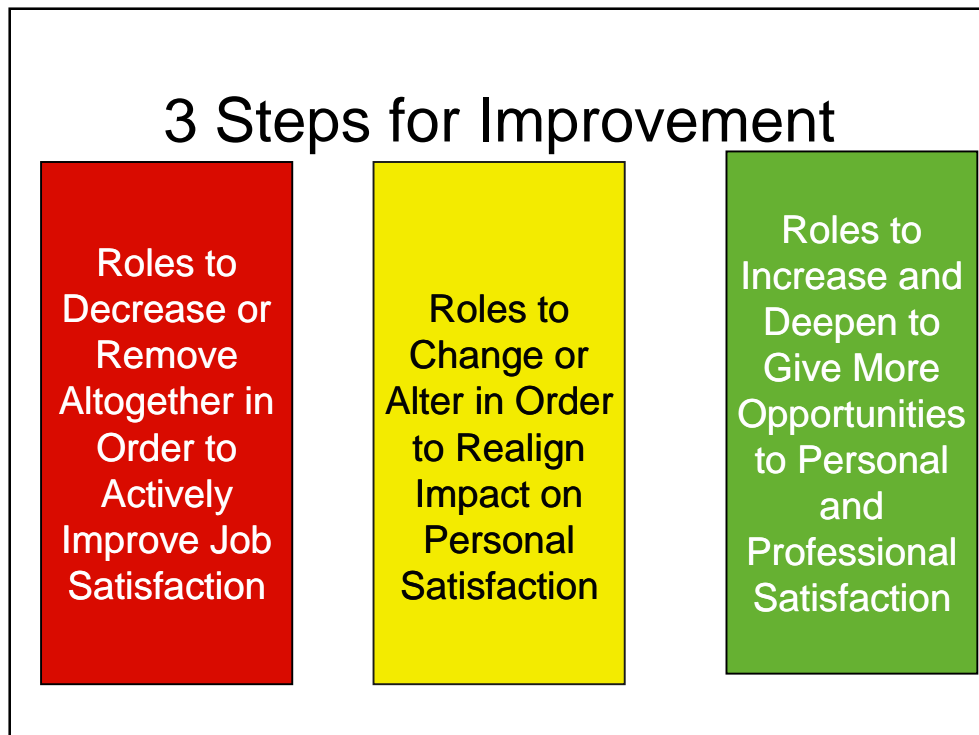
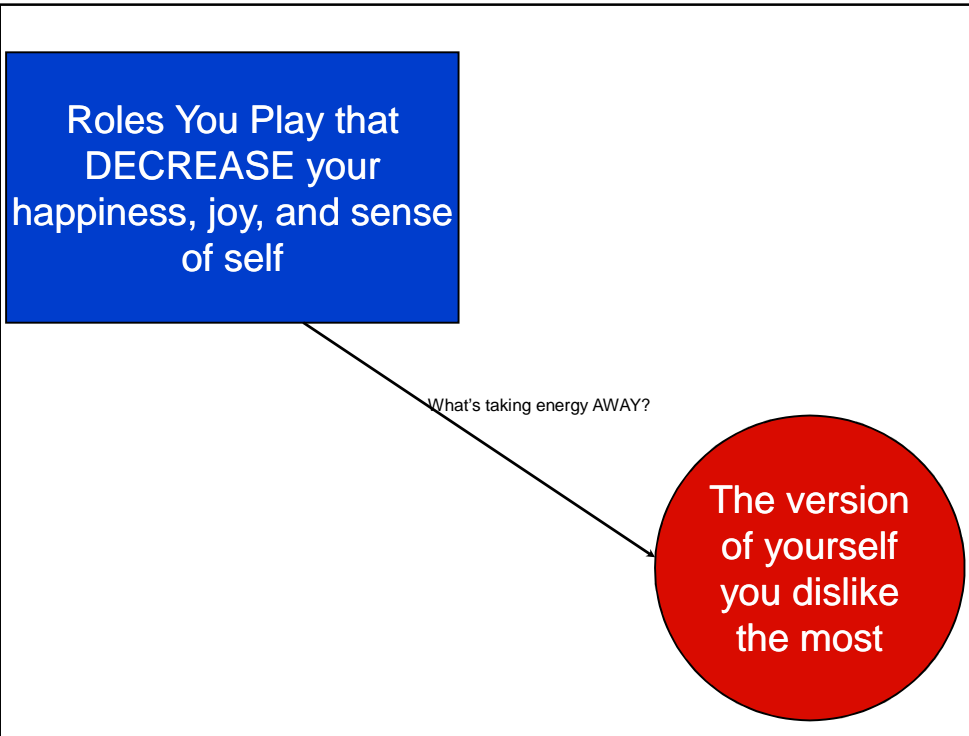
an **Inside the School** 20-minute trainer

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**Diminished Personal
Accomplishment:
Teachers perceive of themselves
as ineffective in helping students
learn and unmotivated in
fulfilling their other school
responsibilities.**





Institutional Inventory

SUPPORT

Use this checklist to identify the ways that your school is already experiencing strong support among staff.

	STRONGLY DISAGREE	DISAGREE	NOT SURE	AGREE	STRONGLY AGREE
Our school has practices or procedures that foster collegiality for both personal and professional growth.					
An atmosphere of collegiality is built into our in-service trainings and professional development activities.					
Our staff members have time to connect informally each day.					
Our school has a formal mentoring arrangement that connects each staff person to at least one other staff person.					
Our administration understands the value of colleagues spending time together.					
Our staff members value collegiality.					
Our staff members ask for help when they need it.					

Personal Inventory

EMPOWERMENT

The items below describe frequent themes that arise in Search Institute's staff development trainings with educators. Use these items to reflect on your own experience of empowerment.

You feel empowered:

	STRONGLY DISAGREE	DISAGREE	NOT SURE	AGREE	STRONGLY AGREE
I frequently have opportunities to voice my opinion about decisions that affect me.					
I feel the school and the community hold my profession in high regard.					
My colleagues and I are consulted before final decisions are made that affect our teaching.					
I feel respected and valued by my students.					
I feel respected by my colleagues.					
My colleagues use me as a resource.					
I have the means to grow professionally as an educator.					

You empower others:

	STRONGLY DISAGREE	DISAGREE	NOT SURE	AGREE	STRONGLY AGREE
I share problem solving and decision making with my colleagues.					
I seek colleagues' input about important matters affecting workplace conditions.					
I respect the professional judgment of the decision makers in the school.					
I see myself as a partner with my colleagues in carrying out a broader mission beyond my classroom performance.					

Institutional Inventory: EMPOWERMENT

Use this checklist to identify the ways that your school is already experiencing empowerment among staff.

	STRONGLY DISAGREE	DISAGREE	NOT SURE	AGREE	STRONGLY AGREE
Our school considers all staff as decision makers.					
Our staff members are mindful of how we treat one another.					
Colleagues in my school call on each other as resources.					
Staff generally defer to one another in a respectful manner when necessary.					
Staff are able to criticize a work condition without fear of reprisal.					
Staff have time to pursue opportunities to collaborate with one another.					
The school provides adequate resources necessary for professional development and classroom endeavors.					