

Spotlight On: Discipline

People strong in theme of discipline naturally impose order and structure onto their world. They value routines and they have the ability to plan things—especially schedules. When faced with long-term projects, those with discipline find it easy to break down the project into parts, schedule those parts into a routine, and complete the tasks on time or before the due dates.

Those with discipline are often detail oriented and productive. They can create timelines and routines which will lead to accomplishing tasks both large and small. Additionally, they value quality, especially in small details.

Because organization is so

important to those with Discipline, teachers who possess this trait can often manage multiple preparations or a class with multiple levels. Teachers who display discipline often have neat, well-ordered classrooms. Their discipline often is reflected in their classroom management style as well. Students are able to depend on this teachers' predictability and desire for order. Record keeping tends to be easier for teachers with Discipline as well.

In the workplace, Discipline people can help maintain records or group timelines. They can contribute to a group by providing structure

or planning. They are often called upon when tasks are required to be completed on time.



Words that describe discipline are order, structure, predictable, detailed, accurate, efficient, and precise.

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Books about Strengths:

- Teach with your Strengths by Liesveld & Miller
- StrengthsQuest by Clifton & Anderson
- How Full is Your Bucket by Rath & Clifton

Personal Professional Development

The Strengths Finder program is designed to be a professional development program. As an initiative, our district believes in the natural talents of its workers. Beyond that, however, it is incumbent on each employee to build on those natural strengths. The

Strengths Finder program is vastly different from the typical type of professional development we experience every year. Instead of sitting in room hearing about classroom management or the latest technical research, Strengths offers each person the oppor-

tunity to build on their own talents, combining knowledge and skills to create near perfect performance every day. How nice it is that our district cares enough about us to let us design our own development experiences and grow in our own way, personally.



Organization

BIRDVILLE ISD

North Ridge Middle School
7332 Douglas Lane
North Richland Hills, Texas 76180

Phone: 817-547-5200
www.birdville.k12.tx.us

Do you RECOGNIZE
us.....



Thanks to the support of BIRD, Strengths is becoming part of the culture of our district. The more we know about ourselves and our talents, the stronger we will be as educators.

Any employee is eligible to take part in the assessment and training. New teachers receive training at the beginning of their service in the district. Veteran teachers and staff are taking part in the assessment and receiving coaching during staff development. The district has several Strength Coaches available to assist individuals and groups understand the assessment and how to apply it in the workplace. If you need further information, contact Jennifer Gotuaco via email.

Keys to School Engagement

In his new book, *Building Engaged Schools*, Gary Gordon writes about the key elements needed to build engaged schools. First, in our district, much has been said about engagement. So to begin, we should define engagement. According to Gordon, engagement is *flow*, based on the work of Csikszentmihalyi (1990). Flow contains the qualities that make life enjoyable— involvement, feelings of control, synergy, strong sense of self, and being guided by intrinsic rewards. Both teachers and students can experience these feelings, and in the classroom or workplace, they are marked by feelings of contentment, satisfaction, and a sense that time

moves by quickly—because one is absorbed in an exciting activity.



How do you create an environment that supports engagement in schools? Gordon suggests the following:

- *implement a Strengths-based culture
- *build strong relationships between teachers and students
 - *principals support collaboration between teachers
 - *teachers have a sense of autonomy
 - *teachers and students have opportunities for growth and teamwork

What is the importance of engagement amongst teachers in particular? Gallup research indicates that positive teacher engagement leads to an 8.7% increase in students passing all state accountability tests. That is strong evidence for the need for Strengths on our campuses every day.