

SHOFCO

Shining Hope for Communities



GLOBAL
SCHOOLS
FORUM

Methods to Understand, Motivate, Celebrate, and Retain! Your Teachers.

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SHOFCO

Shining Hope for Communities (SHOFCO)



School



Safe House



WASH

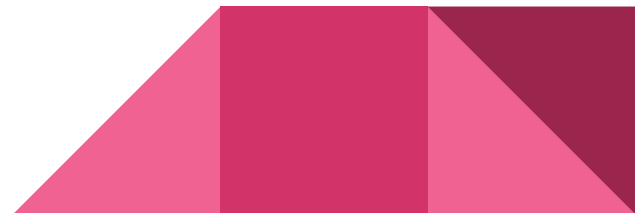


HEALTH



Session Goals

1. Info gathering practices.
1. Tactics to recognise, reward and retain teachers.



Connection of the Pre-read

Think of one challenge in your own organization and how a strategy from the pre-read could help you solve it. Share it with the person next to you



Pre-Read.....Cnt

1. Smart Retention
 2. working conditions
 3. Feedback & Dvt
 4. Recognition
 5. Responsibility & advancement
 6. Resources
 7. Cultures
- 

Shofco Approach

1. Background info
2. Teacher turn over



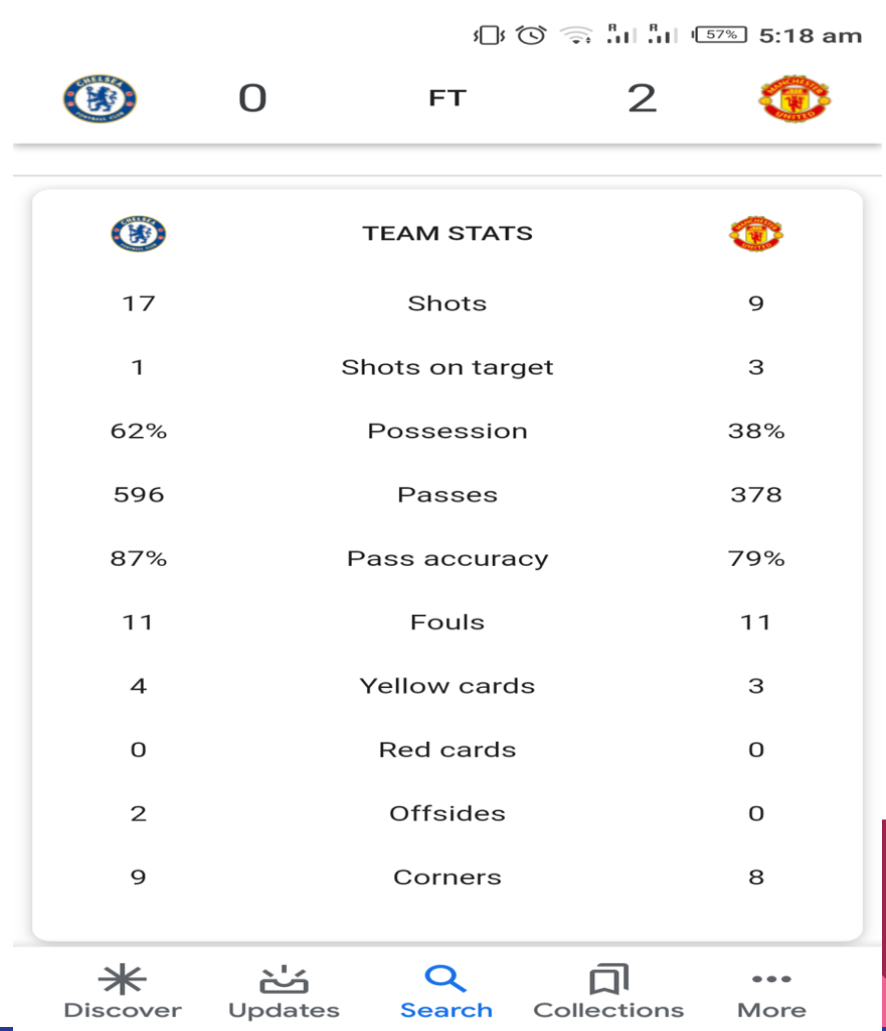
Information Gathering Practices

a. Anonymous surveys

Example

B. Exit interviews

C. Open forum sessions



The screenshot shows a mobile app interface for a football match between Chelsea and Manchester United. The score is 0-2, and the match is finished (FT). The statistics table compares various metrics for both teams.

Chelsea	TEAM STATS	Manchester United
17	Shots	9
1	Shots on target	3
62%	Possession	38%
596	Passes	378
87%	Pass accuracy	79%
11	Fouls	11
4	Yellow cards	3
0	Red cards	0
2	Offsides	0
9	Corners	8

Navigation icons at the bottom: Discover, Updates, Search, Collections, More.

Key Reasons given for teacher exits after the survey

1. Calendar
2. Recognition
3. Culture



Action: Retention Plan

1. **Calendar:** Annual leave, study leave
2. **Recognition & Appreciation:** 6 annual leave days, certificates, appreciation letters, promotion, Salary increase, 13th month salary
3. **Culture:** Sch norms



13th Month Salary

- Teacher Performance review tool
- Peer Performance & recognition tool: [Copy of the survey](#)



For the above process to be Successful

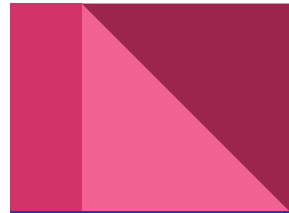
- Criteria & benefits
- Involvement
- Need
- Just & fair



Norms



SHOFCSCHOOLSSTAFFNORMS



Progress So far

Year	No. of Teachers	No of Exits	% of Exits
2017	72	14	19.4%
2018	77	5	6.5%
2019	82	4	4.9%

Debrief

How do you think you could apply the new learning to your current situation?





“ If you do build a great experience,
customers tell each other about that.
Word of mouth is very powerful. ”

~ Jeff Bezos, Amazon



*Thank
You!*