

# 12 morale boosters to see in the New Year



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Building teacher morale, especially in the winter months and after a school holiday, is vital to creating schools and classrooms where teachers and students feel positive and excel. Here are a few easy to use morale boosters to help you this term:

- 1. Create a Pinterest wall** somewhere in the school to inspire staff and students. It could be in the staffroom or reception, but keep it refreshed and refer to it regularly.
- 2. Dedicate ten minutes of a staff briefing to celebrate colleagues' outstanding efforts and contribution** to the school.
- 3. Establish a whole-school job shadowing programme** across all management posts for both teaching and non-teaching staff.
- 4. Encourage students to thank staff** and those in other year groups with handwritten postcards, videos, podcasts or an assembly shout out. Remember to include lunchtime supervisors, cleaners, admin staff and governors.
- 5. Ask the staff well-being team to send a humorous or motivational email each week.** Include information about local 'special offers'.
- 6. Reward staff** who cover for absent colleagues with an end of term recognition award and gift.
- 7. Ensure teachers are involved in planning, organising and evaluating CPD.**
- 8. Invite governors to speak at celebrations,** including end-of-term staff parties.
- 9. Build relationships between colleagues from different parts of the school** by organising opportunities for them to come together to meet and talk. For instance, 15 minutes before a weekly departmental or pastoral meeting.
- 10. Hold termly 'Headteacher's Awards'** to reward the special contribution of a colleague. All nominees for the award should receive a formal letter and a small gift.
- 11. Encourage staff to attend regional and national events,** such as Teachmeets, WomenEd and those arranged by the Chartered College of Teaching, and promote them in staff rooms through your weekly bulletins and during conversations with colleagues.
- 12. Remember, sometimes a 'thank you' is all that's needed to make a difference.** Use those two words often and keep reminding staff that if we are to be there for students, we need to be there for each other.

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