Student Motivation and Engagement

Improving School Climate to Support Student Achievement

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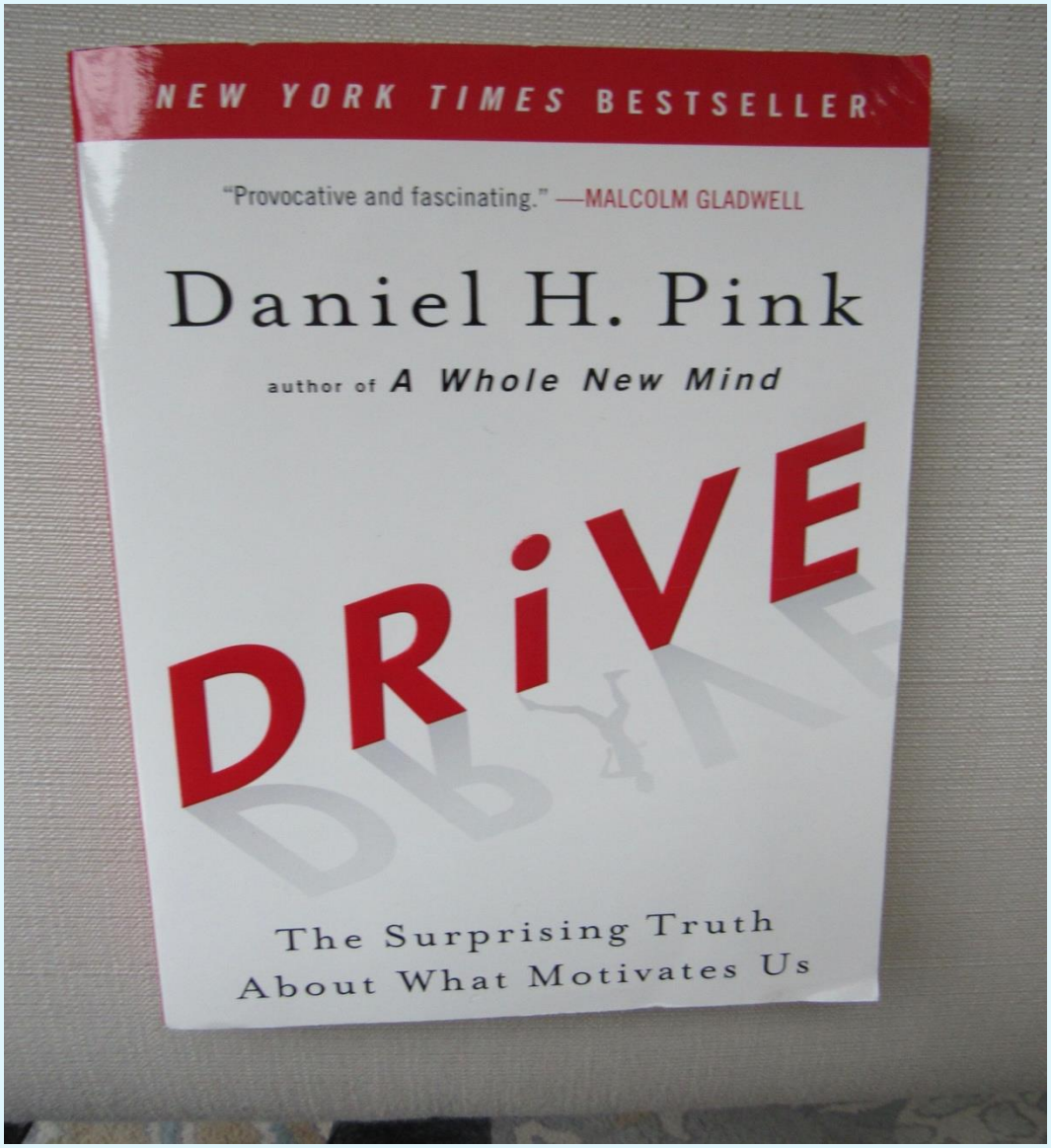
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A Great Resource



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Research Conclusions: Intrinsic Motivation

"Significant learning was attained and efficient performance maintained without resort to special or extrinsic incentives."

"The performance of the task provided intrinsic reward – the joy of the task was its own reward."

"When an extrinsic reward is used for some activity, the subjects lose intrinsic interest for the activity."

"Intrinsic motivation – the drive to do something because it is interesting, challenging, and absorbing – is essential for high levels of creativity."



Intrinsic Motivation…

Autonomy

Mastery

Purpose

(BELONGING)

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Belonging: Essential Need

Each and every school community member should feel and experience a sense of belonging and safety

- Culturally
- Racially
- Sexually
- No matter their economic, family, community or health circumstances

Each and every school community member should have strong, viable and meaningful relationships with peers and adults in school



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Social Needs: Love & Belongingness

Receiving *and* Giving Love, Affection, Trust & Acceptance; Affiliating, Being Part of a Group (family, friends, work, etc.)

From Maslow's Hierarchy of Needs



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Autonomy

Acting with choice…Some or all of:

Task

- What you will do

Time

- When you will do it

Technique

- How you will do it

Team

- Who you will do it with



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Mastery

- Mastery is a mindset
  - Growth Mindset (Carol Dweck)
- Mastery is painful
  - Literal pain or *struggle*
- Mastery is “asymptote’
  - Learning goes on and on and on
- Flow is essential
  - Losing yourself in the task



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Purpose

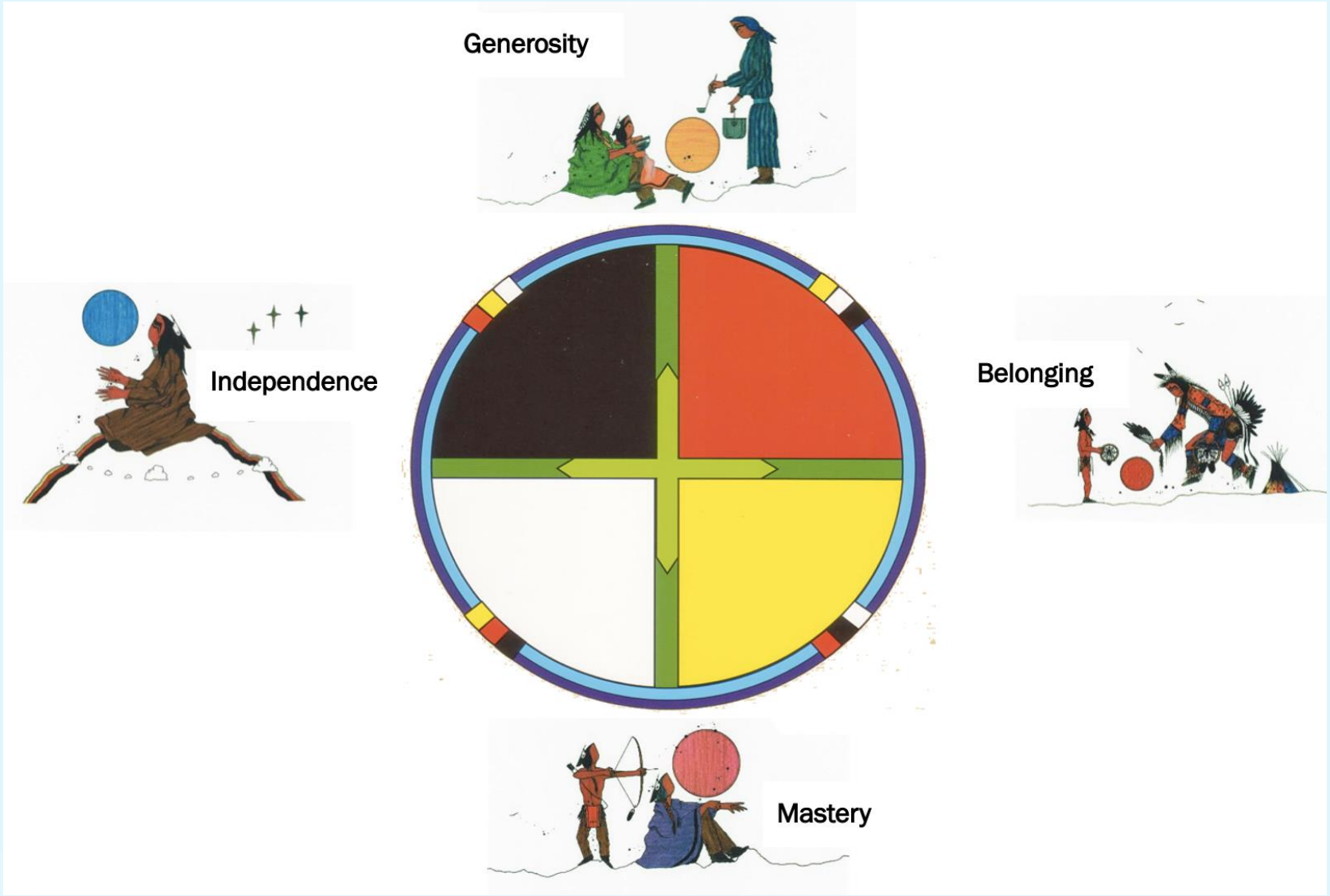
In service of some greater objective

(Why do we do what we do?)



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The Circle of Courage



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Carrots and Sticks



Carrots and Sticks



Carrots and Sticks: They Can…

1. Extinguish intrinsic motivation
2. Diminish performance
3. Crush creativity
4. Crowd out good behavior
5. Encourage cheating, shortcuts, and unethical behavior
6. Become addictive
7. Foster short-term thinking…and,

They are ***inherently UNFAIR***



DRIVE for Students

In your small table groups, consider the provided cards outlining practices that encourage autonomy, mastery, and purpose (and belonging). Sort the ideas from the one schools would be most likely to adopt to the one schools would be least likely to adopt.

“drive”



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