

# Create a school team on a pajama party: Lifehaki directors

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In the new category, the Board of Directors' heads of educational institutions discuss management problems and offer their decisions. Over how to keep young teachers, turn the team to the team and work with the new generation of parents, reflect on the director of two schools and kindergarten. How to keep young teachers?

Vittoria Filinov, Executive Director of an interesting kindergarten (Moscow), believes that the most attractive for young specialists is the possibility of growth. Colleagues can work with newbies, share experience, but it will not be superfluous to invite third-party experts. If the organization takes care of your development, this is a powerful stimulus in it to remain. Another way to give youth space for creativity: to launch creative projects, participate in contests, convert the space around yourself.

Elena Belov, director Maura Sosh No. 43 (Yekaterinburg), divides this idea. According to her, the youth runs from school not because of conflicts with children, but because of the exorbitant load, which falls on them from the first days of work: class leadership, control of the administration, attacks parents. Output support for creative initiatives, which are rich in young teachers, and a sense of action by the administration. It is important, the director said, give novice teachers to feel the involvement of the spirit of the profession, enjoy working with children. It is this, and not material bonuses, affect the choice of young teachers.

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Vittoria Filinov believes that people are best brought together during collaboration on projects. In the practice of a kindergarten, it worked when teachers were preparing a pajama party for children. They wrote a scenario, distributed roles, looking for props and spent the holiday itself. As a result, several teams appeared in the garden, which are preparing new parties and arrange the competition: who has a brighter image or more interesting script.

Team of teachers on a pajama party, an interesting kindergarten

Svetlana Ryabuha, director Maura Sosh No. 125 (Yekaterinburg), notes that if there is no confidence and understanding between colleagues, events and trainings are useless. She displays the moral Maxim teamwork: Share and do with colleagues just as you want them to do and communicate with you. This principle helps the director to create a comfortable microclimate in the team and support the spirit of unity.

On the pedsovet, Maou School number 125

Elena Belova answers the question with the words of Pierre Laughova: it is necessary to match. It is in the conjugation of views, efforts, resources, initiatives and even differences seemingly the main principle of team work. The task of each teacher to analyze the landscape of its pedagogical activity and determine priorities. The task of the director is to see in each of the team members a strong side and give it the opportunity to express himself, to create a situation of success. How to work with the new generation of parents?

According to Vitia, Filinov, the concept is new conditionally, because of the total mass there is always exceptions. Nevertheless, the director identifies the characteristic feature of the current families: they easily change the decision on the choice of educational organization. In addition, new mothers and dads are well understood in tendencies of training and education, from the formation of value installations to the nuances of proper nutrition. However, the director notes, and parents who need help and support are often found and confused. Combines those who observed confirms those who refute them, the overall tendency to the hyperex. Now you will rarely see relaxed, do not worry because of the smallest of adults.

Therefore, in working with parents, an individual approach is chosen in an interesting kindergarten. The primary interview can last longer than an hour, and in the conversation the director tries to understand what the family is waiting for from the child and from kindergarten. Conclusions made after conversation help focus on those problems that were marked with young mothers and dads.

Elena Belova offers allies in parents. It leads to a triangle metaphor, where the points of the founding is a school and parents, and the top of the child: the closer to each other points of the base, the rapid peak grow. In Maou School No. 43, parents are included in the Supervisory Board and the School Council, participate in the development of strategic decisions. At the initiative of families at school, psychological consultations are carried out, a discussion and filmclub has been created, an open day is updated. And in the case of conflict situations, the school resorts to the help of specialists from the mediation service.

At the meeting of the club reading mothers, Maou Sosh No. 43

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