



**Group discussion**

**United Nations day  
celebration**



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**UN INDIA  
VOLUNTEERS**



MS MAIVIKA MAINA, MR. MUNEER ABAAS, MR NAHID RAZA



Can we initiate a discussion  
on:

**How to engage teachers to  
avoid school politics and**

**build a positive outlook  
towards institutions they  
work in?**

**Dr. RAAVEE**, The  
conversation starter



**Introduction:**

**Roles of a teacher in a school  
system**

They are educators who  
impart knowledge and skills,  
mentors who guide students'  
personal and academic  
growth, assessors who

evaluate performance,  
classroom managers who  
maintain a conducive  
learning environment,  
curriculum developers who  
create lesson plans, role  
models demonstrating  
values and lifelong learning,  
collaborators working with  
colleagues and parents,  
counselors offering support,  
innovators adapting teaching  
methods, and advocates for  
their students' needs and

interests within the school and the education system.

## **Why are teachers involved in Gossip?**

Teachers engage in gossip for a variety of reasons. It often serves as a way for them to connect socially with colleagues during breaks or informal gatherings. Gossip can also be a source of information about school happenings that might affect their work or students.

Teachers may use it as a means of venting frustrations related to their work, students, or the school environment. In some cases, it can be a coping mechanism for managing stress or challenging situations.

Additionally, human curiosity drives discussions and gossip about the lives and actions of others. If gossip is prevalent in the school culture,

teachers might participate to fit in or avoid feeling left out.

▪**Nahid Raza:** Teachers need to understand their role and responsibilities. They must buy vision of the school. They need to be given the rule book.

They must first discover themselves. They must be convinced of their attitude, aptitude and temperament towards education.

▪ **Azeez:** Is gossip an offence in the school system?

Gossip itself is not typically considered a legal offense in a school setting. However, it's essential to understand that gossip can have negative consequences, both for individuals and the school community. While it may not be a legal offense, it can be against school policies and codes of conduct if it leads to harassment, bullying,



defamation, or a hostile work environment.

Schools often have guidelines and policies in place to promote a respectful and positive environment, and gossip that crosses the line into harmful behavior can be addressed through disciplinary actions. Teachers and students are encouraged to maintain professionalism and engage in respectful and constructive communication

to create a healthy learning and working environment.

**Please you can consider some possible questions related to the topic for our discussion on how to minimise it in our schools.**

1. How can school administrators create an environment that encourages teachers to focus on their work rather than getting involved in politics?

2. What strategies can be implemented to help teachers feel more connected to their school and colleagues in a positive way?

3. In your experience, what are the key factors that lead to teachers engaging in school politics, and how can these be mitigated?

4. How can professional development opportunities be structured to promote a

sense of purpose and dedication among teachers?

5. What role does effective leadership play in reducing negative politics among teaching staff?

6. Are there specific communication practices that can be adopted to minimize misunderstandings and conflicts among teachers?

7. Can you share examples of schools that have

successfully created a positive culture and reduced political behaviors among teachers?

8. What support systems and resources can schools provide to help teachers maintain a positive outlook and job satisfaction?

9. How can teachers be encouraged to actively participate in school decision-making processes

without resorting to politics or divisive tactics?

10. What are the benefits of promoting a positive school environment, both for teachers and the overall educational experience of students?

11. How can schools ensure that teachers have a sense of ownership and pride in their institution, reducing the inclination for negative politics?

12. What are effective ways to address conflicts and disagreements among teachers before they escalate into political issues?

13. Can you share examples of successful initiatives or programs that have improved teacher morale and reduced involvement in school politics?

14. How can schools encourage a culture of collaboration and teamwork

among teachers, promoting a shared vision for the institution?

15. What role can mentorship programs play in supporting new teachers and helping them adapt to the school environment with a positive outlook?

16. Are there specific recognition and appreciation methods that can motivate teachers and strengthen



their commitment to the institution?

17. How can teachers be empowered to voice their concerns and suggestions constructively, rather than resorting to political tactics?

18. What training or professional development opportunities can be offered to teachers to enhance their leadership skills and promote a positive atmosphere?

19. How do school leaders and administrators set an example in maintaining a positive school culture and discouraging political behaviors among teachers?

20. What long-term strategies can schools implement to ensure a sustainable and positive work environment for teachers, fostering their dedication and loyalty?

▪ **Ms. Leena:** Gossip nowadays can be either felt or

observed in schools to a certain extent or to an extreme which is the major cause of deterioration of the education or the reaping corruption or the major loss in the integrity too

Though there are forms of gossiping to lower others, from playing politics to create fake show offs to having honey laced tongue to adopting unethical method to get close to the management

So it's always the duty and responsibility of the head to let the team work amicably together for the growth of each other thereby contributing into the development of the organization

The regular counselling sessions, the motivational shots and positive gestures do create the change in the atmosphere in a positive manner

▪**Dr. Harvinder Kaur:** So far my experience is .....

I have observed the loneliest person the school is

The Principal

Hundreds of conversations with principals..... They admitted that they face this syndrome

▪**Ms. Leena:** The foremost to present deaf ears to useless chats and gossips to the staff is the prime duty of the authority thereby making

them to realise that in the end true working and honest efforts win

Absolutely right in these cases, there are always some agents of the management to supply them with the fake report of even the principal.

▪**Ms. Maivika Maina Sheikh:**

Good morning everyone,

Same situation I'm facing nowadays.... This is one of the best group I have...

Thanks to Azeez sir for

including me in this  
wonderful intellectuals

▪ **Azeez:** Question: 1

1. How can school  
administrators create an  
environment that  
encourages teachers to focus  
on their work rather than  
getting involved in politics?

• **Ms. Beena John:** Good  
Morning, when I ventured  
into this new school  
environment, things weren't  
under professional control at

all. I have tried and experimented with a lot of things to reduce gossip and politics.

Firstly, I did not acknowledge any of the gossips or politics myself.

Secondly, I was a silent observer and did not draw any conclusions or discussions when I had worried employees before me.



Thirdly, I started figuring out actions when I observed a few parents and staff into this.

Actions started when I started taking my staff to other schools, as well as motivated them to go to other schools, so that they see some good things, they were really inspired.

Next, I started appreciating the staff from all areas including Aayas,drivers,

admin,accounts,  
teachers, made them feel  
wanted and responsible.

Started assigning different  
works other than routine  
work of teaching. Like  
creativity was announced in  
the class groups. Applauded  
each and every staff for their  
small effort. This created a  
sense of belonging I guess,  
where the staff are friendly  
now and at the same time

much better environment than before.

Started giving them deadlines for all the things. They have a leisure time after school when all the students go . For half an hour they are in a lighter mood before leaving. I have tried to tell them that each one is having their own stories of struggles ,worries, success ,etc hence we not worry about others, we will grow when we focus on ourselves,our

imperfections could  
improvise,etc.

Some training from  
outsiders, self grooming is  
important to feel good,  
happy time to enjoy this  
profession where we give so  
much!! Some talks in the  
assembly too. I can just say  
lastly, that it's worth  
experimenting by sowing  
good things. The ones which  
understand will grow and  
some will perish.

- **Azeez:** Key Strategies for Administrators to Improve Relationships with Teachers

1. Transparency: Open communication is vital.

Administrators should make decisions openly and explain the reasoning behind them.

This helps build trust and avoids an environment of uncertainty and rumors.

Share meeting minutes and involve teachers in important school-wide choices.

Transparency creates a unified and consistent working and learning environment for everyone.

## 2. Value Teacher Input:

Teachers have unique insights from their classroom experiences. Administrators can demonstrate trust in their professional expertise by allowing them to contribute to decisions regarding professional development, schedules, materials, and more.

Collaboration and transparent decision-making enhance relations between administrators and teachers.

### 3. Active Participation:

Administrators should be active members of the school community. Greeting staff, making informal classroom visits, participating in professional development, and engaging with students help create a sense of togetherness. This active presence can

proactively prevent issues and fosters a positive school atmosphere.

#### 4. Celebrate Successes:

Acknowledging and appreciating teachers' efforts is important. Beyond major awards, even small gestures like a supportive comment, a quick thank-you email, or a note of praise for handling challenges can go a long way. Recognizing achievements, big or small, helps cultivate a



positive and motivating learning environment.

## **Question 2**

What strategies can be implemented to help teachers feel more connected to their school and colleagues in a positive way?

▪ **Muneer Abbas:** May be by Asking questions is an easy and effective way to build relationships with your colleagues. If you don't

understand something or you need help, don't be afraid to ask questions. Your administrators, your teachers, and especially your mentors—they want to help you. They'd much rather you ask a question than watch you flounder.

Ask your colleagues questions about their interests and hobbies outside of work, too. Get to know them better. Maybe you both love Pearl Jam—

that could help build your bond. I love listening to my colleagues share their child-rearing tips and cooking ideas and talk about their travel adventures.

▪**Azeez:**

## PLANNING DAYS

1. Teachers require dedicated, uninterrupted planning days.
2. Consider scheduling eight planning days per year,

preferably before each quarter.

## WELCOME CLUBS AND ACTIVITIES

1. Foster relationships and mutual respect among faculty.
2. Establish a welcoming committee or club for social activities.
3. Utilize planning days for skill-sharing.

## OPPORTUNITIES FOR TEACHERS

1. Provide leadership roles and external programs for experienced teachers.

2. Encourage participation in national programs.

## EFFECTIVE PLANNING TIME

1. Organize regular, purpose-driven teacher meetings.

2. Define clear goals for different teacher groups.

## MAKE CHART FOR CLASSROOM VISITS

1. Implement the use of pineapple charts for

classroom visits to make visits more purposeful and less random.

2. Teachers sign up to showcase specific strategies or activities they excel in, creating a menu of options for peer observation.

3. This approach empowers visiting teachers to choose what they want to learn and fosters collaboration while building relationships across the school community.

Avoid surprise visit to classrooms. Inform them a week earlier, as planned above, your visit. So that atleast the day the teacher prepares and presents well. Practising this way, one day or other day the teacher needs no visit of authorities in the classroom

## **Question**

3. In your experience, what are the key factors that lead to teachers engaging in

school politics, and how can these be mitigated?

▪ **Muneer Abbas** Teachers may engage in school politics for various reasons. Some key factors include:

Job Security: Fear of job loss or non-renewal can lead teachers to engage in politics to secure their positions.

Resource Allocation: Disputes over limited resources or funding may



lead to involvement in school politics.

Professional Growth:

Teachers may vie for leadership roles and opportunities for career advancement.

Ideological Differences:

Varied educational philosophies and approaches can result in political involvement.

To mitigate these issues:

Transparent Communication:  
Schools should maintain  
open, clear lines of  
communication about  
resource allocation and job  
security to reduce  
uncertainty.

Fair Allocation: Implement  
equitable resource allocation  
processes to minimize  
disputes.

Professional Development:  
Offer continuous  
professional development

opportunities to support teacher growth.

**Inclusive Decision-Making:** Involve teachers in decision-making to reduce ideological conflicts and increase ownership.

**Conflict Resolution:** Establish effective conflict resolution mechanisms to address issues promptly.

**Leadership Training:** Provide leadership training to aspiring educators to ensure

they're prepared for leadership roles.

Overall, fostering a culture of collaboration, transparency, and respect can help reduce the need for teachers to engage in divisive school politics.

▪**Azeez:**

"Education itself is political — who chooses the textbooks, who funds schools, how schools are funded."

So how could we expect the components of education, teachers, management, authorities away from making politics in schools.

Still we can do one thing:

Influence your colleagues with your care

Make them realise that their gossip and politics will nowhere affect you or support you.

Prove them that you are unique and resourceful and

supportive.... and you have better options than now

Make them understand that you are a blessing to them, for them to learn from you.

Be respectful and keep a respectable distance from them.

Do not share your personal lifestyles. Because sharing is a kind of telling lies. Because we edit and share things without a background. Hence

they don't believe you  
because you lie to them

Don't simply give your ear to  
listen to their stories  
because that is also a form of  
lie.

Remember: Talking time of  
truth between two  
individuals may not exceed 2  
minutes. If it goes above, the  
shares are not truth or  
distracted truths which is of  
no use

Don't judge others easily.  
Every home has its own  
steps.

Be safe on your promises and  
words. Be helpful to some  
extent and be within your  
limit.

Humble to your profession.  
Be truthful to you. Meditate,  
listen to your inner voice.  
Only you know who you are.  
Gossip comes only when our  
activities are away from our



words. So resonate with your words and actions.

Travel and meet your people often. Refresh yourself.

Forgive others. Don't be forgiven and forgotten.

Remember your world. Your world is small with rich blessings