

If you could take **one thing** off your plate to support your mental health at work, what would it be?

Share your answer in the chat!



RethinkEd

Burnout to Brilliance: A Blueprint for Better Mental Health and Student Behavior

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Overview

- Understand key reasons teachers and students are struggling with their mental wellness.
- Understand the connection between teacher wellness and student behavior.
- Identify strategies administrators can use to support teacher wellness.
- Identify strategies teachers can use to enhance their mental wellness.

Part 1:

Teachers and students
are struggling with
their mental wellness





Teacher Wellness

- **55%** of educators are thinking about **quitting or retiring** “earlier than they had planned” ^[15]
- **90%** say that feeling **burned out** is a serious problem ^[15]
- **68%** of educators say their **morale is lower** than it was before the pandemic ^[11]

Teaching is the #1
profession for burnout in
the U.S. ^[3]

Teacher Wellness

Teachers
cite:

- **pay**
- lack of support for addressing student behavior
- **ever increasing workload**
- dealing w/ censorship and culture wars (w/o support)
- **harassment, threats, and even violence**
- did I mention pay?

Teacher Wellness

Lack of training around:

- meaningfully addressing student behavior challenges
- supporting students struggling with mental wellness
- teaching and integrating wellness skills in their classroom

Teachers
cite:



Student Wellness

- **>2/3** of children report experiencing at least 1 traumatic event before 16 ^[14]
- **1 in 3** teens has an anxiety disorder ^[14]
- teens and young adults with clinical depression more than **doubled** between 2011 and 2021 ^[6]
- suicide rate for 10–14-year-olds **tripled** from 2007-2019 ^[6]



Student Wellness

Schools report an increase in

- disruptions in and out of class due to student behavior
- chronic absenteeism
- disrespect towards staff

and a decrease in

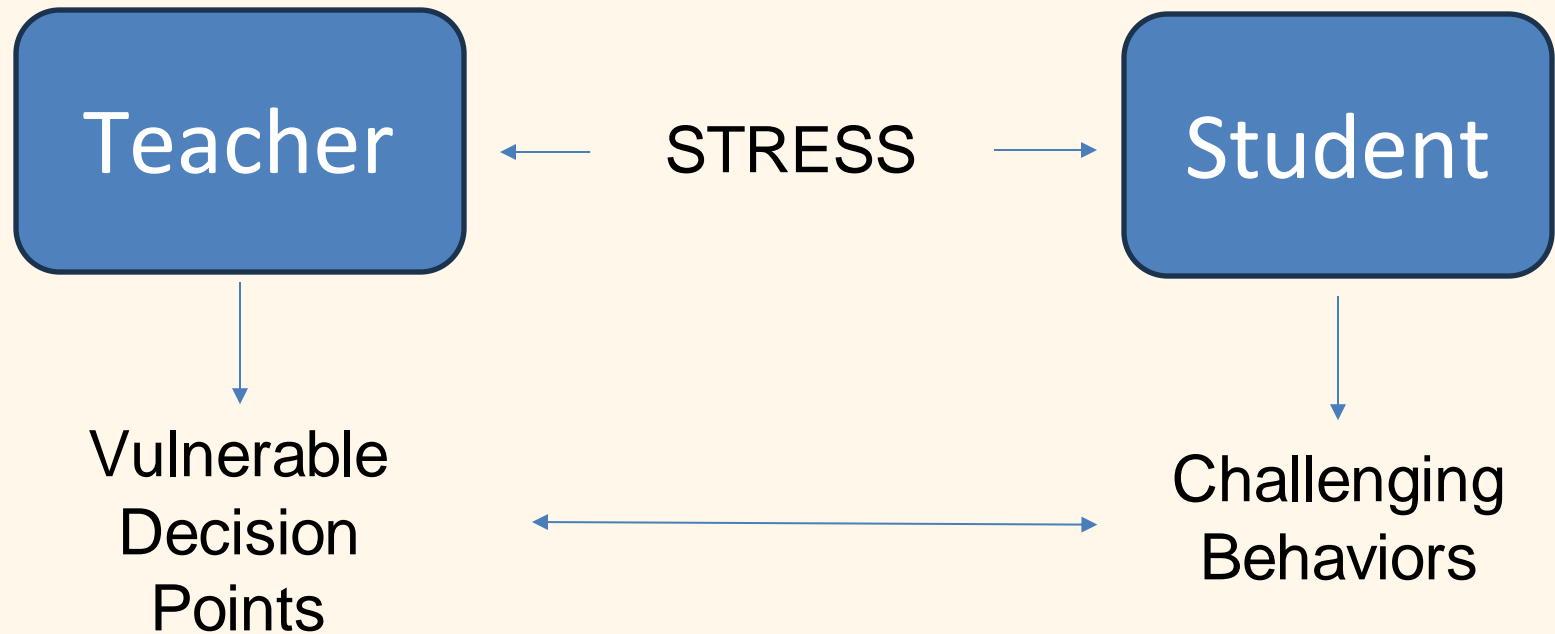
- social, academic, and wellness skills
- motivation

Part 2:

Linking Teacher and Student Wellness



Linking Teacher & Student Wellness



Linking Teacher & Student Wellness

Teacher burnout is associated with

- lower student achievement and student motivation
- increased cortisol levels in students

Dysregulated teachers = dysregulated students
Dysregulated students = less access to the learning brain



• Linking Teacher & Student Wellness

Key Protective Factors for Student Wellness

- stable and responsive relationship(s) with a caring adult
- strong wellness skills such as stress management, growth mindset, and self-efficacy

Linking Teacher & Student Wellness

Prioritizing Teacher Wellness

Increases

- awareness of and patience for students' emotional needs
- connection w/ students
- ability to manage conflict
- ability to be objective

Decreases

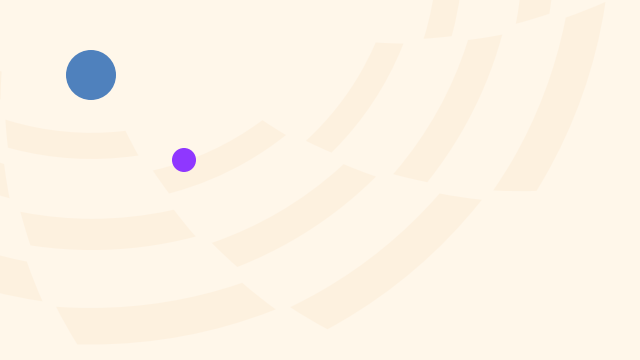
- burnout
- emotional exhaustion
- vulnerable decision points

Regulated teachers have the bandwidth to **form impactful relationships** with students and to **model the wellness skills** necessary to support student mental health and academic achievement.

Part 3:

Strategies for Administrators to Support Teacher Wellness

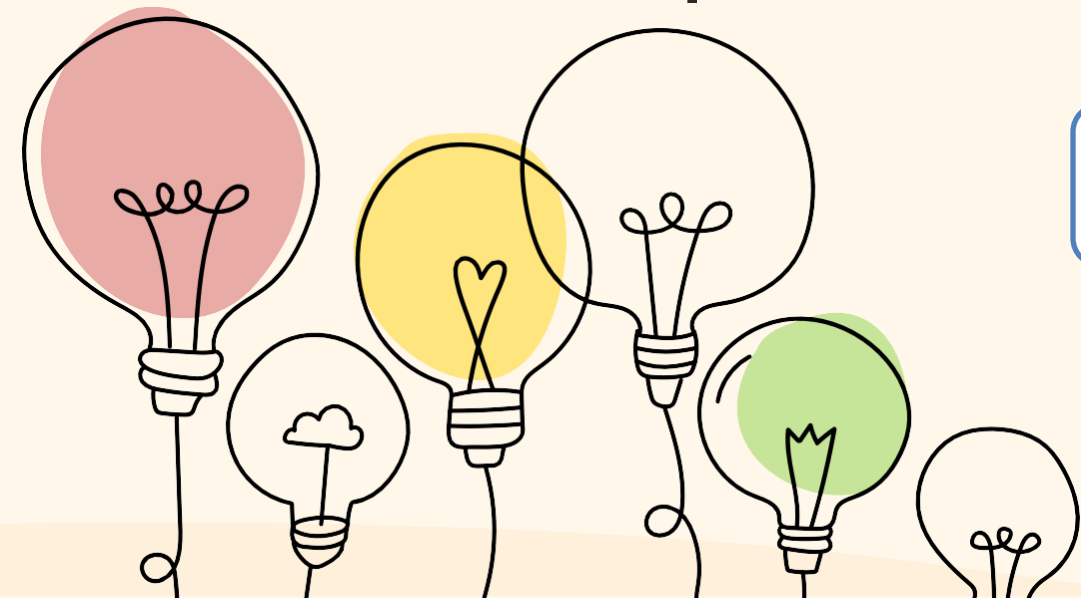




What examples of intentional and transparent leadership have you experienced in your district?



Share your thoughts in the chat!



Strategies for Administrators

Address Student Wellness

MTSS:

a comprehensive, proactive framework to support academics, behavior, and wellness

Implement and Support an MTSS Framework

- a unified vision
- universal screening to identify at-risk students
- holistic supports and tiered interventions
- efficient data-based decision-making
- professional learning



Strategies for Administrators

Create a Culture of Wellness

Minimize Unnecessary Workload

- organize and consolidate common resources, tools, and meetings (doc w/ hyperlinks!)
- consider “flipping meetings” and hosting “Ask Me Anything” or open forum meetings
- create email templates for common asks



Strategies for Administrators

Create a Culture of Wellness

Show that You Value Wellness

- practice and model your own wellness
- advocate for budget allocation for counselors to support students as well as staff
- partner with local gyms, fitness studios, or apps
- reflect on your reactions around when staff exercise boundaries

Strategies for Administrators

Cultivate Collective Teacher Efficacy

Prioritize PD that support teachers in

- protecting their own wellness and enhancing personal wellness skills
- applying their wellness skills directly to their practice
- teaching and integrating wellness skills in their classroom

Protocol Driven PLCs:

- reduce isolation
- build trust
- reveal solutions to problems of practice

Part 4:

Strategies for Teachers to Enhance Their Mental Wellness



Strategies for Teachers

"Wellness is not a state of being—it's a state of action. It is the freedom to oscillate through the cycles of being human. Real-world wellness is messy, complicated, and not always accessible. If you sometimes feel overwhelmed and exhausted, that doesn't mean you're doing it wrong; it just means you're moving through the process. Grant your body permission to be imperfect and listen to your own experience."

- Drs. Amelia and Emily Nagoski



Strategies for Teachers

The only way for working conditions to change- the only way for the larger systemic structure to change- is if we start respecting ourselves and treating ourselves with the same compassion that we bring to our work.

- Dr. Pooja Lakshmin



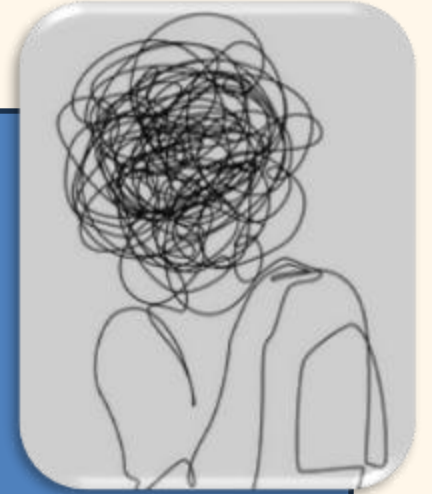
Where in your work life could you set or reaffirm a boundary to support your mental wellness?

Share your thoughts in the chat!

Strategies for Teachers

Burnout

- depersonalization
- emotional exhaustion
- decreased sense of accomplishment



Strategies for Teachers

Establish Boundaries

- reconnect with your values
- prioritize your needs
- check-in and recommit
- understand the cost of “no”

Your no makes the way for your yes. Boundaries create the container within which your yes is authentic. Being able to say no makes yes a choice.

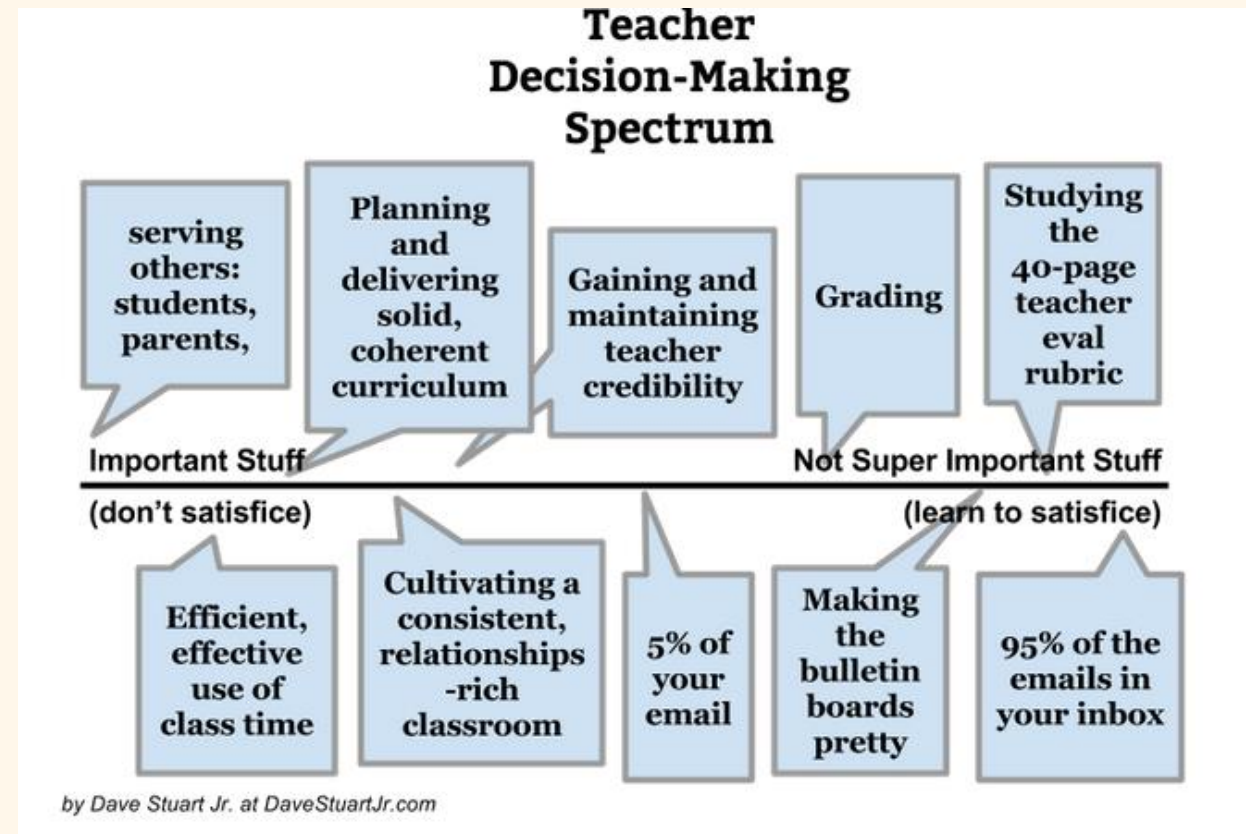
-adrienne maree brown



Strategies for Teachers

Establish Boundaries

- grading
- student/family response hours
- intentional professional time
- intentional mental energy
- satisficing



Strategies for Teachers

Educating is a vocation rooted in hopefulness.

-

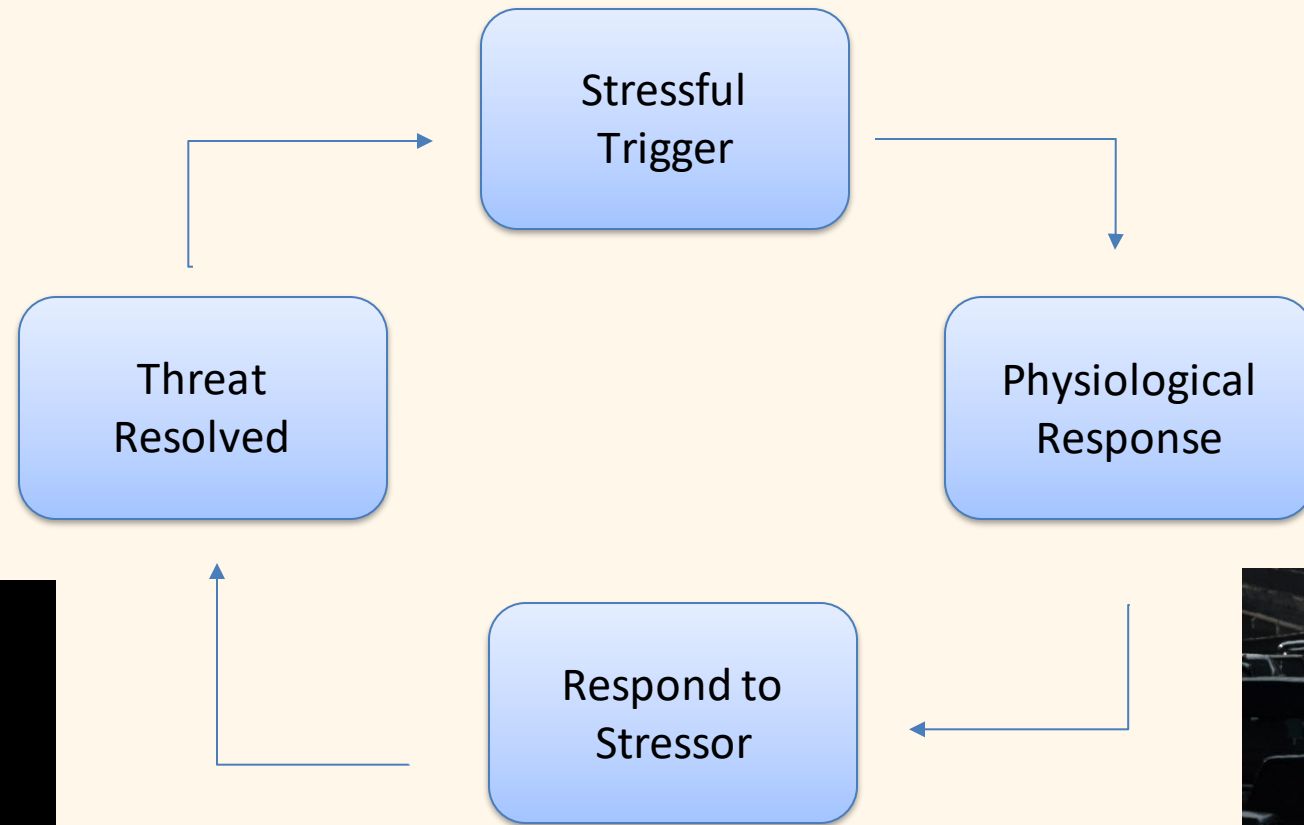
*The classroom remains the most
radical space of possibility.*

-bell hooks



Strategies for Teachers

Understand Your Stress Response





Strategies for Teachers

Complete Your Stress Response

- exercise
- laughter
- sleep
- deep breathing
- journaling
- meditation
- completing a task
- creating something
- physical affection

Strategies for Teachers

Complete Your Stress Response

The most powerful way to complete a stress response: **move your body in sync with others for a purpose** (i.e., dance, sing, pray, march, protest, recite)





Strategies for Teachers

Build Collective Teacher Efficacy

- formalize relationships with like-minded colleagues through Professional Learning Communities [5]
- use well-designed protocols with your PLCs to build Collective Teacher Efficacy (CTE)

Collective Teacher Efficacy (CTE) – The collective belief of faculty in their ability to positively affect students' learning.

Examine a Growth Area



Define Success



Identify the Obstacles



Recognize Ability



Act for Results



Reflect and Celebrate

Collective Teacher Efficacy (CTE) Protocol

Purpose

Collective Teacher Efficacy (CTE), or faculty's collective belief that they can influence students' academic growth, is key to creating an effective professional learning community (PLC). Use the following protocol to make space for efficient and meaningful communication that foregrounds educators' and students' unique experiences.

Preparation

Establish norms for discussions and a consistent meeting time. Choose a facilitator to ensure that the discussion stays focused. Review the purpose and preparation for each protocol prior to the meeting.

Process



Examine a Growth Area

Share a document or anecdote (e.g., test scores, an IEP, student work, a description of an incident) that illustrates an area where you want to affect change.



Define Success

Identify the ways in which you are already succeeding, and envision a more successful scenario



Identify the Obstacles

Consider individual, interpersonal, and systemic obstacles that might get in the way of the change(s) you want make.



Recognize Ability

Brainstorm ways to affect change through a new lens. Stay focused on solutions and ensure that each group member is heard.



Act for Results

Choose an action to try. For support and accountability, consider pairing up with a colleague to discuss your progress periodically.



Reflect and Celebrate

Reflect on the process. Discuss areas for growth as a group and name and celebrate success as it happens.



Recap

- Teachers and students are facing unprecedented challenges in the classroom.
- Teacher and student wellness are inextricably linked.
- Leadership has the power to affect systemic issues contributing to teacher and student challenges and affect the culture.
- Teachers have the power to affect their own mental wellness and impact their school's culture.

Resources

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