Administrators & Millennials

Mindsets about the Teaching Profession

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Session Outline

› Why this session at ACTM?

› Defining generational mindsets
– From the works of Cara Silletto

› Mathematics Teacher Preparation & Induction
– Integrated throughout presentation

› Successful Strategies

› Full disclosure, NOT everyone fits into these categories and mindsets, but the majority were/are

Why this session at ACTM?

› Current research on beginning teacher support/induction

› Shortage that exists in STEM teachers

› Current MODE in years experience = 1

› The cost of turning over faculty

› Understanding generational mindset differences

› Improving entry/sustainability in teaching profession

› The big question: Is this generational divide impacting performance and workforce relations?

Generations in the workforce

› Babyboomers, a.k.a. boomers
  – 1946-1964 approx. birth years
  – Educators older than 53

› Generation X, a.k.a. genX
  – 1965-1979 approx. birth years
  – Educators between 38 and 53

› Millennials
  – 1980-2000 approx. birth years
  – Educators under 38
  – Final HS students entering college

Generational Mindsets

› Boomers

› About 80 million in size entered the workforce

› Most upper level leaders and managers
– Superintendents, experiences principals, most experienced teachers

› After WWII, mindsets developed from
– Parenting was mostly (two parent homes)
– Taking over in the workforce (sheer numbers)
– Technology barely impacted education
– Authority was for elders
– Loyalty was present, but not as much as previous generation

Generational Mindsets

› GenX (Parents of Millennials)

› About 45 million in size entered the workforce

› Conformed to leaders and Boomers
  – Could not go toe-to-toe to advance professionally

› Vietnam War coming to close, mindsets developed from
  – Socially from resistance (they could not in workforce)
  – Loyalty diminished from years of forced job transfers
    › Saw hardworking parents (early boomers, union diminishment)
  – Work/life balance was in serious imbalance
  – Credit cards became the way to pay, over extend

Millennial Mindsets

› Children of Millennials (key to understand)

› By 2020, new majority in workforce, 80M, 75% of force

› Mindsets developed from

– Parenting

    › Questioning of Authority, Not to conform

    › Spend more time out of work (work life balance)

    › Credit spoiled many (entitlement)

– Advancements of Technology

    › Instant satisfaction, community building

    › Always changing, not locked to few or even one (Music)

– Loyalty

    › Saw parents pushed around, hired/fired/laid off

    › Scandals became regular part of the news (Authority challenged)

Cara Silletto's Work

› Workforce must understand how mindsets developed
  – Hard to change, have to work with them
  – Previous generational mindsets created them (US)
  – Millennials will set the future generation mindsets
    › Can we help that or just let it happen?

› TABLE: 5 areas to take serious note for Millennials Mindsets for Employers
  – Technology
  – Authority
  – Balance (work/life)
  – Loyalty
  – Entitlement

TECHNOLOGY

› Relationships with technology is all they know
- Manual work done by tech does not exist much
- Lesson plans (online everywhere), we made ours

› Out with the old, in with the new
- No affinity for single technology (think music)
- Seek constant progress and evolution
- We (genX and Boomers) locked on 1-3 techs

› Fresh eyes on old ideas

› Don't say, "we just got new software 5 years ago"
- That is ancient in their minds

Authority

› Trust and Respect (Boomers, GenX conformers)
  – Raised by GenX to question authority, they conformed
  – Saw authority & Seniority exposed in scandals
  – Believers that social trust has eroded

› Innovation vs. Experience
  – Boomers&GenX saw experience as authority
  – Millennials saw Innovation as authority
    › Zuckerberg, 23, billionaire

› Voice
  – Most Egalitarian generation, parents gave voice
  – They want to be part of decisions (not necessarily making them)

Balance for Work/Life

› Integration of work and life
  – Natural assumption, millennials have not work ethic (wrong)
  – Millennials have access to communication 24/7 (& use it)

› Identity
  – It is who they are, their dress reflects them
  – Feel identity and self are restricted at times

› 9-5 (or in school 7-3)
  – PD, pinpoint focused, discipline specific
  – Otherwise, it is something they can read online

Loyalty

› Millennials never saw it growing up
- 50% of parents divorced in the 80s
- Parents laid off, passed over, changed jobs a lot
- Workforce loyalty disappeared by the end of the 80s
- Pensions/benefits peeled off

› The YOLO response
- Work has to be mutually beneficial, when not, they leave
- Parents played the "stick it out game" because they felt had to

› Understand, YOLO mentality is from how parental generation GenX was treated
- Math teachers can leave and go anywhere, nearly anytime

Entitlement

› Growing up Millennial
- – Rarely told no growing up
- – Parents bailed them out, helicopters
- – Credit card parents
- – Before 1980 (X-mas was family food fellowship)
    - › Millennials grew up X-mas as commercialization
- – Parents wanted better for them, now side effect is this

› Student debt issues (min wage argument)

› Part of education decisions
- – Math teachers today vs GenX

Closing, what can we all do?

› We can't continue teacher turn-over year to year

› **T:** Are we holding on to the way we used to do it? Or are we open for change?

› **A:** Are we demanding respect based on position/tenure? Or are we gaining it via expertise and outcomes?

› **B:** Are we requiring? Or are we listening?

› **L:** Are we expecting new teachers to be loyal? Or are we making them part of the team?

› **E:** Do we think new teachers as less knowlegeable? Or are do we think they have new knowledge?

From works of Cara Silletto

› Her TED talk
  – http://www.youtube.com/watch?v=3x4IIy0Of54

› Labeled Game Changer by Workforce Magazine

› Crescendo Strategies founded by her

› An early Millennial with workforce experience

› Recruiter.com listed her in their Top 10 Employment Culture Experts to Watch