Enhancing Educator Performance with Recognition

Recognition is an essential element for educators to create a positive learning environment. Recognizing faculty work, research, teaching, and service has a direct impact on educators' engagement and retention. A culture of recognition is essential to the success of any organization, and it is a crucial aspect of creating a positive work environment for educators. Below are some ways to consider ramping up the visible importance of recognition.

How can you show recognition?

Recognition can be bestowed in a variety of ways, as it is driven by thoughtful, personal demonstrations of recognition that signify true appreciation. Faculty likely vary regarding their definition or expectation of an "award" for their efforts. Demonstrating value for faculty teaching efforts can help to increase faculty morale and also affects faculty retention. Ultimately, we all want to be valued and appreciated in our various roles within the organization.

What should recognition look like?

- Recognize individual accomplishments and give individualized goals and options.
- Recognize and be a part of the educator's professional development.
- Recognize and celebrate significant accomplishments.
- Use formal and informal recognition methods.
- Develop and use a programmatic approach to recognition.
- Recognize contributions that open doors for the educator's future growth.
- Establish "non-financial" currency for recognition to showcase the value of contributions.
- Ensure the amount and type of recognition is appropriate for the behavior.
- Customize differently.

What most educators want:

- Recognition of individual accomplishments and goals.
- Recognition of professional development opportunities.
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