


“I Could Use Somebody”
The Cost of Caring

Tiffany N. Hendershot, MSW, LICSW
Behavior Support Specialist
Eastern Panhandle Region






Overview

- Current Research
- Mental Health Conditions
- School Climate and Culture
- Providing Support
- Brainstorm



It's one thing to rescue students from drowning, but what if you fall in too?





What's the Research Say?

Teachers are more likely to leave education if they are experiencing burnout and need a **positive school climate and administration support** (Salovita & Pakarinen, 2021; McLean et al., 2020).

Trauma-informed care practices make teachers **more susceptible** to vicarious trauma, compassion fatigue, and burnout. (Scheepers & Young, 2022).

Even in schools with positive behavioral and emotional support, teachers' mental health **does not improve** (McLean et al., 2020).

Teachers experiencing depression are **less likely** to use positive behavior practices effectively (Harding, 2020).




Research Continued

When teachers are emotionally exhausted, research shows their students have lower levels of academic achievement (Arens & Morin, 2016).

Teachers who quickly remove a student from the classroom and have a negative attitude about inclusion are more likely to experience burnout (Salovita & Pakarinen, 2021).

School climate was the most prominent moderator in improving burnout and has more of an impact on teacher outcomes than student adversity (McLean et al., 2020).



What is Burnout?


A state of emotional, physical, and mental exhaustion caused by prolonged and excessive stress.

Feelings of overwhelm, emotional exhaustion, and unable to meet constant demands.

Begin to lose the interest and motivation that led you to take on a certain role in the first place.


Burnout reduces productivity and saps your energy, leaving you feeling increasingly helpless, hopeless, cynical, and resentful. Eventually, you may feel like you have nothing more to give.

The negative effects of burnout spill over into every area of life—including your home, work, and social life. Burnout can also cause long-term changes to your body, making you vulnerable to illnesses like colds and flu.



Signs and Symptoms of Burnout


Physical signs and symptoms



Maslach Burnout Inventory

Profile	Emotional Exhaustion	Depersonalization	Personal Accomplishment
Engaged	Low	Low	High
Ineffective	Low	Low	Low
Overextended	High	Low	Low
Disengaged	Low	High	Low
Burnout	High	High	Low

Give examples of statements you have heard that fit these profiles.



What is Anxiety

- Feelings of worry, nervousness, or unease about a situation with an uncertain outcome
- Anxiety symptoms include irritability, loss of temper, decreased concentration, fatigue, increased heart rate, and rapid breathing.
- Anxiety is the normal human feeling of fear that we all experience when faced with a threatening or difficult situation. It can help us avoid danger and motivate us to problem-solve. However, if the feelings are too strong, they can overwhelm and immobilize us.



What is Depression?

- Feelings of guilt or low self-worth, lack of pleasure in things they used to enjoy, and depressed mood.
- Symptoms of depression are low energy, disturbed sleep and appetite, poor concentration, substance use, and selfisolation.
- Depression is more common in women, White people, young adults (18-29), and lower-income people.



Impact of Teacher Anxiety or Depression

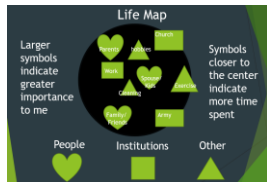
- Less involved with the school community
- Less effort when lesson planning
- Lower quality of relationships with staff and students
- Low energy
- Lack of motivation to do things they used to do
- Lowered work performance
- Increased absences



Life Map Activity

Warning: This activity can make people feel emotional.

- Directions: Draw a large circle on your paper
- Within the circle you are going to draw symbols and label them.
 - Symbols closer to the center of the circle you spend a lot of time doing or with, as they move to the outside of the circle you spend less time doing or with.
 - Symbols that are large are very important to you, symbols that are small are less important to you
 - A heart is a person/people, a square is an institution, and a triangle is other things you spend time doing or that are important to you



In this example you could conclude that: cleaning is not important for me, but I spend a lot of time doing it. Church is very important to me, but I don't spend much time in church.



Life Map Reimagined...



Flip your paper over or get a new sheet. Draw how you wish your life map looked.



What steps would you need to take to make your life map look more like the one you imagine? (Summer may make this possible)



If there are some things you can not change right now, how can you make them more manageable? Who can you ask for support in making these changes?



How To Support Teachers Wellness

- Encouragement
- Unconditional + Regard
- Empathy
- Problem-solving
- Crisis management
- Conflict Mediation
- Motivational Interviewing






POSITIVE SCHOOL CLIMATE

One of the Biggest Mediating Factors for Teacher Mental Health!


IDEAS

- Asset Building Activities
- Connect with Community Partners for Event Planning
- Monthly Staff Luncheons
- Staff Well-Being Activities
- Gratitude Notes
- Improve School Spirit
- Matching T-Shirts and Pep Rallies
- "Our School is the Best" Attitude



Motivational Interviewing with Teachers

O- Open ended questions	• What behaviors would you like to see improve?
A- Affirmations	• I can see this week has been really challenging.
R- Reflections	• It sounds like his behaviors are really frustrating for you and your class.
S- Summaries	• Let me make sure I know what you are saying...




Motivational Interviewing Continued


Elicit the Teachers...

- D-Desires – “I want”
- A- Abilities- “I’ve done”
- R- Reasons- Why?
- N- Need for Change- “Can’t go on like this”

To Produce...


- C- Commitment
- A- Activation
- T- Taking Steps







Teacher Recharge Room

- Comfortable Seating
- Sensory Lighting
- Sound Machine
- Puzzles, Word Finds
- Headset with Music
- Books and Magazines
- Art Supplies
- Fidgets






“You have as much power as you think you have.”




Don't wait for someone else.
You are the “someone.”

- Create PowerPoints to provide PD to staff. I'll help you!
- Find the gaps and fill them!
- Schedule wellness activities, community events, mentoring opportunities, etc.
- Reach out to colleges for interns to help grow school social work in your area.
- Ask teachers what they need and be their advocate.



Group Input on Improving Teacher Mental Health



Where the Boots Hit the Ground

- What are you currently doing related to teacher mental health and burnout?
- What ideas are you taking back to improve your school's climate?
- School Social Work's Future

QR CODE NEXT SLIDE





Thank you for all that you do for our students!

You are all rockstars!

Take care of yourself...and each other...this summer!

Tiffany
Cell: 304-320-1165
hendershot6@marshall.edu