STAFF DEVELOPMENT

PRESENTED BY: Betsi Greyvenstein

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DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

79%
of people who quit their jobs
state
lack of appreciation
as their reason
for leaving

Team building IS NOT staff development!

What is YOUR job in this team?

Challenge 1: Does <u>every</u> person on YOUR TEAM know what their job is?

SHOCK FACT – very few people e.g. Know what their job on a management team is

- ✓ Protocol is important – WHO does WHAT?
- ✓ Create a job description for each person
- ✓ Have a workshop/meeting and discuss jobs/tasks in depth
- ✓ Trust the captain

RESPONSIBILITY breeds CONFIDENCE

Challenge 2: How well do you know your staff?

- ✓ Identify **strong points** of staff members
- ✓ Don't be afraid to **give responsibility**
- ✓ Take them **out of** their comfort zone
- ✓ Set **boundaries**
- ✓ **Develop junior staff**

Challenge 3: Are you willing to take the punch?

- ✓Keep staff members **responsible** for mistakes
- ✓**Re-calculate** if challenges occur - analise
- ✓Make a **new plan**

ACCOUNTABILITY the key to success

The value of PRAISE

Challenge 4: When last did someone say THANK YOU to you for a job well done?

- ✓ Keep an eye on your staff – know what they do
- ✓ Look for improvement
- ✓ Say thank you
- ✓ Give a sincere compliment
- ✓ Use social media to your advantage – e.g. FB them!
- ✓ Encourage your staff to improve their qualifications - CPTD

The value of Teambuilding

Challenge 5: WHY do you want to have teambuilding?

- ✓ Choose your reason for teambuilding and presenters wisely
- ✓ Who must attend the session
- ✓ Stay focused on the end product

Have fun!

Challenge 6: Are you a leader that promotes beautiful memories?

- ✓ **SHOCK FACT: You spend more waking hours per day at school, than at your home**
- ✓ Create fun moments, e.g. Hire a jumping castle for the staff
- ✓ When life is bitter outside, take a sweetie
- ✓ Never be too busy to listen to them and their stories.
- ✓ How comfortable is your staffroom?

Leadership =

Is about **making others better** *as a result of your presence* and making sure **that impact last** *in your* **absence**

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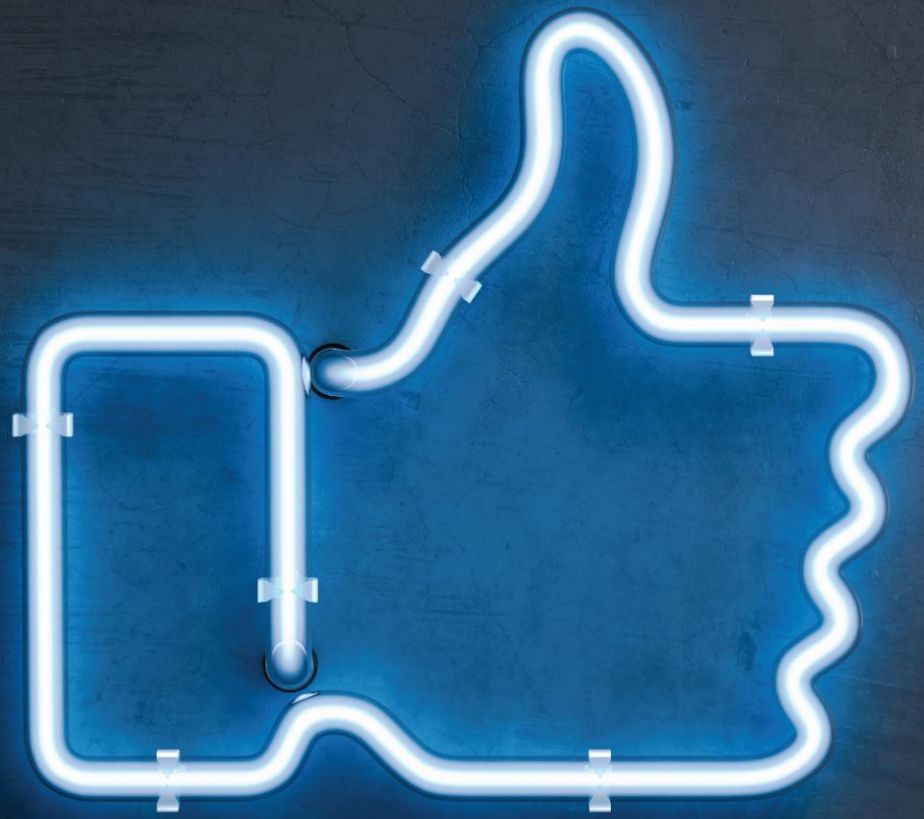

012 033 1333

saou@saou.co.za

076 127 1921

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