

Motivation of staff and learners within the “new normal”

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DIE VERANDERING IN ONDERWYS
THE CHANGE IN EDUCATION

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- Three sections:**
- (1) The current, big picture**
 - (2) The motivation of staff**
 - (3) The motivation of learners**

Research: SAOU, 2020

- 54% Burnout
- 48% Insomnia
- 34% Prescription meds
- 31% No balance
- 50% Crying/Moody

England,
December
2020

*Teachers in England have described a nightmarish term in schools in which Covid has triggered soaring **anxiety levels**, **exhaustion** and **fear**, driving many to consider quitting and even self-harm.*

= Covid fatigue



Standing strong: less than 20%
Tough, lots of challenges, near giving up: 85%

Research: SAOU, June 2021

The logo for SAOU, featuring the letters 'S', 'A', 'O', and 'U' in a bold, sans-serif font. The 'S' and 'U' are blue, while the 'A' and 'O' are yellow. The letters are slightly shadowed, giving them a 3D appearance as if they are floating or resting on a surface.

SAOU

The emotional wellness of learners

- ✓ Standing strong: 14%
- ✓ Tough, but okay: 53%
- ✓ Danger zone: 33%



Receiving emotional support (teachers)

✓ Zero support: 48%

✓ Yes, but not enough: 30%

THE EYE OF THE STORM

- ☞ Physical health
- ☞ Uncertainty – defenseless, no control, fear and anxiety
- ☞ Changing dates, shorter teaching periods, only a percentage of children at the school
- ☞ Mental health (your own, parents, children)
- ☞ Digital/Virtual challenges
- ☞ Children are not school-fit

UNOAS

Many Canadians have wrestled with mental health issues during the COVID-19 outbreak. Research by found that the percentage of people experiencing high to extremely high anxiety quadrupled from what they reported prior to the pandemic.

CANADA

SAOU



15 long
months!

THE MOTIVATION OF STAFF (10)

(1) Look in the mirror – your default?

(2) Management: offices, bathroom breaks, tea **versus** open doors, open windows, no tea, limited bathroom breaks

(3) Clear, honest communication – no secret meetings – hope

(4) Aggressive listening

(5) Words of appreciation and inspiration? Intentional

**“Most people go to
bed hungry every
night.....”**



(6) No extra admin, zero complexities

(7) **CCC(C)**: The new number 1 in your job description?

(8) “Adversity breeds opportunity”

(9) The lazy bunch..... (or few)

(10) Creativity: optimism, humor, together

THE MOTIVATION OF LEARNERS

(10)

(1) Losses.....losses.....losses AND fear

(2) Mental wellness – get professional people to address this

(3) HOPE, HOPE, HOPE - big picture (Abraham, Paul, Joseph)

(4) Advise to parents via schools

(5) Guidance with regard to technology and screens

(6) Right kind of motivation (not exams) – big picture

(7) Creativity: let learners decide

(8) Fun, humor, energy, positivity

(9) Identity

(10) Guide with regard to drugs, alcohol, passivity

SAOU



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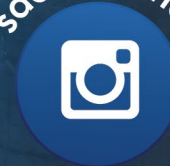
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SAOU National



saouteachers



SAOU YouTube

