

# Powerful teachers!



Teacher shortages

not a European problem!

# Main causes

1. Aging Teacher Population
2. Poor Working Conditions, including low salaries
3. Insufficient Investment in Education
4. Constant Changes in Education Policy
5. Low enrollment in Teacher Training Programs

# Poor working conditions

- Time constraints
- Lack of autonomy
- No clarity about school policy

# Herzberg two factor theory

“What makes people happy and motivated at work is what they do.  
What makes people unhappy is the situation in which they do it”.

Frederick Herzberg

## Hygiene

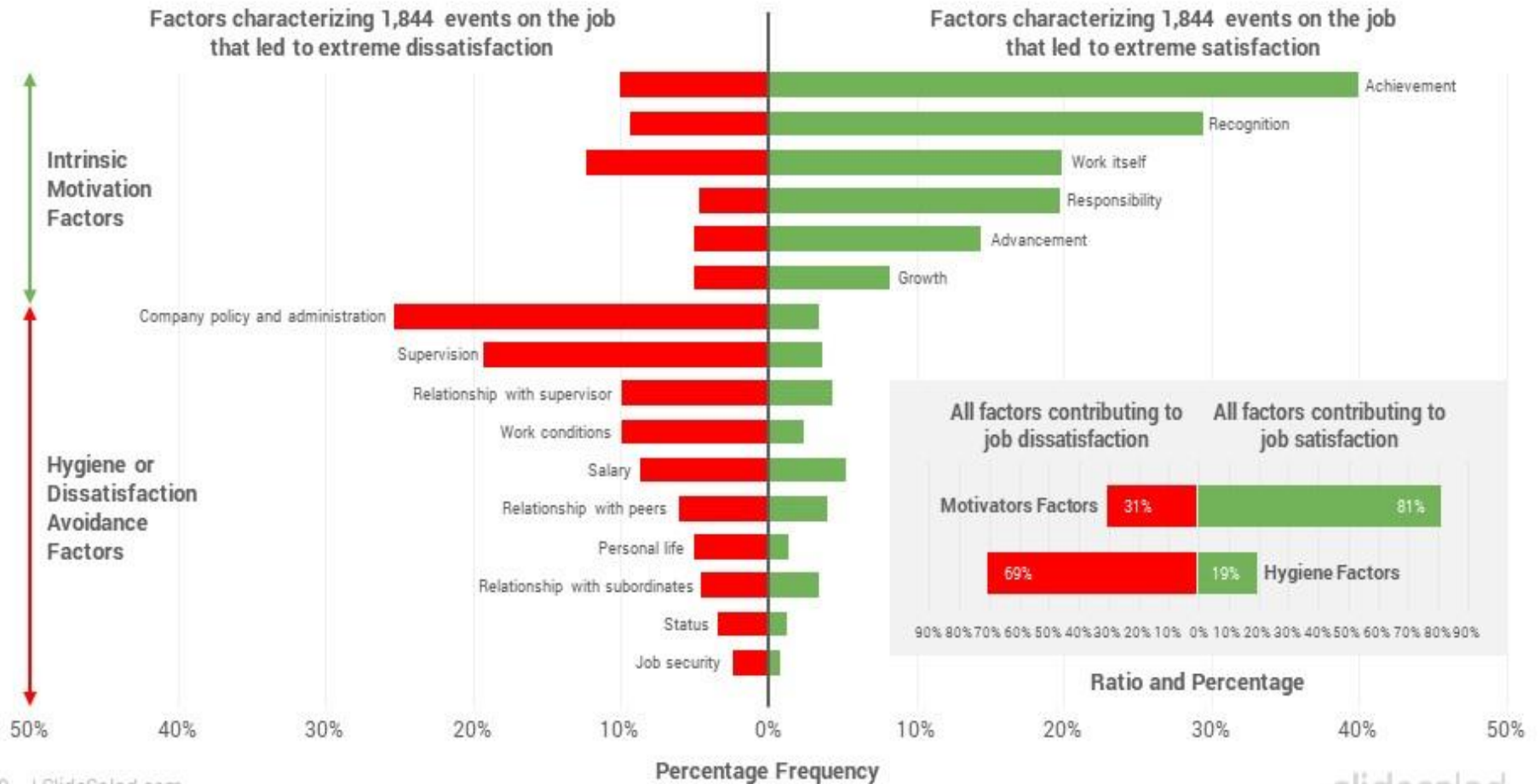
*Factors that undermine motivation  
and decrease job satisfaction*

*These factors hardly motivate!*

## Motivators

*Factors that encourage you to work  
harder and go on*

# Comparison of Satisfiers and Dissatisfiers





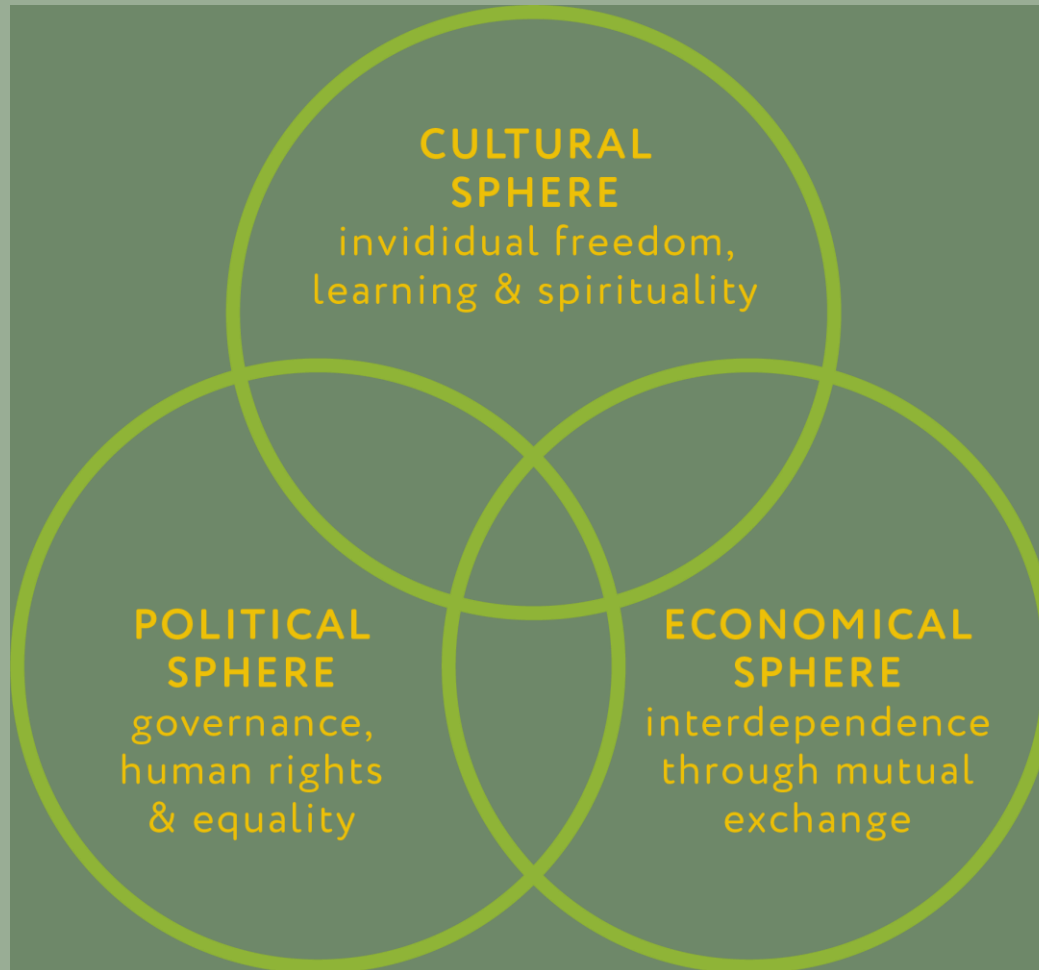
Hogeschool  
Leiden

# What's behind all this?



Paul Chidlaw

# Social Threefold Model





# What can we do as teacher trainers?

- Gain knowledge
- Train Skills
- Work with the schools

# Teaching on the job



# Monitoring by other teachers



# Be part of the college





# Cooperate on all levels



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