



PRAIRIE VIEW A&M UNIVERSITY

A Member of the Texas A&M University System

WHITLOWE R. GREEN COLLEGE OF EDUCATION

Dissertation Proposal Defense Announcement

AN INVESTIGATION INTO THE IMPACT OF TEACHER MOTIVATION ON TEACHER JOB PERFORMANCE IN A RURAL SCHOOL DISTRICT IN TEXAS

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ABSTRACT

In today's society, teachers face challenges to meet and exceed academic expectations within schools. State and federal mandates require more rigorous accountability requirements thus increasing the focus on teacher instructional skills, and the impact of these skills on student performance. Teachers must focus on instructional strategies designed to improve student academic performance while also recognizing the impact of reduced resources, disciplinary

problems, and classroom management. Teachers who struggle with these challenges have more difficulty in providing an established learning environment for their students. It is important to explore these factors appropriately and be exigent in the process to ensure the academic success of all students. Although these challenges are a reality, teachers must still perform within the acceptable norms established by local, state and federal criteria. The lack district support and professional development further exacerbates these problems, affecting teacher job performance and their level of motivation to teach their students. Research demonstrates that positive motivation directly influences teacher performance and contributes to the level of student performance in a student-centered environment. This research will examine motivational factors and their impact on teacher job performance.

The following research questions guided this study:

1. Is there a significant impact of motivational factors on the improvement of teacher work outcomes in a rural school environment?
2. Which major dynamics of motivational factors impact teacher work outcomes in a rural school environment?
3. Which major dynamics of motivational factors negatively impact teacher work outcomes in a rural school environment?
4. Which major dynamics of motivational factors positively impact teacher work outcomes in a rural school environment?
5. What intrinsic and extrinsic motivational factors contribute to the overall success of teacher motivation and job satisfaction?

The researcher will analyze the data using a correlational design using the theoretical framework of Maslow's Hierarchy and Herzberg's two-factor theory. Monsour (2007) suggested

that two theories which focus on meeting needs and evaluating motivating factors are described in Herzberg's motivating factors and Maslow's growth needs. Maslow and Herzberg provide complimentary theories concerning motivation. According to Maslow's Hierarchy of Needs Theory (basic and growth needs), one must meet and satisfy the basic needs before they focus on external needs in relationship to higher growth levels.

The purpose of this research is to fully conceptualize to what extent teacher motivation has an impact on teacher job performance. The data collected from this correlational study will statistically display the significance of teacher motivation and how its impact on teacher job performance directly affects the academic success of students.

<u>Date:</u>	December 12, 2013
<u>Department:</u>	Educational Leadership and Counseling
<u>Time: 10:00 A.M.</u>	Location/Room: 308 Delco
<u>Dissertation Chair(s):</u>	Patricia Hoffman-Miller, Ph.D.
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