

Many administrators assume that their workforce is motivated by money and job security. The results of our survey helped one school realized that these assumptions did not hold true with their mostly millennial and female faculty. The evidence of this was low levels of teacher compliance and poor test scores. Owls provided professional development and a teacher reward program that lead to an increase in teacher morale and a subsequent bump in the school's accountability rating by one grade that year.

Here are our findings:

Millennials' Most Valued Rewards
1. Having students thank a teacher for aiding in the understanding of a difficult concept
2. Being permitted to purchase additional equipment and supplies for the classroom
3. Early retirement or contract buy-out
4. A one-time monetary award (supplemental to the step increase)
5. Being awarded a plaque by students
6. Observing vast improvement in the achievement levels of one's students since the beginning of the year
7. An instructional workshop offered and paid for by the district
8. Being selected as "Teacher of the Year" in the district
9. Being given an opportunity to participate in teacher projects
10. An instructional workshop offered by the district

Most Motivating (Males)	Most motivating (Females)
Job security	Sense of achievement
Potential for Advancement	Potential for professional growth
District policies	Interpersonal relationships with colleagues
Sense of achievement	Recognition
Supervision by superiors	Responsibility
Recognition	Interpersonal relationships w/ administrators
Potential for professional growth	Interpersonal relationships w/ students
Salary	Work itself
Interpersonal relationships w/ administrators	Supervision by supervisors
Working Conditions	Potential for advancement
Responsibility	Status
Interpersonal relationships w/ students	Teacher evaluation
Interpersonal relationships w/ colleagues	Job security
Work itself	Salary
Factors in personal life	Working conditions
Teacher Evaluation	Factors in personal life
Status	Sense of accountability
Sense of accountability	District policies