Anita Groh
Most Important Strengths to capitalize on

1. Passion for teaching
2. Commitment to Catholic education
3. Reflective, wants to improve
4. Engaging...connects easily to students
5. Adaptable
6. Supportive department members
7. Youth is on her side...energetic
8. New to the profession; brings a certain energy
9. Service-oriented
Key motivators/Incentives

1. Motivation is Catholic education, not salary.
2. Wants the students to understand what she teaches.
3. Clear ownership of the school mission
4. Inner faith-life, personalizes her mission to students.
5. Honest, reflective, desires to be a true professional.
6. Wants collaboration.
Biggest Obstacles

1. “Toxic” teachers around her
2. Space and time; overwhelms herself with the demands of the profession
3. Lacks self-confidence
4. Her youth, as seen by other teachers.
5. Trying to do too many things at the same time.
6. Lack of experience in how students learn; e.g. lack of a “toolkit” for formative assessments.
7. Needs courage to take risks in presenting her ideas.
8. Lacks a mentor, an advocate
Feasible, powerful strategies likely to help this teacher build confidence and effectiveness

1. Provide mentors . . . Perhaps 2 . . . One for instructional strategies and one for ministry/mission/service; monitor the mentors.
2. Simplify her schedule
3. Connect her even more to her supportive department...to a PLC group
4. Send her to a Loyola professional conference!
5. Visit another class, another school and be able to have a conversation with the mentor about the experiences
6. Positive feedback from her mentor who observes her classes
7. If possible, set up a team teaching situation for a unit or class
8. Recognize her efforts in some way with the whole faculty
9. If there is one teacher that is especially difficult for her (“toxic”), administrators or mentor address the teacher about encouraging her.
10. Have her journal or write reflections on her own work; develop her communication skills
Two Year Action Plan to work with Teacher

Year 1
Mentors—prioritize for the academic one first and ministry one as definite but not primary priority
Simplify the schedule
Visit other classes
Collaboration….PLC, team teaching, etc.
Recognition of her work

Year 2
Professional Development conferences
Observations and feedback from others who visit her classroom
Campus ministry/service involvement increases
Recognition of her work