

Motivation:

The Landmark Way



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Agenda:

Welcome

What is Motivation?

Motivation at Work

Landmark & Motivation

Q&A Session

What is Motivation?

“Motivation is the process that initiates, guides, and maintains goal-oriented behaviors”



Why is motivation so important?



Examining Motivation Using Maslow's Hierarchy



Maslow's Hierarchy Simplified

- (a) human beings are motivated by a hierarchy of needs.
- (b) needs are organized in a hierarchy of prepotency in which more basic needs must be more or less met (rather than all or none) prior to higher needs.
- (c) the order of needs is not rigid but instead may be flexible based on external circumstances or individual differences.
- (d) most behavior is multi-motivated, that is, simultaneously determined by more than one basic need.

Motivation at work...



Chamberlain guides us



Chamberlain's Speech - How does Maslow's Hierarchy apply here?

"Here's the situation. The whole Reb army is up that road aways waiting for us, so this is no time for an argument like this. I tell you, we could surely use you fellas." - **This is an appeal to esteem. "We need you here."**

"We're now well below half strength. Whether you fight or not, that's -- that's up to you. Whether you come along is -- is -- well, you're coming. You know who we are, what we're doing here, but if you are going to fight alongside us there are a few things I want you to know." - **Removing some choice, setting expectations**

"This regiment was formed last summer in Maine. There were a thousand of us then. There are less than three hundred of us now. All of us volunteered to fight for the union, just as you did. Some came mainly because we were bored at home -- thought this looked like it might be fun. Some came because we were ashamed not to. Many of us came because it was the right thing to do. And all of us have seen men die." **Appealing to love and belonging**

Chamberlain's Speech - How does Maslow's Hierarchy apply here?

This is a different kind of army. If you look back through history...

America should be free ground -- all of it..

But it's not the land. There's always more land.

...It's the idea that we all have value -- you and me.

- **This is an appeal to esteem and self-actualization. "This is how you can be your best self."**





Trust

Connection...



Maslow & Motivation = Landmark's Mission

*Landmark's mission is to **enable and empower students** with language-based learning disabilities (LBLD) to reach their educational and social potential through an exemplary school program complemented by outreach and training, assessment, and research.*



This happens via climbing Maslow's steps:

School Community

Academics

Student Life

Why does being motivated even matter?



Connection to Teaching Principles

1. Provide opportunities for our students to experience success
2. Use multisensory approaches to teach
3. Use micro-units and structured tasks for every student
4. Ensure automatization through practice and review
5. Provide models for our students to use as a guide
6. Include our students in the learning process

Teachers Motivating Students - View from the Classroom

A Landmark EMS Teacher:

First and foremost, I think setting the students up at the beginning of the year with clear and consistent expectations is key. This allows them to take control of their materials, personal space, and themselves.

In terms of class work, science allows me to provide opportunities for hands-on labs and activities. These can be great motivators because they are chances to move around and "play" in a very organized manner with clear directions.



Teachers Motivating Students - View from the Classroom

A Landmark EMS Teacher:

- I use individual white boards to change things up during class work or review
- 10 minute videos at the end of class related to the topic
- Class review quizzes in small groups prior to tests gives them confidence
- Scavenger hunts related to a topic are always fun
- Completing a lab outside changes it up
- After I teach a study skill and make sure the students practice the skill exactly how I taught them collaboratively, I ask them to try the skill independently or with a partner. I find this gives them a sense of ownership and the confidence to use the skill.

Teachers Motivating Students - View from the Classroom

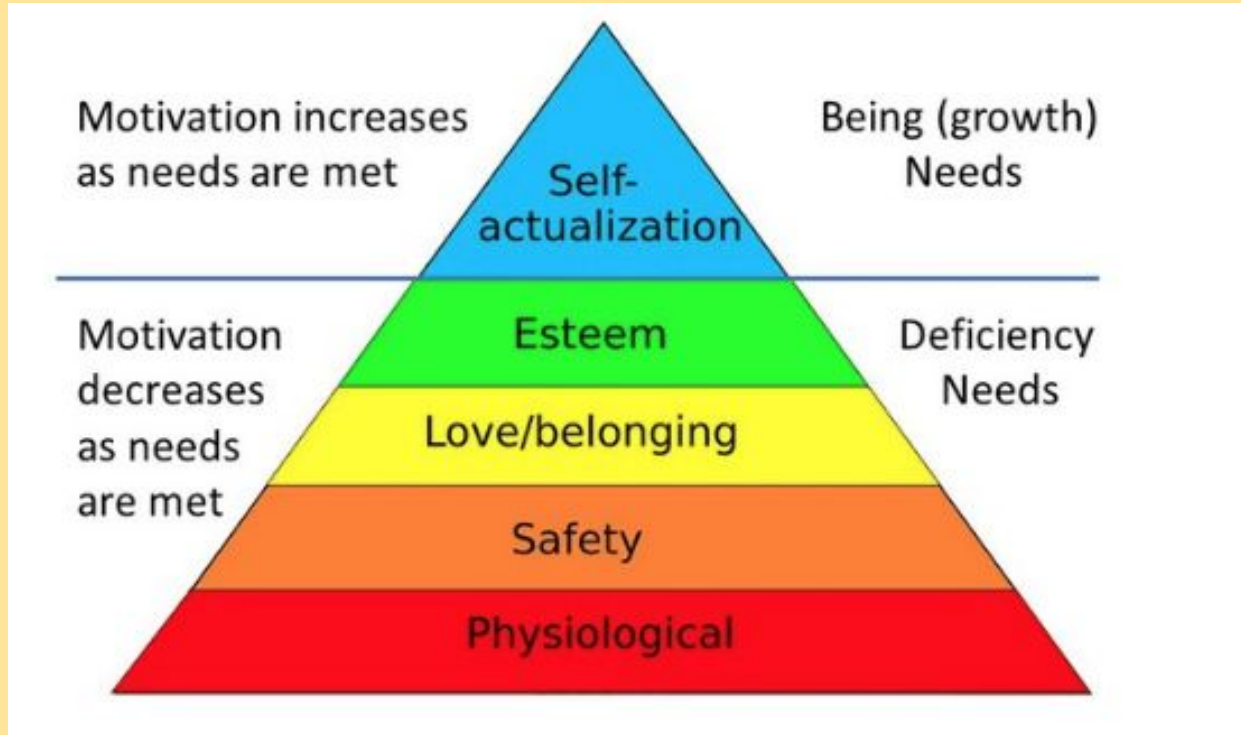
A Landmark EMS Teacher:

...One of the most important pieces of motivating students is to remove the stigma that struggling or being challenged in the classroom is a sign of a lack of intelligence. The first month of school for me is spent a lot on the fact that the curriculum is hard and meant to be hard. It is through these challenges that we grow and that this growth is what truly is important.

It is important that I let each student know that I am challenging them because I believe they are capable and follow up each challenge with the praise that the student deserves.

One way in which I like to show the students growth is to give a pre-assessment/survey of the upcoming curriculum content and then follow up at the end of the unit with the same assessment. I then have the students compare the results of the two surveys together while reinforcing that growth is what's truly important. It is also important to note the importance of following landmarks 6 teaching principles to set up each student for success on the end of the unit survey. Especially micro uniting the curriculum into small steps and solidifying each step before moving on to the next. I find this allows me to keep any reinforcing cues specific and minimal allowing them to take more ownership of their work.

How does it all come together...



Final Thoughts

A lighthouse stands on a rocky coastline. The lighthouse is white with a black top section. The sea is dark blue with white foam from waves crashing against the rocks. The sky is a pale, hazy blue.

- Ultimately, motivation needs to come from the self.
- To get there, however, the middle school student may need outside motivation to get on the path towards learning, success, and fulfilment.
- Outside motivation, or more accurately extrinsic motivation, is where we begin with students.
- This is where teachers, parents, coaches, and other involved adults will collaborate with the student on their academic journey towards self-fulfillment.



LANDMARK SCHOOL



Questions?

