



Are you getting
enough sleep..?









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enough sleep..?







Wellbeing...

Educator Care is More Than Self Care



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2020 was a tough year...
2021 was a tough year...
2022 is still tough

Educators have been anxious for months, yet have been fearless in forging ahead into uncharted and necessary territory to support their students and families. They have been catapulted out of their comfort zones and simultaneously put on display for their harshest critics to judge them—at a time when they were already vacillating between waves of grief, fear and anger.

EdSurge, This Year Has Taken a Toll on Educators. Let's Make Sure to Support Them in 2021.

Marc Brackett, Christina Cipriano and Nikki Elbertson, 2020

In the United States, 42% of principals indicated they were considering leaving their position (NASSP, EPI). According to the Learning Policy Institute, “Nationally, the average tenure of a principal is about four years, and nearly one in five principals, approximately 18%, turn over annually.

Often the schools that need the most capable principals, those serving students from low-income families, have even greater principal turnover.”

EdWeek, Should We Be Concerned About the Mental Health of Principals?

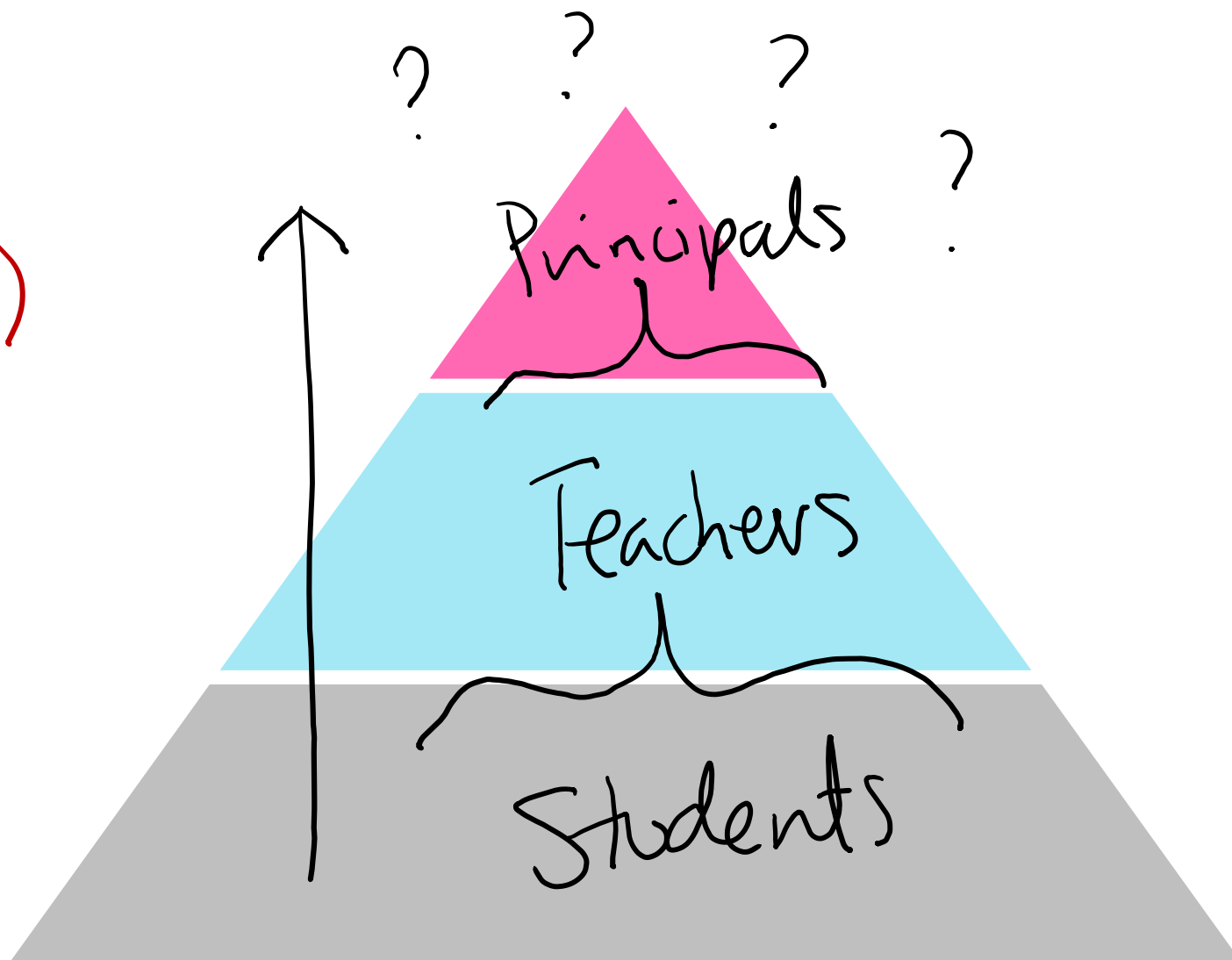
Peter DeWitt, 2021

School leaders are seen as the boss, the administrator, the person in charge. Many school leaders, including their assistant principals are consistently offering support to their teachers, students, and the rest of the school community. During this time of COVID, they are often looked to for all of the answers, and it's nearly an impossible job.

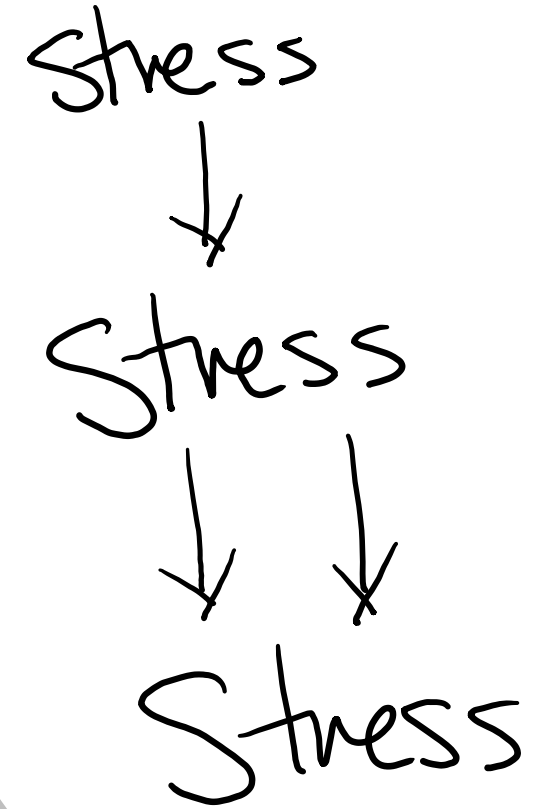
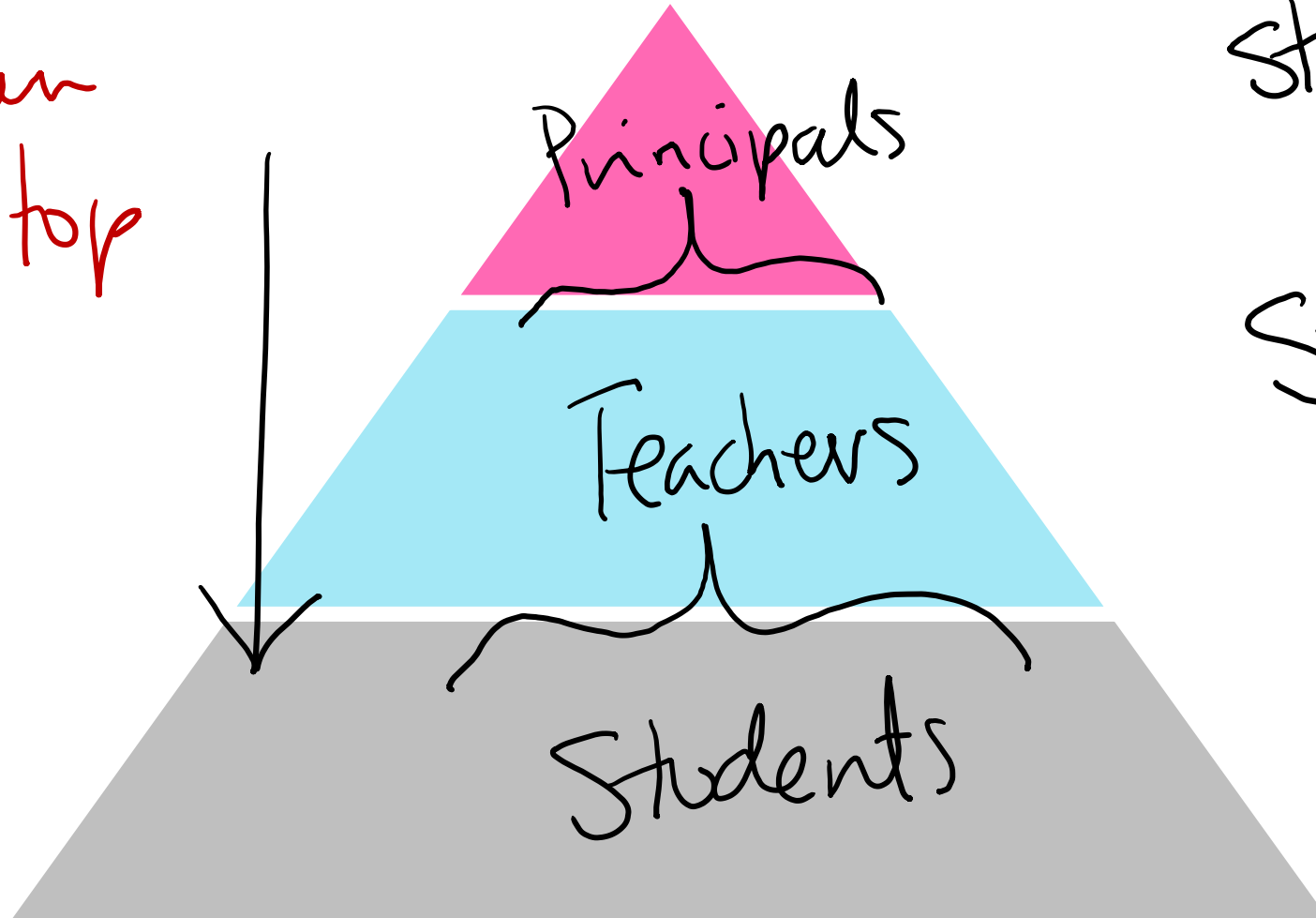
EdWeek, Should We Be Concerned About the Mental Health of Principals?

Peter DeWitt, 2021

Principal
Support
(or lack of)



Culture
comes down
from the top



2020 was a tough year...

2021 was a tough year...

2022 is still tough

What is stressing you?

Main school related stresses in 2021-22?

Teaching and changing (hybrid-remote-in person) **A**

Lesson planning and finding resources **B**

Focus on learning-loss recovery **C**

Engaging students in learning **D**

Managing student behavior **E**

Student mental health **F**

Your mental health **G**

Lack of support **H**

Other **I**

2020 was a tough year...

2021 is a tough year...

2022 is still tough

But our answer too often is ...

Get regular exercise. Just 30 minutes of walking every day can help boost your mood and improve your health. Small amounts of exercise add up, so don't be discouraged if you can't do 30 minutes at one time.

- 8 Give myself permission to binge watch my latest show obsession without guilt.
- 9 Take a nap.
- 10 Order in dinner.



Empowering Question Cards

For the teacher who loves to journal. Use a card a day as an inspiring journaling prompt or conversation starter with someone special in your life.

- Self-care, which includes nutrition, stress reduction, and exercise, helps keep a person happy, healthy, and resilient.
- Me-time is usually last on the agenda for most people, largely due to

ss.

or simply getting outside can contribute to
level and increasing life satisfaction.

self care

Encouraging yoga or meditation can't make up for systemic issues that cause stress, experts say. "You can't deep-breathe your way out of a pandemic; you cannot stretch your way out of terrible class sizes; you cannot 'self care' your way out of structural problems," said Chelsea Prax, the programs director of children's health and well-being at the American Federation of Teachers. "Those are effective coping measures, but they don't change the problem."

EdWeek, Teachers Are Not OK, Even Though We Need Them to Be

Madeline Will

Relying on educators to take care of themselves is really divorcing ourselves from the issue. This is not to say that self-care isn't worthwhile or beneficial, but asking individuals to take care of themselves is the proverbial "passing the buck." It is the active avoidance of the obvious need to change what is contributing to this stress.

What we need to change are issues that are contributing and perpetuating the stress. This involves the system and it involves the cultures in our schools.

EdSurge, The Health of Our Education System Is Revealed By How It Treats Its Teachers,

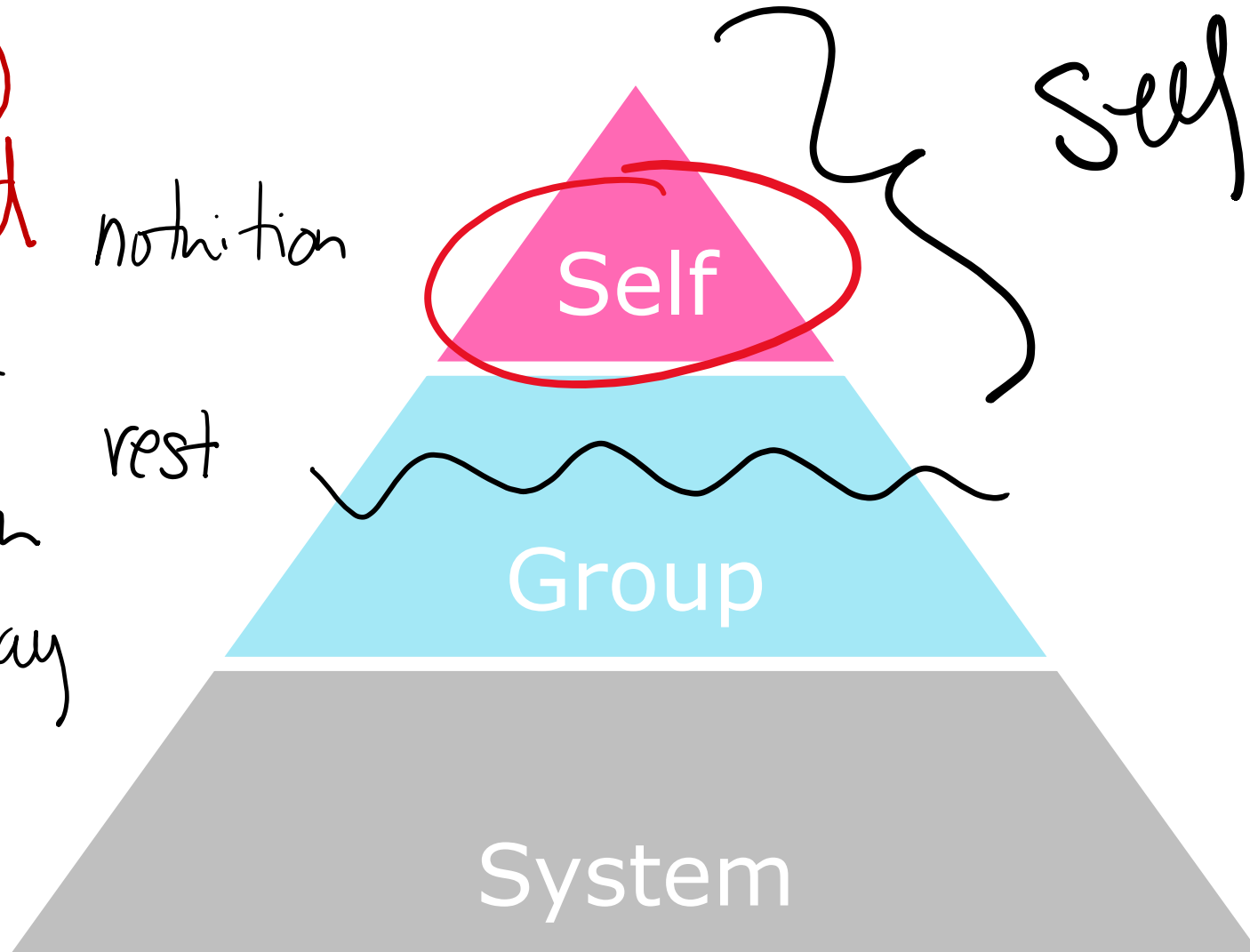
Sean Slade, 2022

Q: So what do we do...?

Wellbeing
Pyramid
yoga
meditation
time away

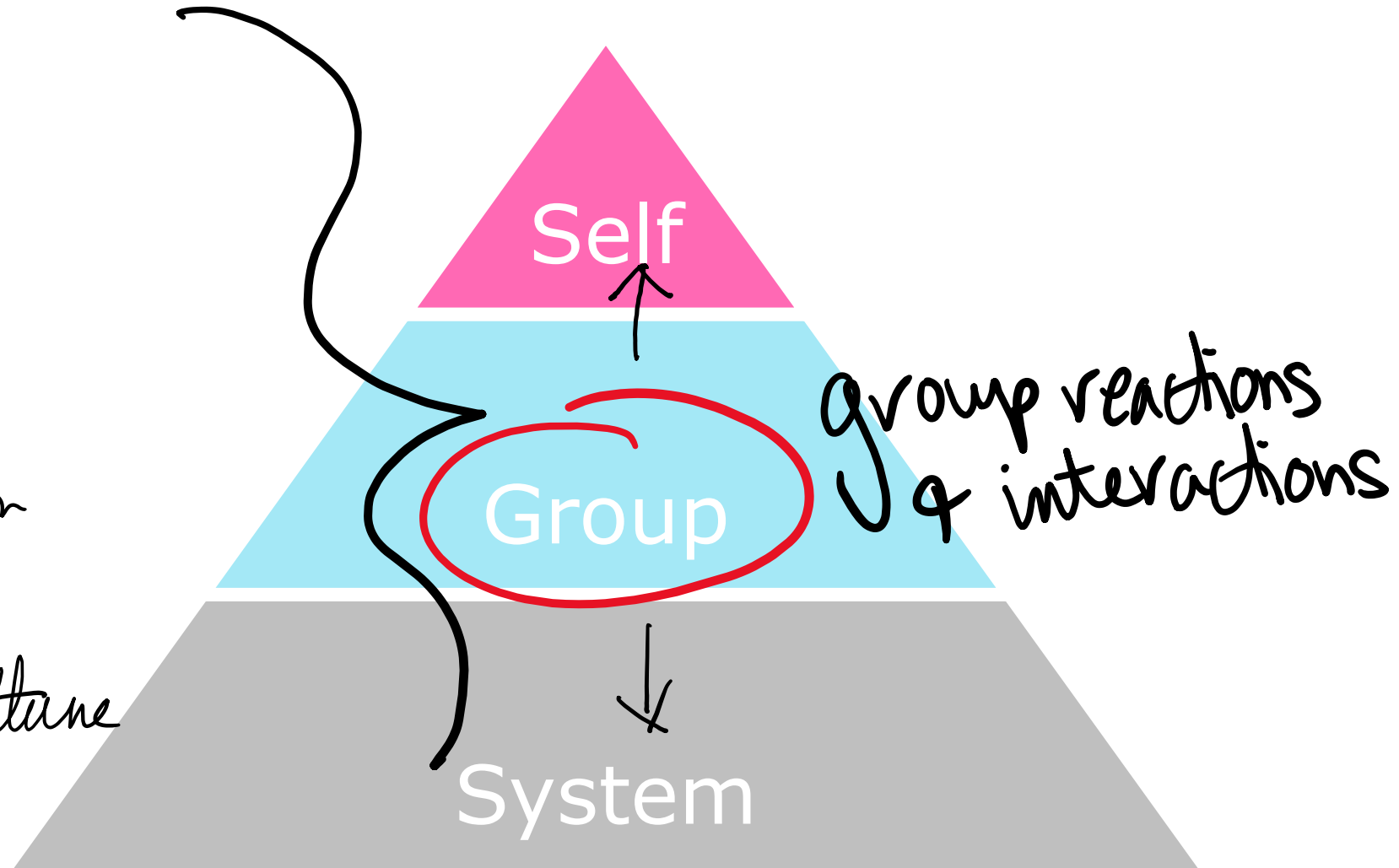
nutrition

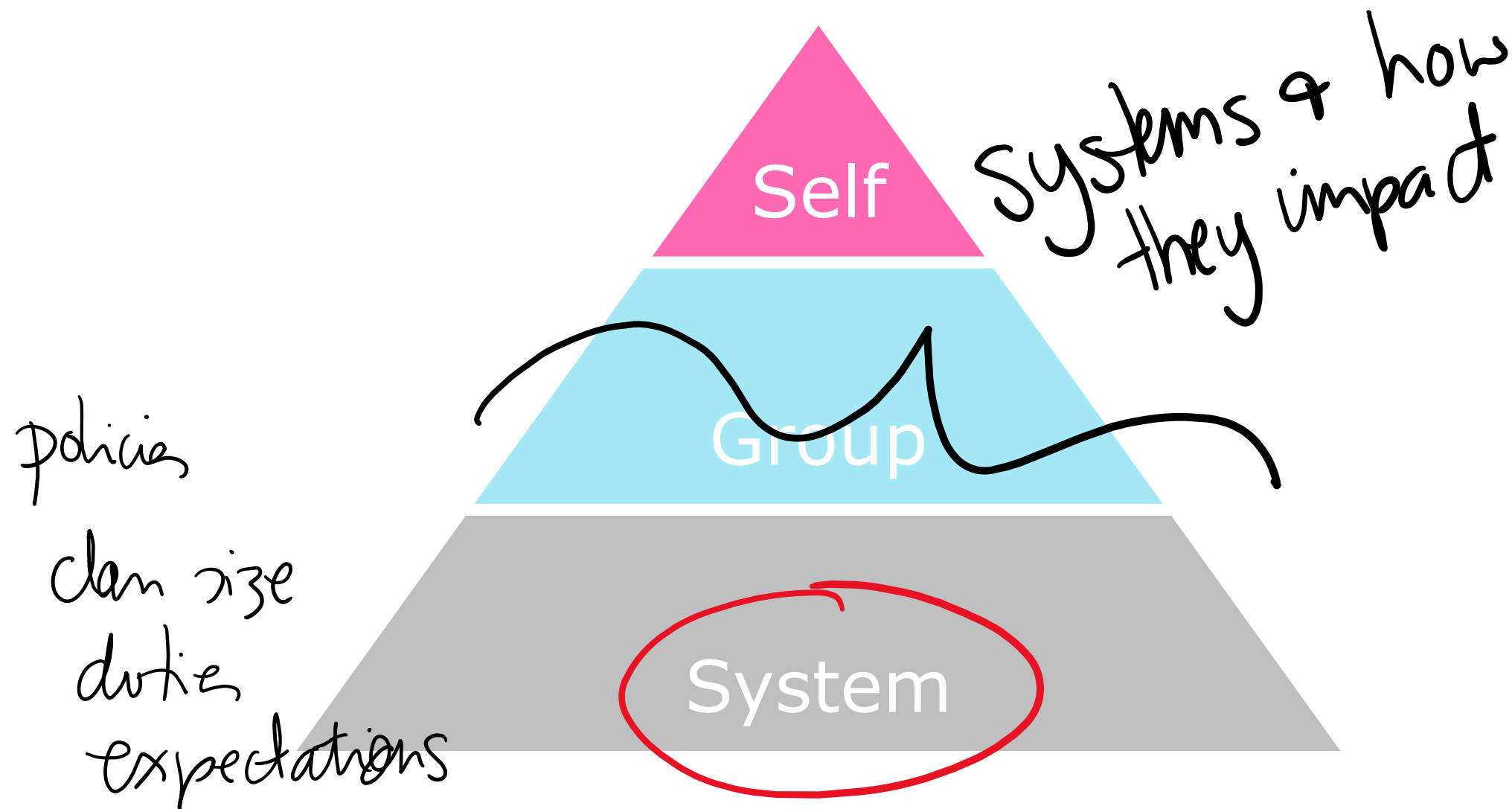
rest

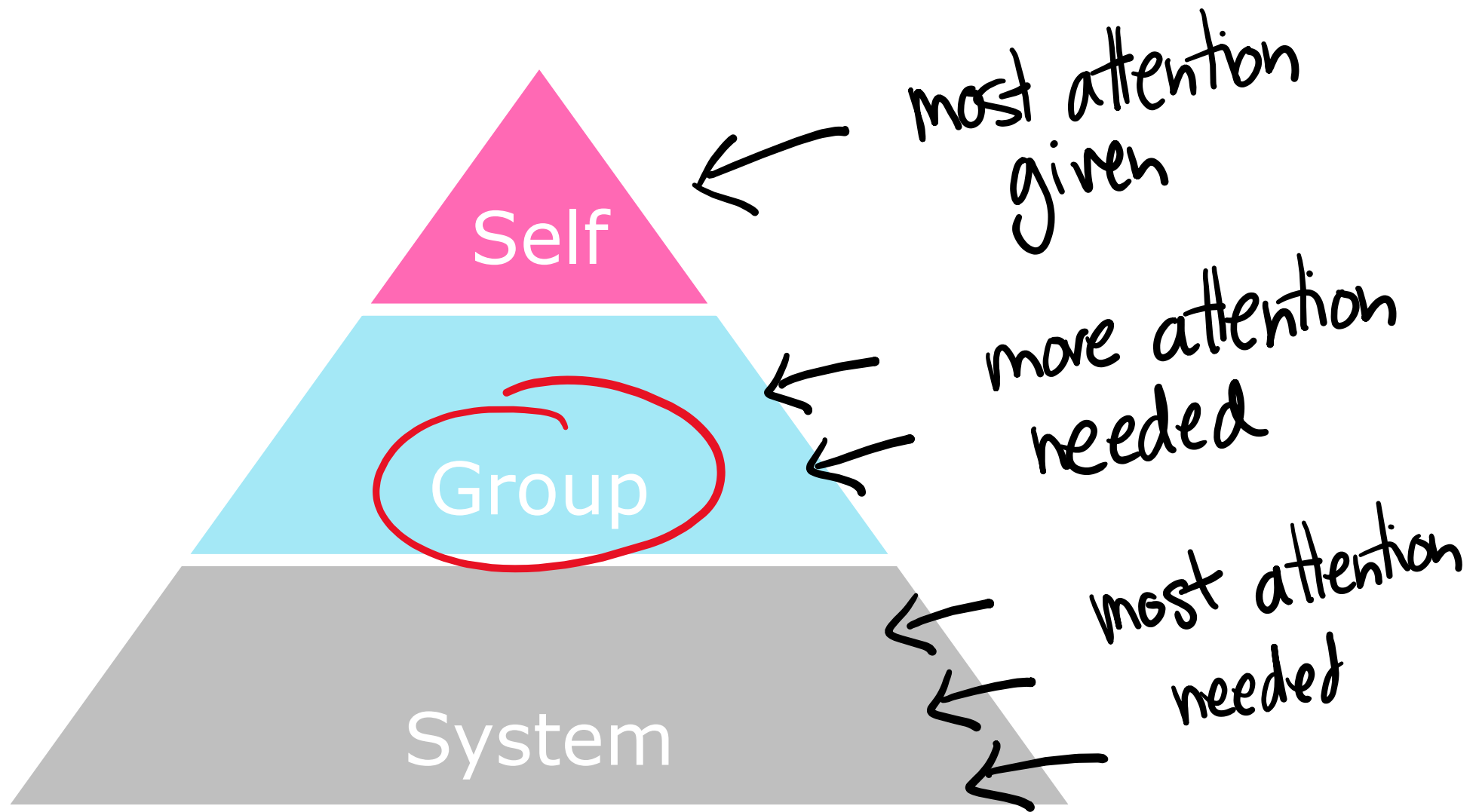


Self care

respect
support
agency
leadership
collaboration
interaction
climate culture







A: Affect the culture...
address the group
+ improve the climate

While relationships are key to creating a culture of care, school leaders are often the greatest single influence in shifting or creating a new culture at a school. Principals have the power to set the tone and establish a new order of business in a school. The principal provides education credibility to almost any initiative they champion, and as such, most school teams buy-in.

EdWeek, 'A Culture of Care': How Schools Can Alleviate Educator Stress This Year

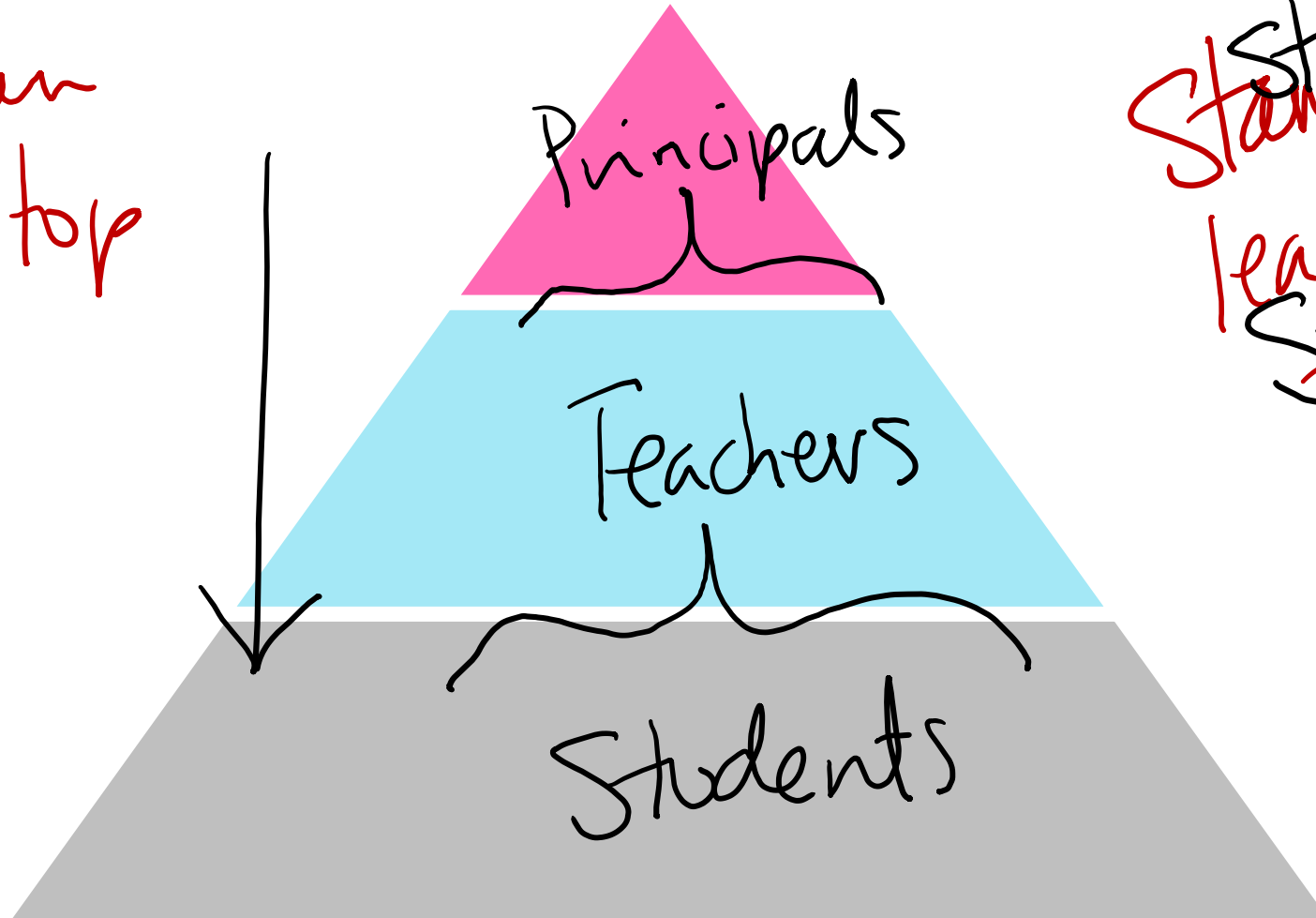
Alyssa Gallagher &
Sean Slade

- *Acknowledge individuals... both personally and professionally.*
- *Demonstrate ~~care~~... engage your team in non task-oriented discussions.*
- *Show your human side of leadership... ask questions, admit vulnerability, listen actively.*
- *Learn to adapt your leadership style... different individuals respond to different leadership styles*
- *Provide training and professional development... expand the skills & mindsets of everyone in your school*

EdWeek, 'A Culture of Care': How Schools Can Alleviate Educator Stress This Year

Alyssa Gallagher & Sean Slade

Culture
comes down
from the top



Stress with
Start leadership!
~~Stress~~
↓ ↓
Stress

Matt Miller

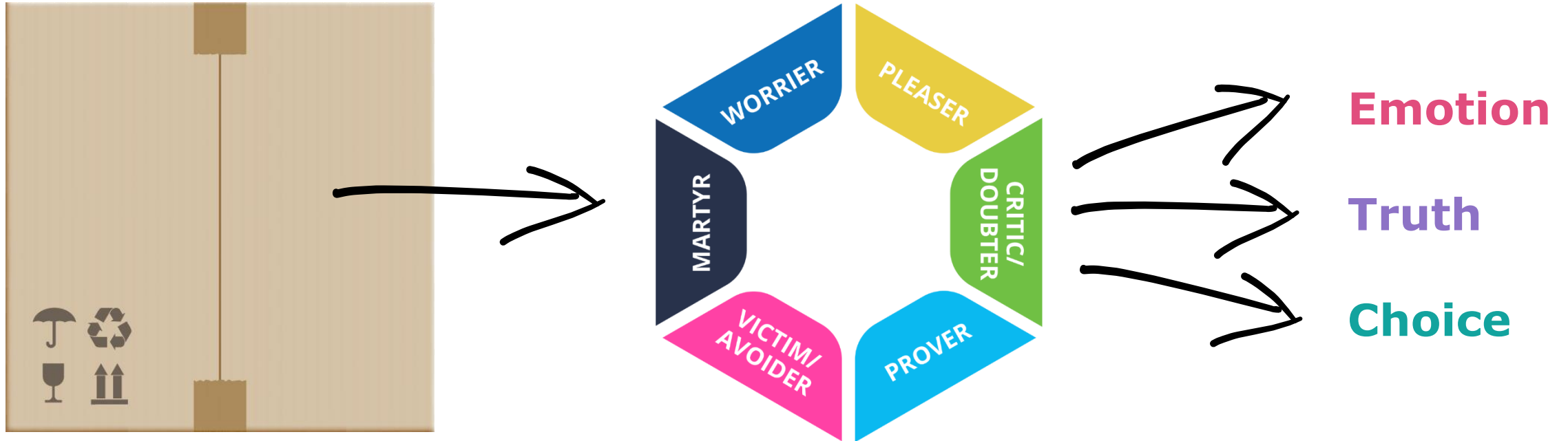
It's about how the adults
treat the other adults

#BTSSpark

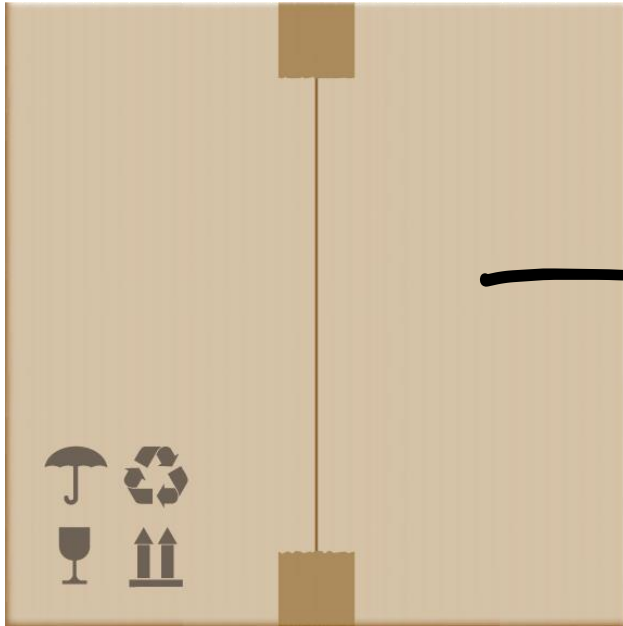
www.bts.com/spark

**It's about how adults
treat other adults**

What keeps us in the **box**, what gets us out...



What keeps us in the **box**, what gets **us out...**



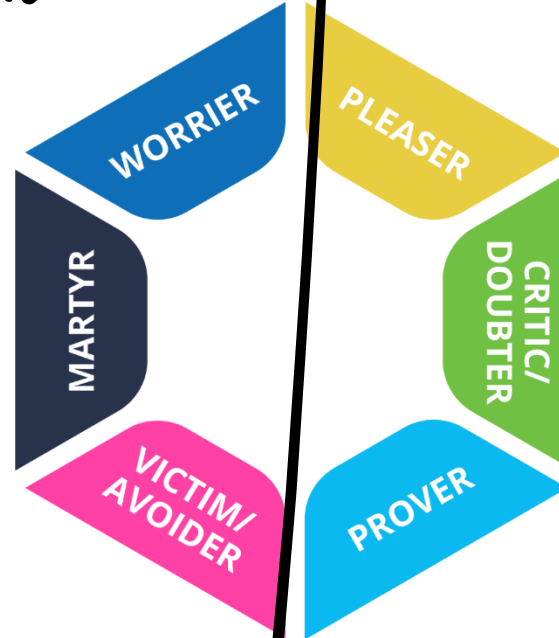
what puts you
'in the box'?

What keeps us in the **box**, what gets us out...

Pessimist

Imagines the worst, picturing the potential negatives and is focused on the future

'mindtraps'

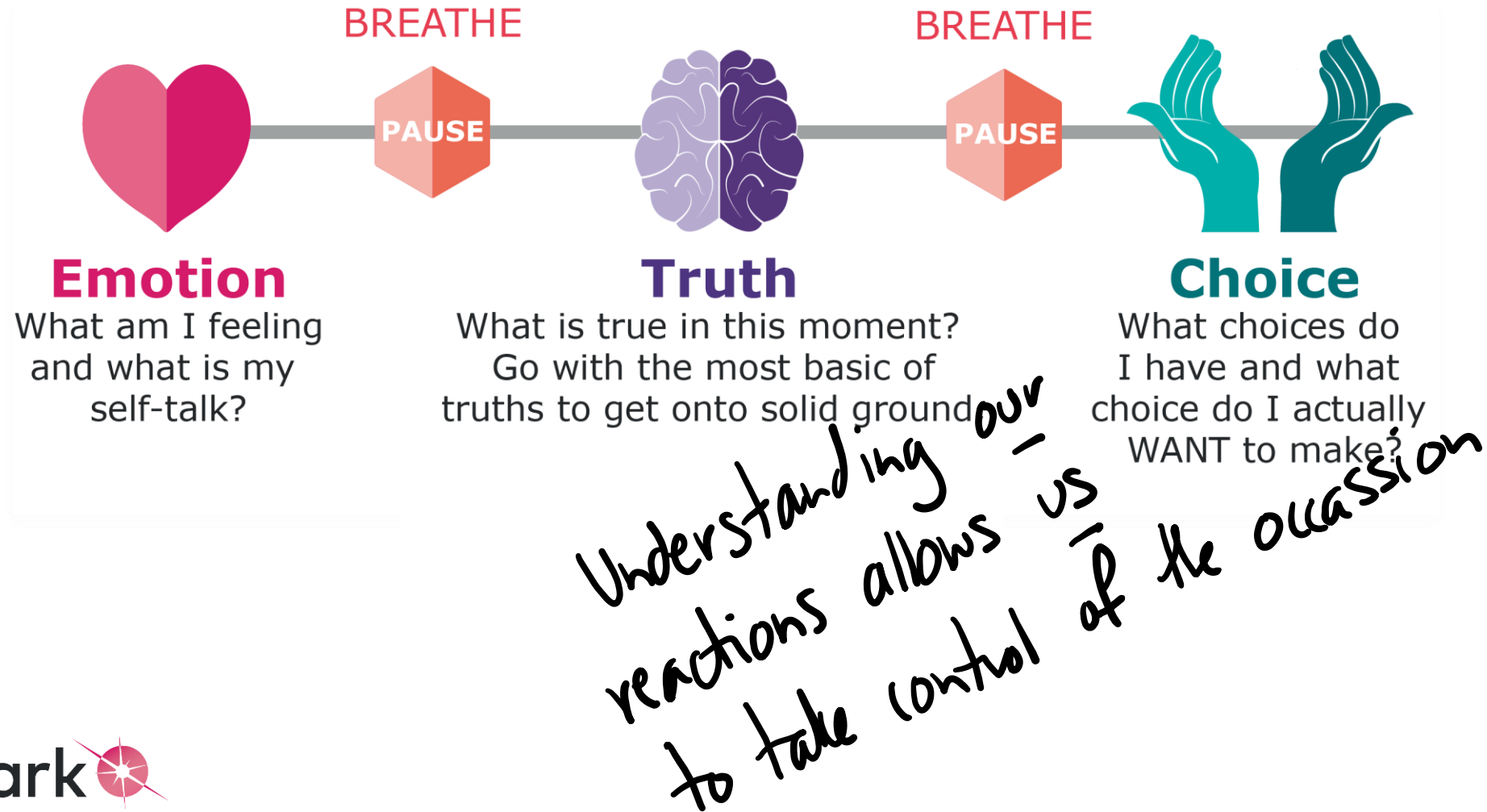


Judge

Makes judgments about ourselves and others and is focused on the past

Which area resonates with you?

What keeps us in the **box**, what gets us out...



Surviving to Thriving – a 5 session course on Wellbeing

COURSE OVERVIEW

This one to one, or small group, coaching program combines professional and personal development, offering a rare opportunity to reflect and get clear on how you can thrive despite the challenges of the role.

FOCUS AREAS

- Personal resilience
- Self awareness
- Engaging others
- Well-being

KEY OUTCOMES

- Build your personal resilience and resourcefulness
- Reflect on your overall wellbeing and start to build your own 'balance wheel'
- Learn how to manage your state
- Realizing what motivates you and exploring how to bring more of your 'spark' into your work

From Surviving to Thriving



Overview

This program helps you combat the mindsets that prevent you from being your best self on a daily basis. You will get clarity and skills to help you thrive despite the challenges of your role.



Learning objectives

- Review your current work life balance against seven key areas
- Build your own 'balance wheel'
- Learn how to manage your state
- Bring more of your 'spark' into your work
- Learn some practical strategies for managing difficult relationships
- Renew and refresh your energy



Who is this for?

Principals, APs, heads of department, teachers

Key content

- The invisible rubber band
- Core values
- In and Out of the Box & Mindtraps
- ETC process for managing your state
- Perceptual positions
- Winning formula

1-TO-1 COACHING

Personal leadership coaching including four hourlong coaching sessions with professional coach & online learning

GROUP COACHING

Collaborative learning experience including four 90 mins sessions via zoom with online learning for up to 6 participants



**98% of those we
coach would
recommend our
coaching to colleagues**

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www.bts.com/spark

Surviving to Thriving – a 5 session course on Wellbeing

What impact did this coaching have?

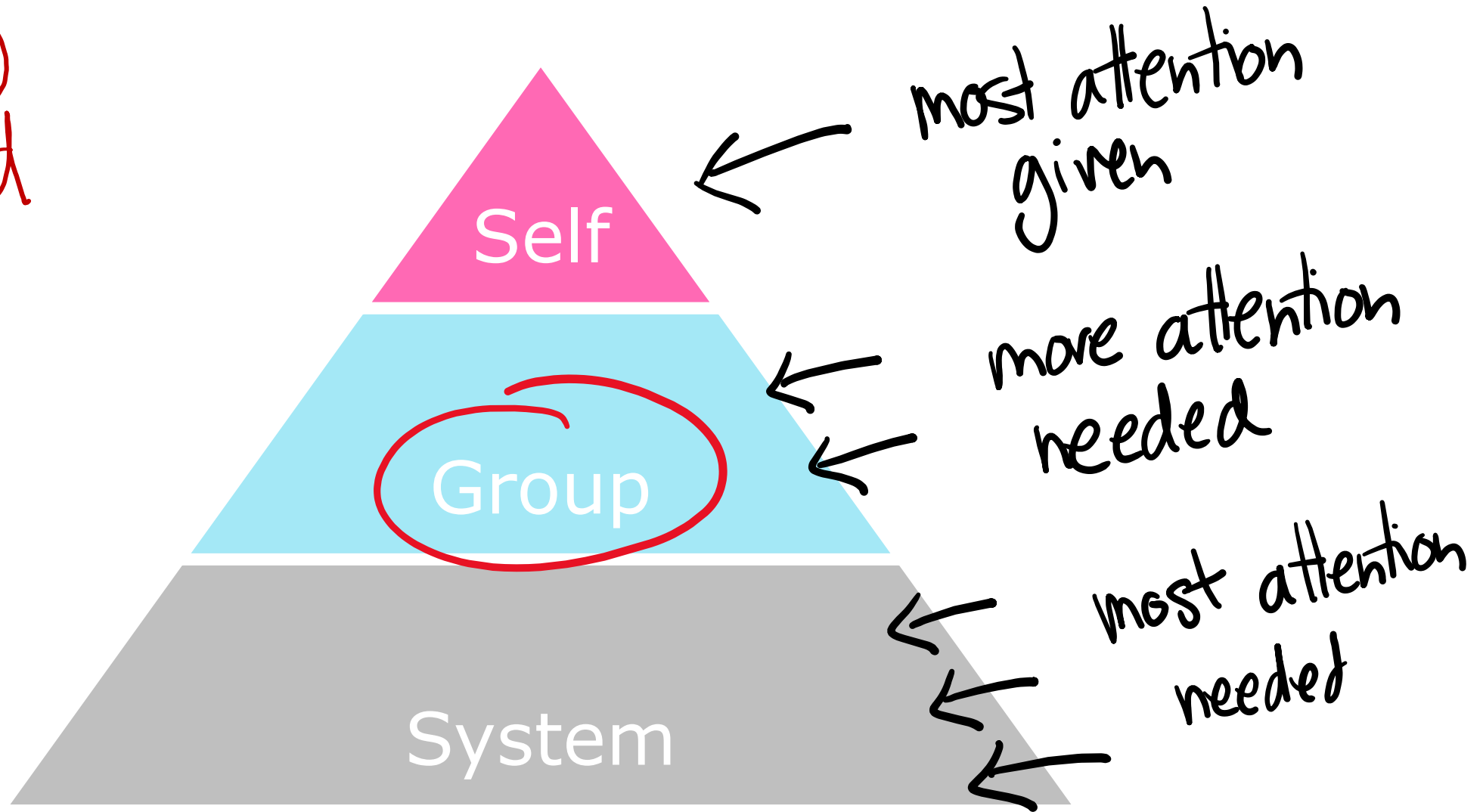
Principals/ APs participating were asked to self-rate...	Before	After
I have strategies to stay resilient and effective in stressful situations...	64%	100%
I am able to create a balance in my life...	44%	90%
I have a clear vision for the new school year...	43%	100%
I feel that I have the tools to manage energy-sapping relationships...	30%	100%
I feel confident having difficult conversations...	39%	90%

Surrey Schools, BC, 2020-21

Q&A...

In summary...

Wellbeing Pyramid

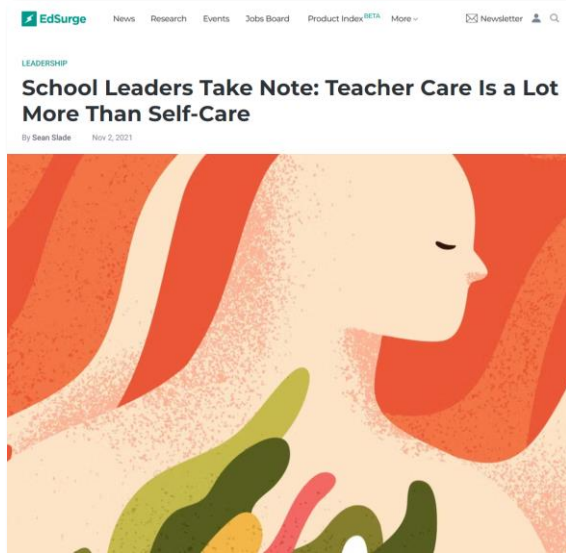


Education is a human endeavor, and learning is built on relationships. Creating a culture of care in our schools is a necessary endeavor in the best of times and an imperative when times are tough.

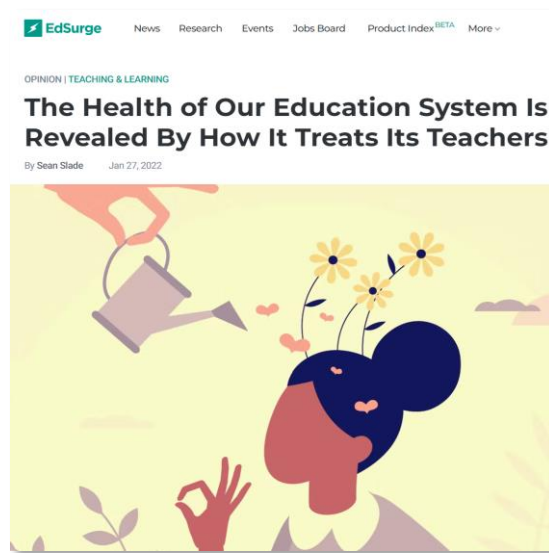
EdWeek, 'A Culture of Care': How Schools Can Alleviate Educator Stress This Year

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Articles



<https://www.edsurge.com/news/2021-11-02-school-leaders-take-note-teacher-care-is-a-lot-more-than-self-care>



<https://www.edsurge.com/news/2022-01-27-the-health-of-our-education-system-is-revealed-by-how-it-treats-its-teachers>



<https://www.thestar.com/opinion/contributors/2022/01/04/rather-than-focusing-on-teacher-burn-out-lets-talk-about-teacher-burn-in.html>



<https://www.edcan.ca/articles/professional-well-being-through-coaching/>

thank you



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Developing Education Leaders



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