

Teacher Wellbeing & Engagement

Driving culture one person at a time

Teacher at the beginning of the school year



Teacher at the end of the school year





Personal Wellbeing Index and Assessment of Quality of Life

Collectively, principals and deputy principals **score below** the Australian population average on the following indicators:



Self Rated Health



Happiness



Mental Health



Coping



Relationships



Self Worth



Personal Wellbeing

Sources of Stress

Sources of Stress



1 in 4 new teachers suffer from **emotional exhaustion**



quantity of work is the top source of stress

30 – 50 % **leave the profession** after the first five years



lack of **time to focus** is the second highest source of stress



Work



exposure to **offensive behaviour**



physical violence 1 in 2 principals receiving a threat

bullying of principals: 4 x the general population



physical violence 1 in 3 principals



Behaviour

Defining Wellbeing...



Purpose

engagement, growth, fulfilment



Mind

resilience, positive emotions, focus



Body

energised, nutrition, activity



Connection

relationships, belonging, community



Financial

security, peace of mind, contribution

What advice
would you
give your
first year
self in
regards to
wellbeing?



Wise words on teacher wellbeing

The 2016 *Teacher* reader survey includes the question:

"Looking back on your experience as an educator, if you could share a piece of advice with your peers, what would it be?"

Here are some of the responses on the topic of wellbeing.



"Look after both mind and body. If you wear out you can't give 100% - which teachers have a habit of doing."



"Take advantage of all the resources around you, don't reinvent the wheel and always say when you're not doing too great."

Work life balance:
"Work out a timetable and stick to it. Schedule at least one day a week where you don't do any work."

"Get a senior mentor to lean on!"

"Try and laugh each and every day."



Maintain your personal health. — Lose the urgency in life and pass a calmness on to the students and people you work with.

"While you are teaching you must try to make it as rewarding and fun [for you] as you wish to make it for the students."



"Help each other out as much as possible. Teaching is way too difficult to be precious about the content you have developed."

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More wise words on teacher wellbeing

In our annual survey, we asked readers: 'Looking back on your experience as an educator, if you could share a piece of advice with your peers what would it be?' Here are more of the responses we received on the topic of wellbeing.

"If you are unsure about anything, always ask a colleague. It is helpful to share ideas and concerns."



"Give yourself permission to switch off."

"Let go of the guilt, by prioritising your wellbeing you are ensuring you will be a better practitioner."



"Don't feel that you have to say 'yes' to everything that you are asked to do, no matter how great it sounds. Pace your extracurricular activities."

"Allow people to help."



"As you strive to do things better, remember that failure is part of the process. Don't give up. Forgive others, forgive yourself and persist as you work on the problems."

"It is absolutely not stepping back to leave leadership and go back to the classroom. It is the reward for all that you have given to others' professional expansion."

"Breathe... it will be okay."



Related Teacher content: Wise words on teacher wellbeing
<https://www.teachermagazine.com.au/article/infographic-wise-words-on-teacher-wellbeing/>

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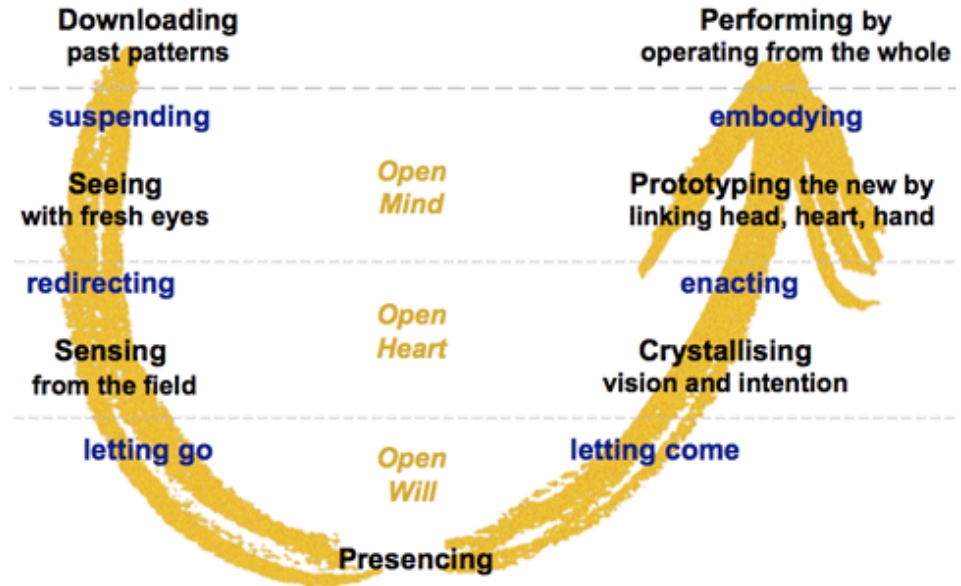
Why many wellbeing programs fail to deliver...

- Administering health risk assessments only
- Introducing short-term campaigns
- Hiring a vendor to “fix” unhealthy employees

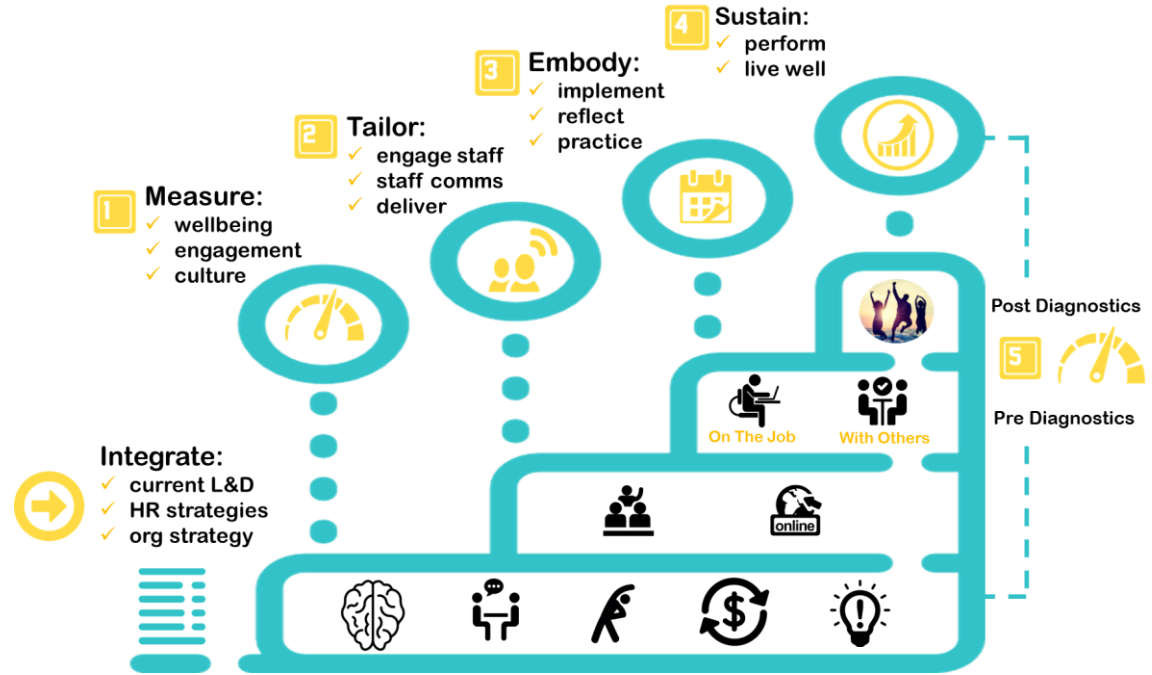
The ones that work...

- Leadership commitment and support
- Building a culture of health
- Asking for help
- Spreading the word
- Measuring the right things

Capacity for Change



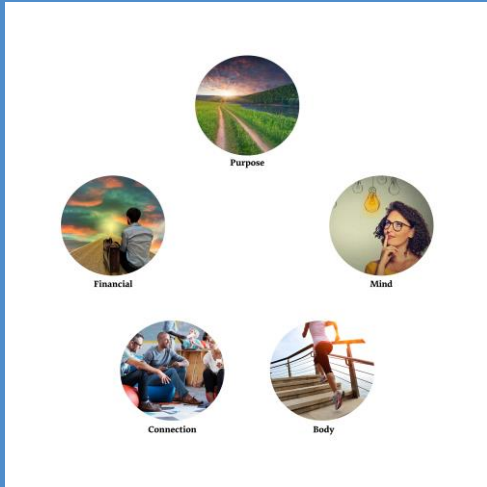
An effective approach to improving employee wellbeing



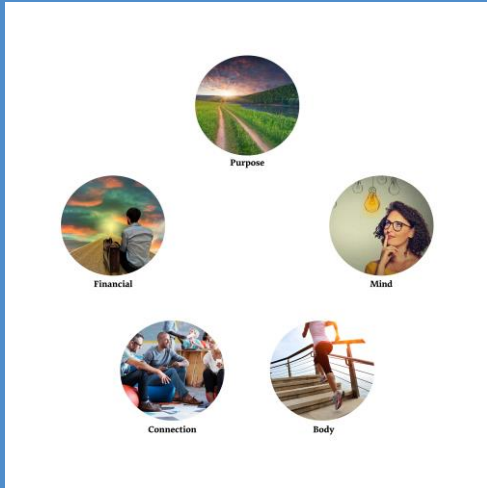
Wellbeing Strategy tips

Individual Level.....

- Be clear on your desired outcome
- Articulate your why
- Circle of influence
- What gets in the way of change



Wellbeing Strategy tips



School Level.....

- Get your school leadership team involved.
- Create awareness and desire.
- Make involvement voluntary in the initial stages.
- Allow staff members to have an input into the school wellbeing strategy



Questions?