

Distance Learning Consortium

Self Care for Educators

Kern County Superintendent of Schools
Orange County Department of Education
San Diego County Office of Education
San Bernardino County Superintendent of Schools

Outcomes:

- **Define self-care** and list the **benefits** of practicing self-care behaviors
- Identify **warning signs** of burnout/compassion fatigue
- Explore **strategies** to engage in positive self-care behaviors

Note: This presentation is a toolbox!



Opening Reflection

“[Educator] stress has been found to affect [educator’s] health and well-being, job satisfaction, turnover, and even student outcomes (Greenberg, Brown, & Abenavoli, 2016). For this reason, it’s essential that educators take time to prevent burnout, promote health, and protect themselves from the negative effects of stress.”

“Children have never been very good at listening to their elders, but they have never failed to imitate them.”—James Baldwin

“Talk to yourself like you would to someone you love.” - Brené Brown

“Self-compassion is simply giving the same kindness to ourselves that we would give to others.”
-Christopher Germer

“Give yourself the same care and attention that you give to others and watch yourself bloom” -
Anonymous



Multi-Tiered System of Support

Inclusive Academic Instruction

- Identify a comprehensive assessment system
- Create and utilize teams
- Provide universal academic supports
- Provide supplemental interventions and supports
- Provide intensified interventions and supports
- Develop guideline to implement curriculum with universal design for learning (UDL)

Inclusive Behavior Instruction

- Identify a comprehensive assessment system
- Create and utilize teams
- Provide universal behavior supports
- Provide supplemental interventions and supports
- Provide intensified interventions and supports
- Provide comprehensive behavior supports

Inclusive Social-Emotional Instruction

- Identify a comprehensive assessment system
- Create and utilize teams
- Provide universal social-emotional supports
- Provide supplemental interventions and supports
- Provide comprehensive social-emotional development supports

All Means All



Administrative Leadership

Strong & Engaged Site Leadership

- Lead development of a vision
- Attend instructional meetings and classes
- Create a leadership team
- Create opportunities to contribute
- Use data to guide decisions

Strong Educator Support System

- Provide access to instructional coaching
- Seek input from teachers
- Make learning opportunities available to all
- Use data
- Conduct strengths-based evaluations



Integrated Educational Framework

Fully Integrated Organizational Structure

- Identify who has access
- Use non-categorical language and practices
- Use collaborative instruction among peers
- Use paraeducators to support inclusive education

Strong & Positive School Culture

- Foster collaborative relationships
- Create a shared vision
- Identify ways for all staff to contribute
- Ensure all students have access to extra-curricular activities
- Demonstrate culturally responsive practices



Family & Community Engagement

Trusting Family Partnerships

- Engage with students and families
- Obtain input and feedback
- Provide engagement opportunities
- Facilitate home-school communication
- Provide information

Trusting Community Partnerships

- Engage with the community
- Identify mutual interests and goals
- Ensure reciprocity
- Maintain an open door policy
- Invite community members to serve



Inclusive Policy Structure & Practice

Strong LEA / School Relationship

- Develop a district-based team
- Attend school-level meetings
- Provide district-level professional learning
- Identify and remove barriers
- Regularly communicate outcomes

LEA Policy Framework

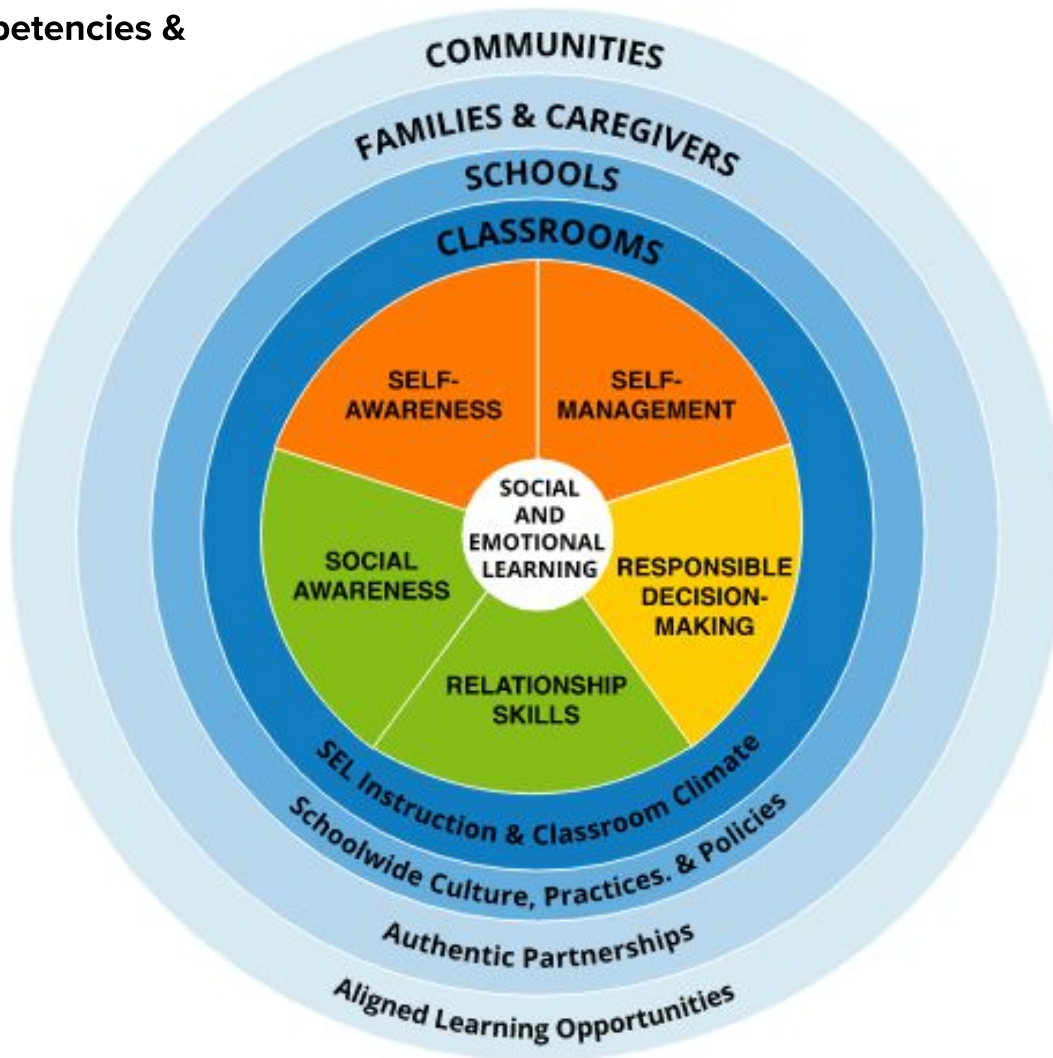
- Link multiple initiatives
- Review data
- Review and revise policy
- Select research-based practices
- Expand practices into other schools and Districts

CASEL's 5 Core Competencies & Skills

- Identifying emotions
- Examining prejudices and biases
- Having a growth mindset

- Taking others' perspectives
- Identifying diverse social norms, including unjust ones
- Understanding the influences of organizations and systems on behavior

- Developing positive relationships
- Demonstrating cultural competence
- Standing up for the rights of others



- Managing one's emotions
 - Setting personal and collective goals,
 - Demonstrating personal and collective agency
-
- Identifying solutions for personal and social problems
 - Recognizing how critical thinking skills are useful inside and outside of school
 - Demonstrating curiosity & open-mindedness

Benefits of SEL for Students

HOW?

Implementation Focus Areas
Build Foundational Support and Plan
Strengthen Adult SEL Competencies and Capacity
Promote SEL for Students
Reflect on Data for Continuous Improvement



WHAT AND WHERE?



WHY?

Research-based Student Outcomes	
Short-Term	<ul style="list-style-type: none"> Improved attitudes about self, others, and tasks Perceived classroom and school climate
Intermediate	<ul style="list-style-type: none"> Positive Social Behaviors and Relationships Academic Success Fewer Conduct Problems Less Emotional Distress Less Drug Use
Long-Term	<ul style="list-style-type: none"> High School Graduation College/Career Readiness Safe Sexual Behaviors Healthy Relationships Mental Health Reduced Criminal Behavior Civic Engagement

Self-Care:

A Necessity and Responsibility

Parents, teachers, and other caregivers play a critical role in helping children cope with crises, often ignoring their own needs in the process. However, caregivers must take good care of themselves so they are able to take good care of the children in their charge.

(National Association of School Psychologists, 2016)

What is Self-Care?

Activities and practices that we can engage in on a **regular basis** to reduce stress and maintain and enhance our short- and longer-term health and well-being. Self-care is necessary for your effectiveness and success in honoring your professional and personal commitments.

- Survival skill
- Taking wellness seriously
- Activities and behaviors that nourish us
- Two types: Personal and Professional

“Just like you do on a plane, you need to put on your own oxygen mask first before trying to help others.”

-Dean Nancy Smyth

What **isn't** Self-Care?

- Being selfish
- Actions that deplete us
- Adding more tasks to your to do list
- An emergency burn-out prevention plan
- A New Year's resolution
- A quick fix

**You Have
Permission to
Take Care of
Yourself, Right
Now**



Benefits of Self Care



- More energy
- Job satisfaction
- Life satisfaction
- Gain perspective – better prioritizing of tasks
- Model self care for others
- Enjoy career/life balance
- Increase in happiness
- Mental and physical health benefits
 - Ability to handle stress
- Enjoy healthy relationships
- Ethical practice

What are the consequences of not taking care of oneself?

More Sick Days

Less Productivity

Less Enjoyment of Job

Career Burnout

Compassion Fatigue

Compassion Fatigue / Burnout

It is associated with feelings of **hopelessness** and **difficulties in dealing with work** or in **doing your job effectively**. These negative feelings usually have a gradual onset.



Warning Signs

- **Physical Reactions**- chronic fatigue, trouble paying attention, sleeping and eating problems, headaches, muscle tension.
- **Emotional symptoms** - excessive worry, disconnection or numbing, demoralization or resignation.
- **Social and interpersonal signs**- difficulty in relationships at home or work, irritability, outbursts of anger, social withdrawal or isolation, attempts to overcontrol at work.

May: increase absenteeism, increase in staff arguments, or may shorten adults' patience with students.

Aims for Self-Care

There are common aims to almost all self-care efforts:

- Taking care of physical and psychological health
- Managing and reducing stress
- Honoring emotional and spiritual needs
- Fostering and sustaining relationships
- Achieving an equilibrium across one's personal, school, and work lives

"Bridge Maintenance": Ongoing Self Care



- Columbia River Mental Health Services

Let's do a self-check....

Is your lifestyle causing you stress?

Is your lifestyle causing you stress?

The way you live your life can have a big impact on your health, well-being, and how well or poorly you handle stress. Below are lifestyle behaviors that affect stress levels. Please check the boxes that apply to you. Doing an honest assessment of how well or poorly you take care of yourself can help you manage your stress in the future.

Lifestyle Behaviors					
When you are under stress, do you:	Yes No		When you are under stress, do you:	Yes No	
	Smoke/use tobacco	<input type="checkbox"/>		<input type="checkbox"/>	Engage in physical activity at least three times a week for 30 minutes each day
Drink a lot of coffee or caffeinated drinks (more than 2-3 cups per day)	<input type="checkbox"/>	<input type="checkbox"/>	Get six to eight hours of sleep every night	<input type="checkbox"/>	<input type="checkbox"/>
Drink alcohol (more than recommended levels of 1-2 per day)	<input type="checkbox"/>	<input type="checkbox"/>	Maintain good eating habits	<input type="checkbox"/>	<input type="checkbox"/>
Overuse over-the-counter medications	<input type="checkbox"/>	<input type="checkbox"/>	Make time to relax	<input type="checkbox"/>	<input type="checkbox"/>
Overeat or under eat	<input type="checkbox"/>	<input type="checkbox"/>	Maintain a sense of humor	<input type="checkbox"/>	<input type="checkbox"/>
Spend too much money (e.g., do you have a lot of credit card debt and have trouble making payments?)	<input type="checkbox"/>	<input type="checkbox"/>	Play	<input type="checkbox"/>	<input type="checkbox"/>
Abuse/overuse tranquilizers or other over-the-counter medications	<input type="checkbox"/>	<input type="checkbox"/>	Maintain healthy rituals and routines	<input type="checkbox"/>	<input type="checkbox"/>
Watch too much television (more than 3-4 hours per day)	<input type="checkbox"/>	<input type="checkbox"/>	Be optimistic. Engage in positive thinking	<input type="checkbox"/>	<input type="checkbox"/>
Have angry outbursts	<input type="checkbox"/>	<input type="checkbox"/>	Spend time with family	<input type="checkbox"/>	<input type="checkbox"/>
Take illegal drugs	<input type="checkbox"/>	<input type="checkbox"/>	Spend time with friends	<input type="checkbox"/>	<input type="checkbox"/>
Withdraw from people	<input type="checkbox"/>	<input type="checkbox"/>	Make plans for the future	<input type="checkbox"/>	<input type="checkbox"/>
Ignore or deny stress symptoms	<input type="checkbox"/>	<input type="checkbox"/>	Figure out ways to manage stress	<input type="checkbox"/>	<input type="checkbox"/>
Engage in self-destructive relationships	<input type="checkbox"/>	<input type="checkbox"/>	Reward yourself for your accomplishments	<input type="checkbox"/>	<input type="checkbox"/>
These are negative self-care behaviors.			These are positive self-care behaviors.		

How well are you taking care of yourself?

Self-Care Assessment

Self-care activities are the things you do to maintain good health and improve well-being. You'll find that many of these activities are things you already do as part of your normal routine.

In this assessment you will think about how frequently, or how well, you are performing different self-care activities. The goal of this assessment is to help you learn about your self-care needs by spotting patterns and recognizing areas of your life that need more attention.

There are no right or wrong answers on this assessment. There may be activities that you have no interest in, and other activities may not be included. This list is not comprehensive, but serves as a starting point for thinking about your self-care needs.

1	I do this poorly	I do this rarely or not at all
2	I do this OK	I do this sometimes
3	I do this well	I do this often
★	I would like to improve at this	I would like to do this more frequently

1 2 3 ★ Physical Self-Care

<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Eat healthy foods
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Take care of personal hygiene
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Exercise
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Wear clothes that help me feel good about myself
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Eat regularly
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Participate in fun activities (e.g. walking, swimming, dancing, sports)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Get enough sleep
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Go to preventative medical appointments (e.g. checkups, teeth cleanings)
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Rest when sick
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	Overall physical self-care

Self-Care Assessment Worksheet

This assessment tool provides an overview of effective strategies to maintain self-care. After completing the full assessment, choose one item from each area that you will actively work to improve.

Using the scale below, rate the following areas in terms of frequency:

- 5 = Frequently
- 4 = Occasionally
- 3 = Rarely
- 2 = Never
- 1 = It never occurred to me

Physical Self-Care

- Eat regularly (e.g. breakfast, lunch and dinner)
- Eat healthy
- Exercise
- Get regular medical care for prevention
- Get medical care when needed
- Take time off when needed
- Get massages
- Dance, swim, walk, run, play sports, sing, or do some other physical activity that is fun
- Take time to be sexual—with yourself, with a partner
- Get enough sleep
- Wear clothes you like
- Take vacations
- Take day trips or mini-vacations
- Make time away from telephones
- Other:

Psychological Self-Care

- Make time for self-reflection

Take a self-assessment by clicking on image





Instead of Saying (Or thinking)	Try
Just keep smiling	It's okay to be upset and even cry; it only makes you more human
Everything happens for a reason	Failure is part of growth
It could be worse	Sometimes we experience hard things. How can I support you?
Stop being so negative	It's pretty normal to have some negativity in this situation
Never give up	Sometimes giving up is OK. What would be your ideal outcome?

Don't get wrapped up in Toxic Positivity

The practice of focusing only on positive aspects of life and dismissing negativity → minimizing and invalidation of feelings

• Toxic Positivity versus Positivity

- Toxic positivity = **avoidance**
- Positivity = **acceptance** and **balance** of positive and negative emotions

Remember:

- You can feel upset AND have a great life
- Allow yourself to feel, you deserve it
- If I am not happy there is something wrong with me (MYTH!)
- Feeling down does not take away your gratitude

Research Based Strategies

Explore the research based approach, **RULER**, and learn this helpful acronym by Yale Center for Emotional Intelligence for developing emotion skills.

Recognizing emotions in self and others

Understanding the causes and consequences of emotions

Labeling emotions accurately

Expressing emotions

Regulating emotions effectively



Your portable guide to stress relief

The best-written book on stress control is no help to you if you can't find time to read it. If you have only a short while to spare, dip into the stress-busting suggestions described in this guide. Whether you have one minute or half an hour, you'll find ways to ease your day.

1 Take the sting out of 10 common stressors

Sometimes just thinking about embarking on a program of stress control can be stressful. Rather than freeze in your tracks, start small and bask in the glow of your successes. Give yourself a week to focus on practical solutions that could help you cope with just one stumbling block or source of stress in your life. Pick a problem, and see if these suggestions work for you.

1. Frequently late? Apply time-management principles. Consider your priorities (be sure to include time for yourself) and delegate or discard unnecessary tasks. Map out your day, segment by segment, setting aside time for different tasks, such as writing or phone calls. If you are overly optimistic about travel time, consistently give yourself an extra 15

minutes or more to get to your destinations. If lateness stems from dragging your heels, consider the underlying issue. Are you anxious about what will happen after you get to work or to a social event, for example? Or maybe you're trying to jam too many tasks into too little time.

2. Often angry or irritated? Consider the weight of cognitive distortions. Are you magnifying a problem, leaping to conclusions, or applying emotional reasoning? Take the time to stop, breathe, reflect, and choose.

3. Unsure of your ability to do something? Don't try to go it alone. If the problem is work, talk to a co-worker or supportive boss. Ask a knowledgeable friend or call the local library or an organiza-

tion that can supply the information you need. Write down other ways that you might get the answers or skills you need. Turn to tapes, books, or classes, for example, if you need a little tutoring. This works equally well when you're learning relaxation response techniques, too.

4. Overextended? Clear the deck of at least one time-consuming household task. Hire a housecleaning service, shop for groceries through the Internet, convene a family meeting to consider who can take on certain jobs, or barter with or pay teens for work around the house and yard. Consider what is truly essential and important to you and what might take a backseat right now.

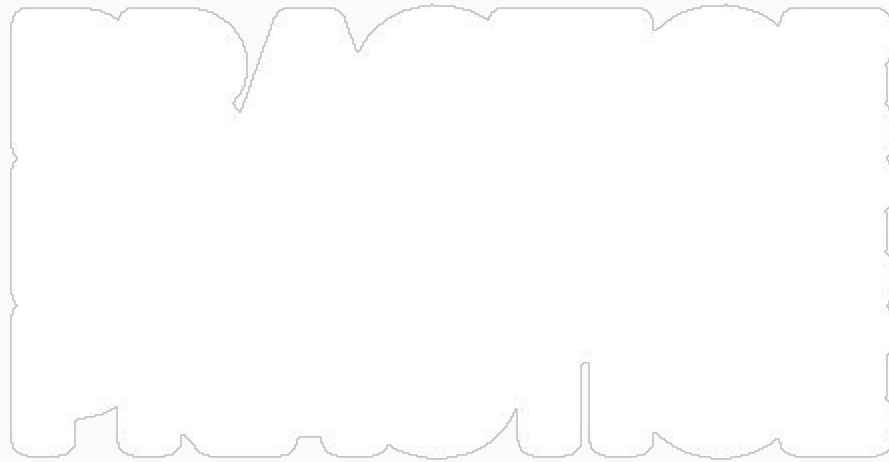


More Stress- Relief Strategies



<u>Breathing Practices</u>	Guided controlled breathing exercises.
<u>Stress Relief Mental Activities</u>	Explanation of mental health activities to relieve stress
<u>Stress Relief Physical Activities</u>	Explanation of physical activities to relieve stress
<u>Mindfulness Exercises</u>	Find guided exercises. Ready to go material
<u>Mindfulness Skills</u>	Learn the basics about mindfulness and how to develop this skill
<u>Grounding Techniques</u>	Grounding techniques help control feelings of anxiety or any other uncomfortable symptoms
<u>Giving Teachers Time to Recharge</u>	Watch a short video on how educators support one another to provide a "much needed break"

Let's practice some of these strategies....



R

ecognize emotions

L

abel emotions accurately



Mood Meter - How are you feeling right now?

“Mindfulness means
paying attention
in a particular way;
On purpose, in
the present moment,
and non-judgmentally.”

Jon Kabat-Zinn

The practice of being aware
of your body, mind, and
feelings in the present
moment, thought to create
a feeling of calm.

Cambridge Dictionary

Experience Mindfulness...

R

egulating
emotions

BREATHE SLOWLY:



IN & OUT



Mindful Movement

- Recent study at Penn State studied the impact of **mindfulness and movement** combined.
 - The team found that when participants were either moving or experiencing more mindfulness, they tended to **feel better mentally**.
 - When they were both moving and feeling mindful, their **affect, or mood, and stress levels** were even better. Not surprisingly, they were least happy when they were sitting.

Experience Mindful Movement...



down dog



Mindful Walk



Imagery



Password as Reminder to Self-care

Grateful

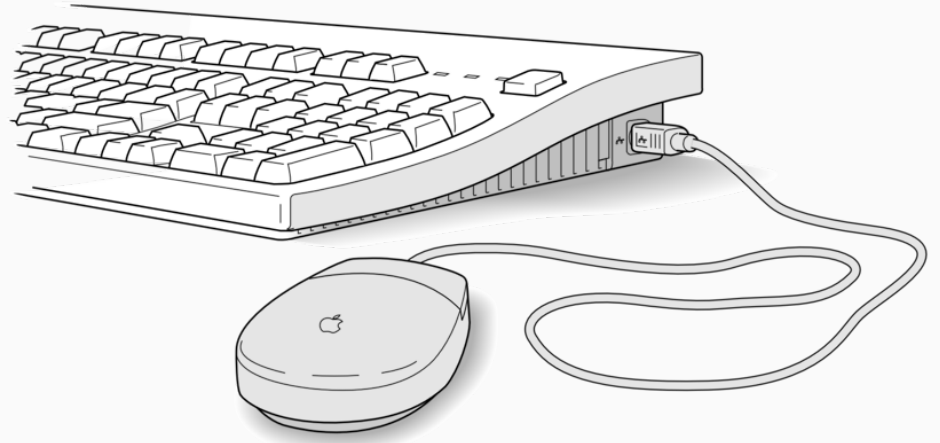
Contentment

Calm

Breathe

Mindful

Be Present



Helpful Acronyms

STOP: This skill can support **effective communication** when feeling irritable, overwhelmed, etc. Use this skill as a reality check when feeling emotions are taking over.

S: Stop

T: Take a step back/breathe

O: Observe

P: Proceed, mindfully

PLEASE Skill: This skill will help you **listen to your body** to reduce the chances of burnout.

PL: Treat Physical Illness

E: Balanced Eating

A: Avoid Mood Altering Substances

S: Balanced Sleep

E: Exercise

Choose a few letters at a time to work on rather than all at once, pick what feels most important or most approachable.

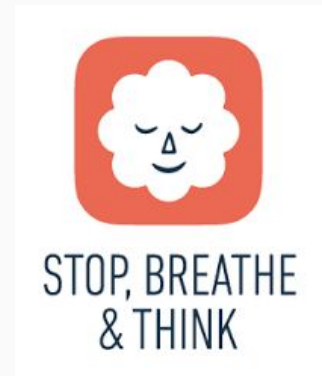


Smiling can trick your brain into happiness – and boost your health. A **smile** spurs a powerful chemical reaction in the brain that can **make you** feel **happier**. Science has shown that the mere act of **smiling** can lift your mood, lower stress, boost your immune system and possibly even prolong your life

“Smiling can trick your brain into happiness – and boost your health” By Nicole Spector

Wellness Apps for your Smartphone

down dog



Create your Self-Care (IEP) Plan.

“With every act of self-care your authentic self gets stronger, and the critical, fearful mind gets weaker. Every act of self-care is a powerful declaration: I am on my side, I am on my side, each day I am more and more on my own side.”

— Susan Weiss Berry

I want to invite you to take a moment to refuel your strong self, and engage in developing your **Individualized Energy Plan (IEP) / Self-care Plan**.

1. Please take a look at the resources given for best strategies for self-care (some are embedded on to this slide deck and others under resources).
2. Commit to an [IEP/ self-care plan](#). Do this after you have reviewed positive and negative self-care behaviors
 - a. Complete an [emergency self-care worksheet](#)- keep this accessible
3. Share your plan with others to help you stay accountable.



Thank You!