

*Welcome to...*

# **Beyond Gratitude Journals**

**How Leaders Can Systematically Support Teachers  
with BURNOUT**

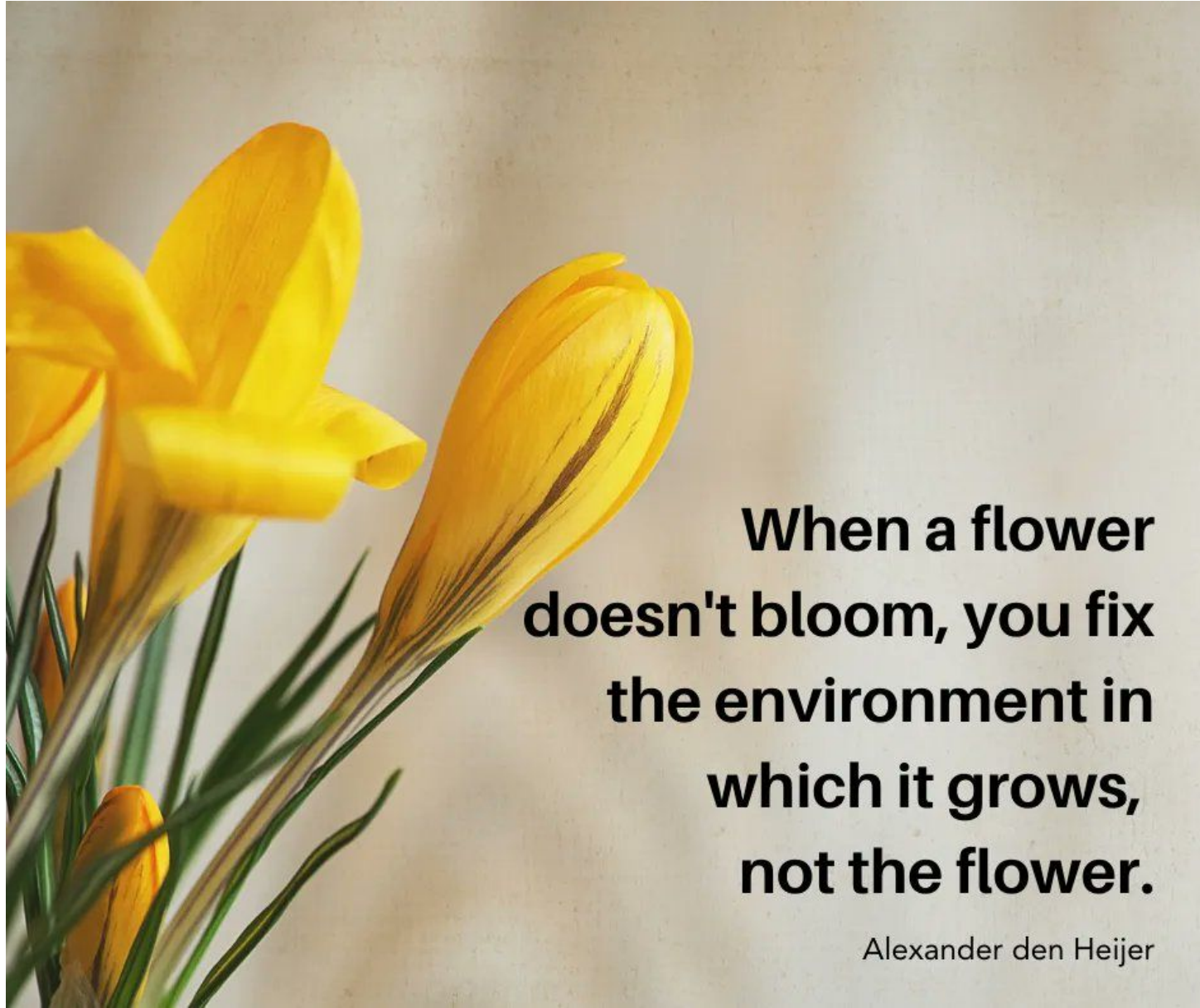
*Grab and pen and a Self-Care BINGO:*

**Walk around the room, introduce yourself to others, and find people who fit the criteria on the sheet & write down names.**

Jenn David-Lang, The Main Idea

## BOOK SUMMARIES AND PD RESOURCES TO IMPROVE INSTRUCTIONAL LEADERSHIP

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**When a flower  
doesn't bloom, you fix  
the environment in  
which it grows,  
not the flower.**

Alexander den Heijer



# Today



- **Check-In:** Why are we all burned out?
- **Self-check:** Are *you* flourishing?
- **Three strategies** to address burnout:
  1. Incorporate CAR
  2. Stay Interviews
  3. Connect to Purpose



## During the CHANGE from the pandemic, who did you most relate to?

(A) Ross - "Pivot! Pivot! Pivot!"

0%

(B) Chandler - "Shut up! Shut up! Shut up!"

0%

(C) Rachel - Pushing the couch

0%



# How well are you flourishing?

<https://www.nytimes.com/interactive/2021/05/04/well/mind/language-definition-flourishing-quiz.html>  
From Harvard's Human Flourishing Program  
**Flourishing Quiz**

	Rate each from 0 - 10
1. How satisfied are you with life as a whole these days?	
2. How happy do you usually feel?	
3. In general, how would you rate your physical health?	
4. How would you rate your overall mental health?	
5. Overall, to what extent do you feel the things you do in your life are worthwhile?	
6. I understand my purpose in life.	
7. I always act to promote good in all circumstances, even in difficult and challenging situations.	
8. I am always able to give up some happiness now for greater happiness later.	
9. I am content with my friendships and relationships.	
10. My relationships are as satisfying as I would like them to be.	
<b>YOUR TOTAL SCORE:</b>	

**If your score was 0 to 59 out of 100:**  
You might be languishing in some areas of your life. Your score is similar to the national average seen last summer, a time when many people were experiencing heightened anxiety from pandemic life and overall well-being levels were declining. There are simple steps you can take, like practicing gratitude, volunteering or spending time with friends and family, that can help. But if you are struggling and feel a sense of despair, consider reaching out to a mental health professional. [The National Institutes of Mental Health](#) lists a number of helpful resources.

### Room for improvement

**If your score was 60 to 69 out of 100:**  
Your score closely matches the way many people have felt during the coronavirus crisis. In June 2020, the average national score on the flourishing scale dropped to about 65, down from about 70 six months earlier. Think about the areas where you scored the lowest. You might benefit from developing a new interest, practicing gratitude, doing a good deed or forging a deeper connection with someone you love. [Read more about simple tips to help you flourish here.](#)

### Ready to start flourishing

**If your score was 70 to 100 out of 100:**  
Your score suggests you coped with the restrictions of pandemic life pretty well. Before the pandemic, the average national score was 70. While your score reflects a relatively strong level of overall well-being, take a moment to look at the questions where you scored the lowest to determine if there are areas of your life that need more attention. Then, check out these [simple exercises you can do to elevate your well-being and continue flourishing.](#)

### Flourishing

It's been a year.





## In Pairs (3 minutes)

- Briefly introduce yourself.
- What does staff burnout look like at your school (staff absences or disengagement)?
- Share 1 example.



## What have you ALREADY tried to address teacher burnout?



Nobody has responded yet.  
Hang tight! Responses are coming in.



# Theory of Human Motivation

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Psychologists Edward Deci and Richard Ryan

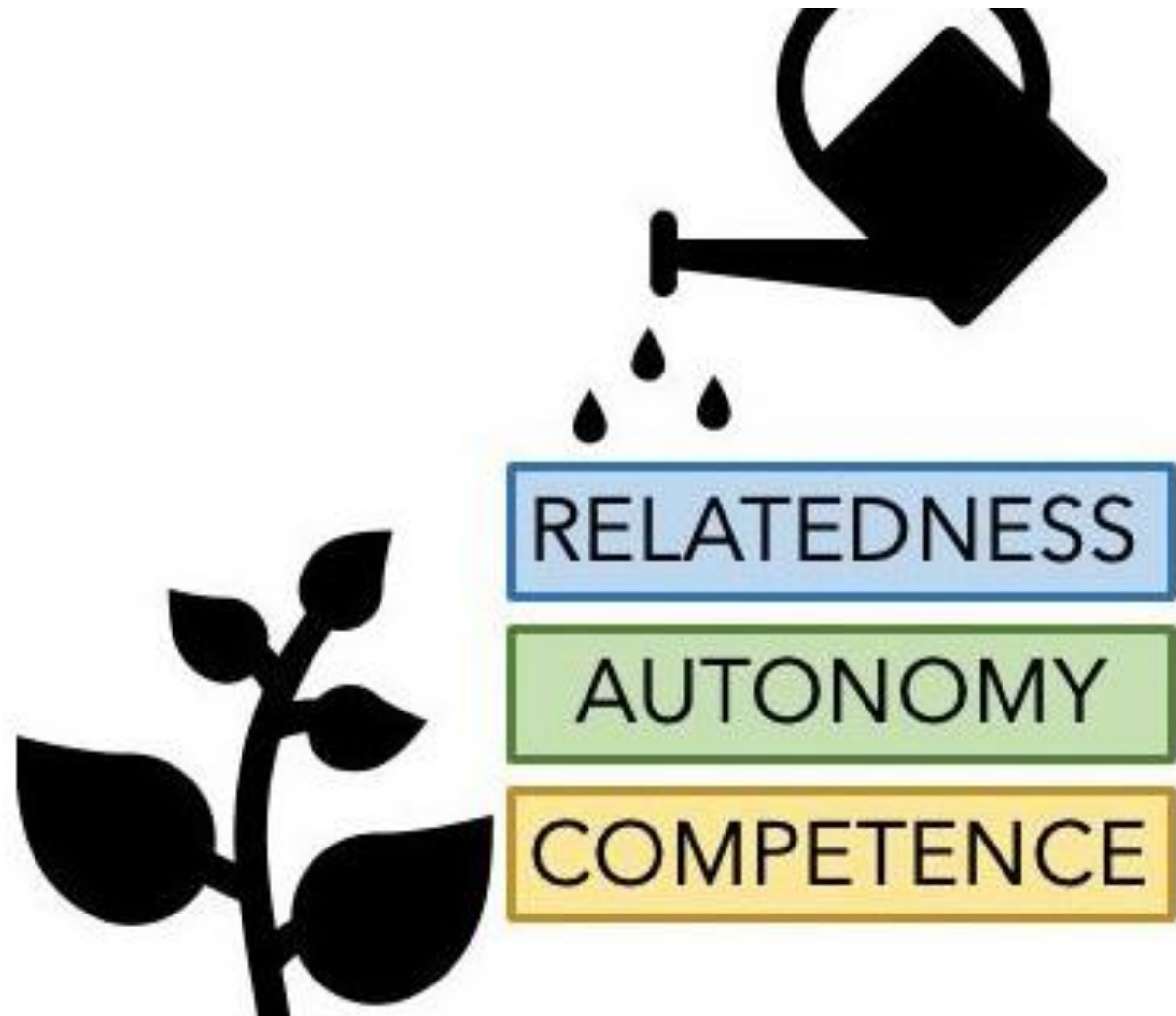
People will be happier and more motivated if their immediate environment supports them in meeting 3 basic needs:

- The need for COMPETENCE
- The need for AUTONOMY
- The need for RELATEDNESS

*BURNOUT STRATEGY #1: INCORPORATE CAR*

In pairs (4 minutes)

- Briefly introduce yourself.
- Share one takeaway from the reading.
- Share one thing you might do to increase COMPETENCE, AUTONOMY, or RELATEDNESS for your staff in the next few weeks.





# *BURNOUT STRATEGY #2: STAY INTERVIEWS*

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Questions you might ask:

- What about teaching do you look forward to each day?
- What keeps you working at our school?
- What would make the job more satisfying for you?
- Is there any way I can further support you?

# Address issues of COMPETENCE

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- If they feel overwhelmed by all of the new technology...

...find a kind mentor to answer questions and work with them

- If they feel they want to share their expertise on...

...invite them to lead a faculty PD

- If they feel they are passionate about but haven't had time to learn more about (AI, project-based learning, etc.)...

...find articles, books, and/or conferences to connect them with

- If they feel they want more leadership opportunities...

...invite them to join a decision-making group or discuss career aspirations with them

# Address issues of AUTONOMY

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- If they feel the scripted curriculum is too stifling...

...share ways they can depart from the curriculum and add their own twists

- If they feel their planning periods are all being taken over by subbing or meetings...

...take them off of a committee/team or cancel every 4<sup>th</sup> team meeting to allow time for individual planning

# Address issues of RELATEDNESS

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- If they feel all of their adult time during the day is taken up with meetings...

...save part of meeting time for check-ins or other connecting activities

- If they feel they miss their daughter's soccer games on Wednesday afternoons...

...try to plan next year's schedule so this teacher doesn't teach last period on Wednesdays so they can attend these games

- If they feel less connected to their students this year because they have a tough group...

...offer to help brainstorm positive classroom management structures, a fun field trip, or regular connecting activities to weave into their lessons



## What questions would be best for a STAY INTERVIEW?



Nobody has responded yet.

Hang tight! Responses are coming in.



*BURNOUT STRATEGY #3:*

**RECONNECT TEACHERS  
TO THEIR PURPOSE**

**WORKING HARD  
FOR SOMETHING WE  
DON'T CARE ABOUT  
IS CALLED STRESS.**

**WORKING HARD  
FOR SOMETHING  
WE LOVE IS CALLED  
PASSION.**

# Ways to Remind Teachers of Their WHY

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- Share the rationale, goal, or aim (over and over and over)
- Celebrations that are SPECIFIC
- Purpose Activities – The ARTIFACT Activity





## Artifact Activity:

Share an artifact that represents why you entered the field of education.

In groups of 3

Each person takes a turn to:

- Introduce yourself.
- Describe the artifact (object, photo, or even an anecdote) that you would share if you did this activity with your own staff.
- Explain why you chose this artifact.





# What might you take *AWAY* from this workshop and bring back to your school?

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- Self-Care BINGO
- Friends clip to check in about feelings about change
- Flourishing self-quiz
- Edutopia video of teachers' experience of the pandemic
- Concept of CAR and 1-pager
- Stay Interviews
- Artifact Activity
- Amanda Gorman, "The Hill We Climb"



NOW

THIS

**'The Hill We Climb' By  
Amanda Gorman**

## Would you please leave me **FEEDBACK**

Scan the QR code – it's just 3 questions. Hit SUBMIT.

or use: <https://forms.gle/kxawj2hDwzgS2c2v6>

THANK YOU!

### Feel free to reach out:

Email: [Jenn@TheMainIdea.net](mailto:Jenn@TheMainIdea.net)

Website: [www.TheMainIdea.net](http://www.TheMainIdea.net)

If you like the type of PD I do, consider joining my Mastermind group:

[www.TheMainIdea.net/School-Leadership-Mastermind/](http://www.TheMainIdea.net/School-Leadership-Mastermind/)

SCAN ME

