



Module 4 Support for the Wellbeing of School Staff

Overview This module will cover the different strategies that school leadership can use to provide support for the well-being and resilience of adults in schools.

Objectives and Learning Outcomes (can do...)	Activities and duration	Resources
Understand the importance of having a happy staff	<p>Explore the understanding of what is meant by well-being, resilience and work/life balance</p> <p>Reflect on the reasons for/consequences of having an unbalanced life style</p> <p><i>Staff does an online quiz on work /life balance.</i></p> <p><i>Staff reflects on strategies on how to improve work /life balance.</i></p> <p><i>Staff understands the importance of sharing and knowing their peers on a more personal level</i></p>	<p>PowerPoint https://docs.google.com/presentation/d/17LC1H0nDkCUJ83gbUm26wn2_u590dVZL/edit?usp=sharing&oid=111570391647097313041&rtpof=true&sd=true</p> <p>Quiz (included in the PowerPoint) https://cmha.ca/find-info/mental-health/check-in-on-your-mental-health/work-life-balance-quiz/</p> <p>Icebreaker Activities https://drive.google.com/file/d/100KEm5szV9K7zFL3dMBmCFmTy_Dr4RPo/view?usp=sharing</p>
Identify the levels of satisfaction in staff	<p>Indicators to identify the levels of satisfaction</p> <p>Understand the indicators of stress and how to identify them</p> <p>Strategies used to measure the satisfaction of staff including surveys and staff voice</p>	<p>Quiz with live results (4 questions)</p> <p>https://www.menti.com/alayvtgij58</p> <p>https://www.menti.com/alocpggsxr5r</p>



	<p><i>Staff answers an online survey in which they quantify their level of satisfaction and identify indicators /symptoms of stress.</i></p> <p><i>The results of both the quiz and the form activities will then be presented on the wellbeing board</i></p>	<p>Survey Levels of satisfaction of staff - survey https://forms.gle/wJirGYa57JhS9vKF9</p> <p>Levels of satisfaction of staff - data https://docs.google.com/presentation/d/1oLDzdOeds8iFiMkm5vZ3imhxKhGNlx24/edit?usp=sharing&ouid=111570391647097313041&rtfpof=true&sd=true</p> <p>Wellbeing board</p>
<p>Create an ethos where staff feel able to be open about their views and feelings</p>	<p>Exploring examples of good practice including mentoring/counselling Implications for school policy e.g. working conditions, leave entitlement etc Initiatives that are currently available at national and regional levels Involving all stakeholders</p> <p><i>Promoting a reflexion day where other schools, people linked to any area of wellbeing or school staff, can lead workshops on the issues identified by the staff on the previous activities.</i></p>	<p>Teachers, wellbeing team</p>
<p>Develop strategies to ensure that the well-being of staff is prioritised</p>	<p>Identifying and using well-being ambassadors Strategies used by schools to support work/life balance</p> <p><i>Creating a safe physical space where Staff meets and shares ideas.</i></p>	<p>Wellbeing Corner</p>



	<p><i>For example a corner in the staff room with a wellbeing board with motivational quotes, a sofa, tea or hot chocolate cups</i></p> <p><i>Promoting informal gatherings like Christmas or Easter lunches</i></p> <p><i>Guiding new staff in school (welcome and post-welcome period)</i></p> <p><i>Guiding senior staff (help with updates/new technologies...)</i></p> <p><i>Sticking motivational quotes around the school</i></p> <p><i>Promoting a Wellbeing day: day in/day off - activities outside like hiking, canoeing to promote team spirit or activities in the school like team cooking, pilates lessons or painting lessons for staff</i></p>	<p>Wellbeing Team / Wellbeing Ambassadors</p> <p>Motivational quotes</p> <p>Partners that promote sports activities</p> <p>Teachers with skills to plan activities with the wellbeing team</p>
Time for reflection		