HOW TO GROW
Teacher Wellbeing in Your Schools

Teacher wellbeing is reflected in a positive attitude toward teaching that stems from supportive relationships with colleagues and students, the belief that one has the ability to teach effectively, and the feeling that one's personal and professional needs and expectations are met.[1, 2]

The social, emotional, and physical health of teachers is a shared responsibility and a critical component of student learning and overall community wellbeing.

Why is teacher wellbeing important?

When teachers feel supported, they are better able to ...

Manage the daily stresses of teaching.

Teacher wellbeing is associated with

- more teachers saying they enjoy teaching.
- higher rates of teacher commitment, leading to lower rates of burnout and attrition.[3, 4]

Establish and maintain effective classroom management strategies that are productive for learning.

Teacher wellbeing is associated with

- higher rates of teacher efficacy.
- better understanding of classroom dynamics.
- skillful use of emotional expressions to promote the enjoyment of learning.[5, 6]

Cultivate supportive and caring relationships with students.

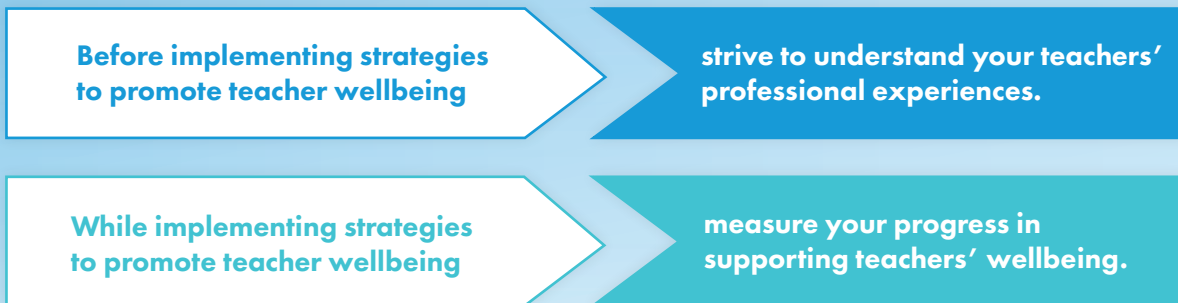Teacher wellbeing is associated with

- improved student-teacher relationships and a positive school climate.
- better modeling and implementation of social and emotional learning (SEL) practices in the classroom .[7, 8, 9]
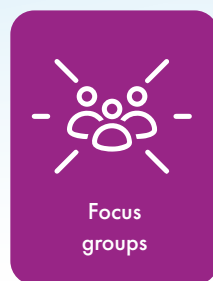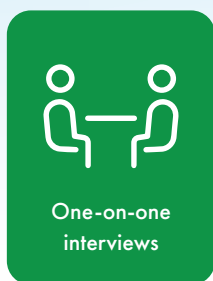
Where could you start?

Ask your teachers (in-person or through a survey) how they are doing and what they need to support their wellbeing. Feedback is a great way to identify opportunities to provide immediate and future supports!

HOW CAN YOU GAIN INSIGHTS
INTO TEACHER WELLBEING?

Before implementing strategies to promote teacher wellbeing	strive to understand your teachers' professional experiences.
While implementing strategies to promote teacher wellbeing	measure your progress in supporting teachers' wellbeing.

Principals and school administrators may want to consider[10]

Scale-based surveys

One-on-one interviews

Focus groups

Using these measurement tools, schools and districts can build an understanding of teacher professional experiences around[11, 12, 13, 14]

- workload
- organizational support
- school connectedness
- teacher effectiveness
- student interactions and relationships

- stress
- job satisfaction
- physical health
- life satisfaction

Tips for Selecting and Using Tools to Gain Insight Into Teacher Wellbeing

Select a measurement tool that is valid and reliable and that is connected to the outcomes you are striving to measure. For example, some tools specifically measure things like work-related stress levels, and some tools may focus on other aspects of wellbeing, like connectedness and teacher efficacy.[15, 16]

Choose a tool that is considerate of your workplace and community culture. For example, in environments where there may be low levels of trust, an anonymous scale-based survey may be more appropriate than one-on-one interviews.[17, 18]

When using a tool, such as a survey or interview protocol, communicate a clear goal to participants, share how results may be used, and provide a process for protecting confidentiality. These practices may increase participant trust and willingness to share their experiences.[19]

HOW CAN YOU SUPPORT
TEACHER WELLBEING?

Social and emotional learning (SEL) activities for teachers provide a framework that school administrators can use to promote overall teacher wellbeing.

Equal Treatment

Ensure the equal treatment of teachers, regardless of gender, type of employment, working hours, and time served.[20] Providing teachers with equal support and treatment lays the groundwork for fostering a positive school environment.

School Culture

Create school environments that promote feelings of belonging, respect, value, and trust for both teachers and students. Positive school environments support the growth of a school community where members, including teachers, feel connected.[21]

Relationship Building

Provide opportunities for teachers to develop professional networks that enable them to learn from one another and connect during times of celebration and turbulence.[22] Make a concerted effort to foster connections between principals and teachers to allow teachers to more easily obtain help from principals to develop their instructional and leadership capacity.[23]
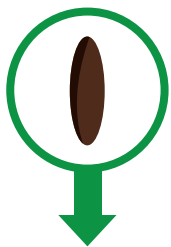
Professional Learning

These opportunities enable teachers to learn, develop, and grow together.[24] Further, opportunities show teachers that school and district leaders are invested in their learning and wellbeing. Topics could include

- managing the emotional labor and stress of teaching.[25]
- strengthening social and emotional competencies to support student social and emotional growth.[26]
- using SEL interventions in the classroom.[27]
- building close relationships with students.[28]

Teacher Voice

Supply opportunities for teachers to participate in decision making to support their professional growth and connections to the learning environment.[29]

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