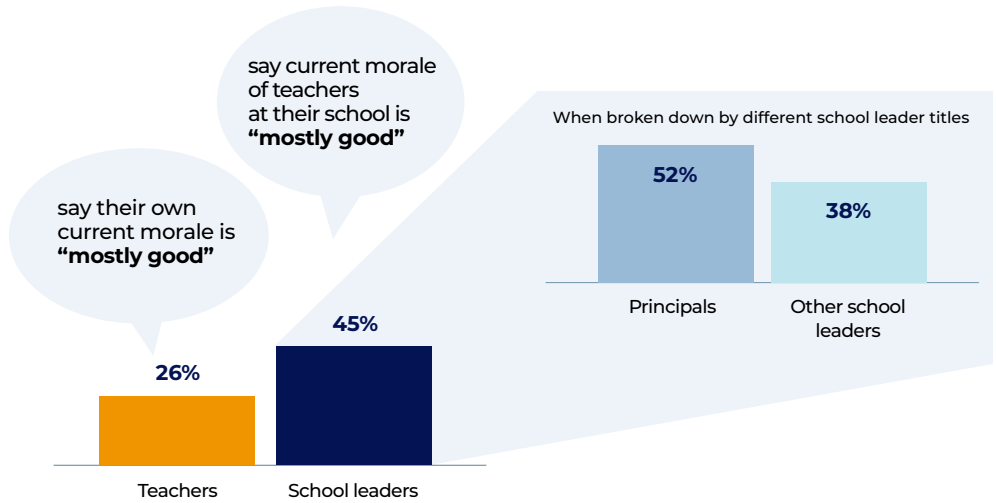


# Are You in Sync With Your Teachers?

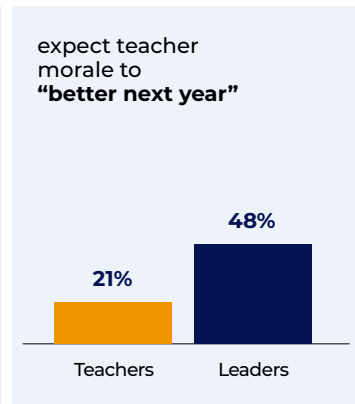
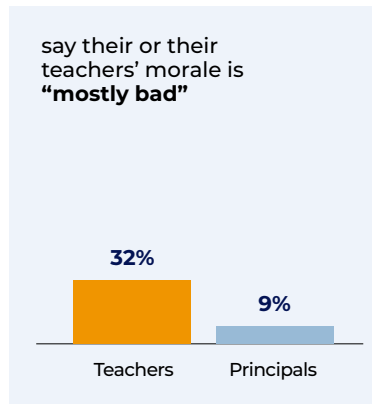
A DISCUSSION GUIDE FOR SCHOOL LEADERSHIP TEAMS

**KEY FINDING 1:**

Principals have a rosier outlook on teachers' morale than teachers do.



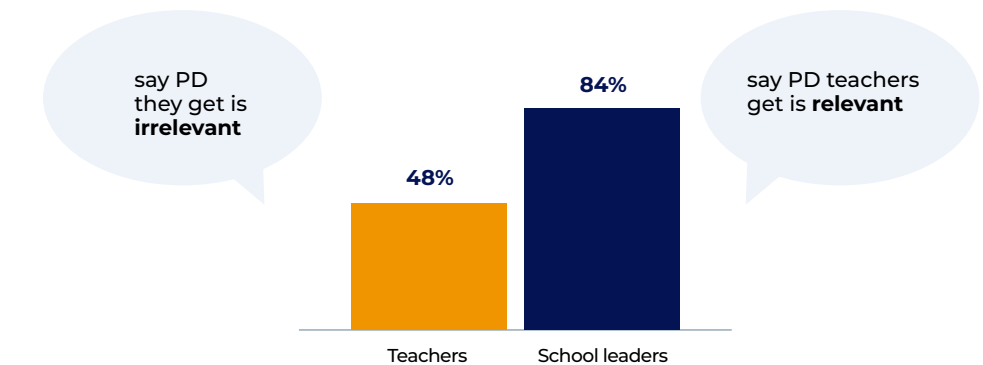
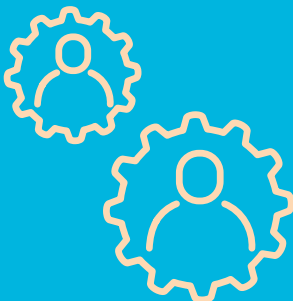
“Education is an emotional, all-in career. On our best days, we feel like we barely make strides.”



- Questions for your Leadership Team to consider:**
- Do we have an accurate assessment of morale?
  - Does our view of morale align with that of our teachers & staff? If not, why?
  - What do we believe the sources of low morale are? What do teachers say they are?
  - How often should we be asking teachers about their morale?

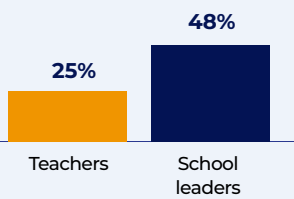
**KEY FINDING 2:**

Principals and teachers don't see eye to eye on PD

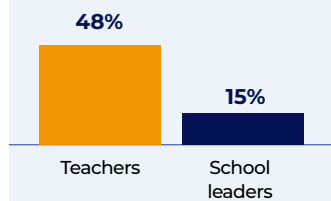


“Teachers should have a stronger voice in the planning of PD.”

think teachers **don't get enough PD**



say they get **excessive PD**

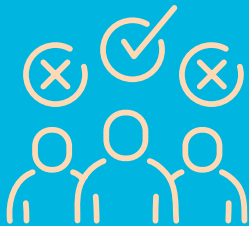


**Questions for your Leadership Team to consider:**

- How do we know if PD for our teachers is aligned with what they want and need?
- Who are the teachers we could tap to develop and lead PD?
- What are the most pressing PD issues in our school?

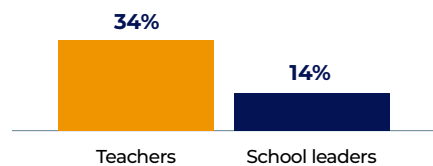
### KEY FINDING 3:

Principals and teachers are not in sync on planning time preferences.



want more **INDIVIDUAL** planning time

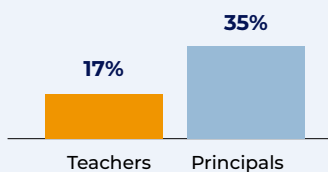
say teachers **need more** **INDIVIDUAL** planning time



“

If I could find a creative way to give teachers a minimum of 30 more minutes a day without an assigned task, I would do it in a heartbeat. ... it would also give them time to reflect on the needs of their students.”

Prefer more **COLLABORATIVE** planning time



**Questions for your Leadership Team to consider:**

- Do our teachers prefer/need more planning time and if so, do they want solo time to plan or collaborative time?
- Have we looked at the school's schedule and considered if there's flexibility to provide more planning time?

### Related Reading List

- [What a Principal Learned From Conflict With His Teachers](#)
- [Could Reimagining Teaching Help Teachers Love Their Jobs More?](#)
- [Teachers' Stress Trickles Down to Students. Here's What Schools Are Doing About It](#)
- [Hybrid PD May Be the Best of Both Worlds, School Leaders Say](#)
- [Professional Development That Matters: What Teachers Say They Want](#)
- ['Days Off Just Aren't an Option': Why Teachers Don't Use Their Sick Days](#)
- [Here's What Teachers Say They Need Most to Manage Stress, Mental Health](#)