

## Make Your Actions Matter

The factors that make up a teacher's sense of mattering require various groups of people working in concert with one another. Each group holds some responsibility in ensuring that teachers feel like they matter to their colleagues and society. Here are some actionable items that can increase teachers' sense of mattering.

	Educational Leaders	Teachers	Policy Makers
<b>Community</b>	<ul style="list-style-type: none"> <li>• Focus on "community" in PLCs</li> <li>• Implement deliberative hiring practices to enhance community</li> </ul>	<ul style="list-style-type: none"> <li>• Identify what you need in a community</li> <li>• Build trust and openness with one another</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce or consolidate training mandates that take away from community building</li> <li>• Encourage districts to spend time working on building community</li> </ul>
<b>Authenticity</b>	<ul style="list-style-type: none"> <li>• Ensure a clear mission is lived by the school and district (not just framed on the wall)</li> <li>• Establish that core values of the district and school are known and practiced by all</li> </ul>	<ul style="list-style-type: none"> <li>• Find environments where a minimal amount of code-switching is necessary</li> <li>• Discuss being your authentic self with others</li> </ul>	<ul style="list-style-type: none"> <li>• Support and fund diversity training for staff (gender, generational, ethnicity, etc.)</li> <li>• Encourage districts to increase diversity of staff by welcoming people from different backgrounds</li> </ul>
<b>Flow</b>	<ul style="list-style-type: none"> <li>• Work to balance challenges with skill levels through PD</li> <li>• Create a school climate of trust and excitement for growth</li> </ul>	<ul style="list-style-type: none"> <li>• Pursue opportunities to close the skill-challenge gap</li> <li>• Seek out people you enjoy working with</li> </ul>	<ul style="list-style-type: none"> <li>• Provide additional support and training for challenges in the classroom</li> <li>• Encourage districts to have evaluation systems based on teacher growth and improvement</li> </ul>
<b>Purpose</b>	<ul style="list-style-type: none"> <li>• Initiate difficult conversations with those that have a different life purpose</li> </ul>	<ul style="list-style-type: none"> <li>• Identify your personal mission and passion to find alignment with organizational mission</li> </ul>	<ul style="list-style-type: none"> <li>• Create rejuvenation programs</li> <li>• Ensure financial support for further studies</li> </ul>
<b>Assimilation</b>	<ul style="list-style-type: none"> <li>• Discuss undesirable tasks and connect to how it helps the individual directly and indirectly</li> </ul>	<ul style="list-style-type: none"> <li>• Seek to understand how certain activities have an impact on the overall goals and work on a paradigm shift around those activities</li> </ul>	<ul style="list-style-type: none"> <li>• Ensure required mandates have a connection to overall goals</li> </ul>
<b>Compensation</b>	<ul style="list-style-type: none"> <li>• Identify potential efficiencies leading to more funds for teacher salary</li> <li>• Invest in other benefits (free health clinics, mental health services, wellness programs)</li> </ul>	<ul style="list-style-type: none"> <li>• Advocate for fair compensation</li> <li>• Suggest cost-saving options to shift funds to salaries</li> </ul>	<ul style="list-style-type: none"> <li>• Reduce the teacher pay penalty (the gap between teachers and other professionals with similar experience and background)</li> <li>• Create tax incentives or other benefits available for teachers</li> </ul>
<b>Stability</b>	<ul style="list-style-type: none"> <li>• Plan proactively to prevent an involuntary reduction in force</li> <li>• Implement fair and transparent evaluation systems</li> </ul>	<ul style="list-style-type: none"> <li>• Advocate for fair and equitable evaluation systems</li> <li>• Work with school leaders when staffing changes are necessary</li> </ul>	<ul style="list-style-type: none"> <li>• Adequately fund school budgets</li> <li>• Implement fair and equitable evaluation systems</li> </ul>
<b>Job Crafting</b>	<ul style="list-style-type: none"> <li>• Create conditions that allow job crafting to occur</li> <li>• Encourage teachers to be flexible within established guardrails</li> </ul>	<ul style="list-style-type: none"> <li>• Identify areas for job crafting</li> <li>• Work with leaders to create opportunities for job crafting</li> </ul>	<ul style="list-style-type: none"> <li>• Give control of policy making to local units (to the largest extent possible)</li> <li>• Encourage evaluation systems that promote teacher led initiatives</li> </ul>