

Teaching and Learning – 5 minutes

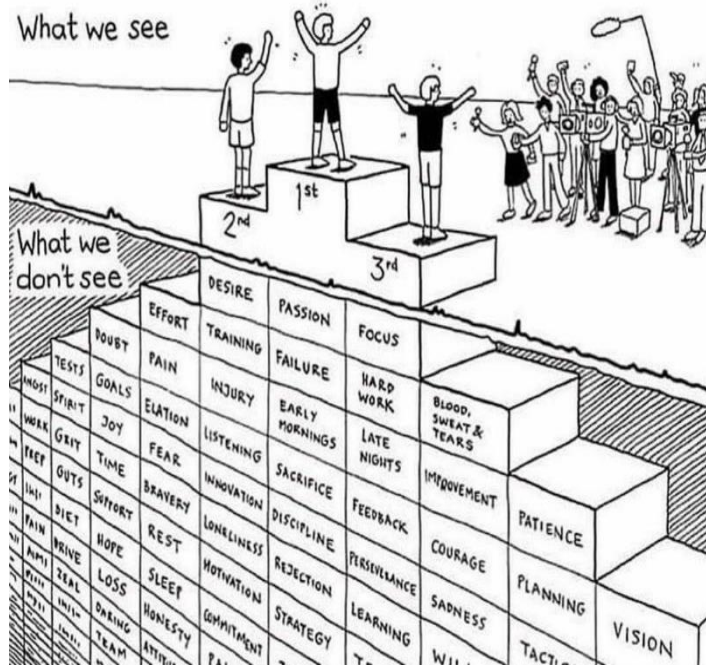
...over a hot brew!

Research, Resilience, and Reflection

Issue 5



1. In Pictures:



2. Did You Know

Performance related pay (EEF findings)

1. The impact of performance pay is low (+1 month), schools might consider other, more cost effective, ways to improve teacher performance, such as high quality continuing professional development.
2. Given the lack of evidence that performance pay significantly improves the quality of teaching, resources may be better targeted at developing existing teachers.
3. Implementing performance related pay can narrow the focus of teachers to particular groups or particular measures, so care should be taken to try and minimise undesirable effects.

Cost	Evidence Base	Months Gained
£ £ £ £ £	🔒 🔒 🔒 🔒 🔒	+1

3. Education

Motivation

Pupil motivation can be intrinsic (driven by the task itself) or extrinsic (driven by rewards and sanctions). Pupils who are motivated intrinsically are more likely to stay on task longer and persist when learning gets challenging (Lazowski & Hulleman, 2016). Over time, we should aim to reduce extrinsic motivators and increase pupil intrinsic motivation. For example, helping pupils to master challenging content, and make links between their long term-goals and the work they are doing in school, can help pupils to journey from needing extrinsic motivation to being motivated to work intrinsically. Building effective relationships with parents, carers and families can improve pupils' motivation, as well as pupil behaviour and academic success (EEF, 2018). We should use opportunities like parents evening to communicate proactively and engage parents and carers in their children's schooling.

4. To ponder...

"A teacher affects eternity; one can never tell where the influence stops." [Henry Brooks Adams]

"He who dares to teach must never cease to learn."
[John Cotton Dana]

