

## Teachers

### Theory of Action: Motivation

World-class, total rewards, compensation system:  
-Developmental goals  
-Financial incentives  
-Work environment  
-Recognition & respect  
-Higher standards

Human Capital Management Model  
- Foundation for Success –  
Career ladder, professional learning,  
student learning time, salary and benefits

Teacher performance:  
-Content  
-Pedagogy  
-Relationships

Better opportunity  
and resources

More effective  
instruction

Positive evaluation process  
to improve delivery/release  
those who do not improve

Higher student  
achievement

### **Cultural change:**

- More attractive for high performance
- Improved focus, intensity, persistence
- Confidence to meet all challenges =  
**A better learning environment**

## Draft- Administrators and Support-staff

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