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Motivating the Motivators with Developmental Teacher Appraisal

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KEYWORDS Teacher appraisal; motivation; staff development; performance improvement; Botswana

ABSTRACT Productivity is the buzzword in all organizations worldwide. Organizations, including schools are busy trying to enhance the productivity of their employees by introducing a number of interventions or incentives. One of the interventions that was introduced in education in Botswana was teacher appraisal, and one of its objectives was to motivate teachers to improve their performance. This paper is based on a combined quantitative/qualitative study that was carried out from a sample of 607 secondary school teachers in seventeen schools in the South Region of Botswana evaluating the effectiveness of the current appraisal process as carried out in secondary schools. It looks at how the process of teacher appraisal can motivate teachers to improve their performance of facilitating effective teaching and students' learning. The study revealed that if carried out properly, the appraisal process can motivate the teachers to do more.