

# MONITORING TEACHER WELL-BEING

University of Utah BRST Manual

By: Natalie Jensen, M.Ed. & Christina Omlie, M.Ed.

Teacher well-being is a critical component of effective teaching. The SMART strategy described is an easy tool to help set goals with the intention to increase stress management and improve overall health.

## Teacher Well-being and Burnout

Teachers possess the most purposeful and important role in education.

Disappointingly, research indicates that a variety of issues such as large class sizes, emphases on testing and student performance, changing curriculum, challenging student behaviors, low pay, increasing expectations and responsibilities, and lack of support all contribute to a teacher's chance of diminished well-being.

As a result, teachers often experience chronic stress, and are at risk of professional burnout.

Recent research has targeted teacher wellness through:

- 1) Interventions to support work-life healthfulness through eating, exercise, and sleep strategies.
- 2) Interventions that emphasize mindfulness techniques, including, body scans, breathing, meditation, gratitude and compassion exercises, and mindful movement.

Results from these preliminary studies are highlighted on the right side of the page.



### Poor Teacher Well-Being

Teacher disengagement and feelings of disempowerment

High burnout and turnover rates

Lower rates of student on-task and academic performance

Higher rates of classroom disruption

Negative physical and mental symptoms (e.g., high blood pressure, headaches, depression, etc.)

### After Well-Being Interventions

Increased awareness of physical and emotional status

Reduced emotional reactivity

vs.

Improved job satisfaction

Reduction in depression, stress, and anxiety symptomatology

Improved teacher self-report of an intention to implement interventions with high fidelity



U-TTEC Lab

Technology in Training, Education, and Consultation

SCHOOL PSYCHOLOGY | THE UNIVERSITY OF UTAH

## Healthy Strategy Planning: Getting Started

- 1 The BRST consultant and you will meet to discuss potential wellbeing supports.
- 2 A menu of different healthful strategy options will be presented to choose from.
- 3 After a healthful strategy is chosen, the consultant will assist you in setting a goal and planning for success using the SMART goal graphic organizer provided in the BRST manual.

## Healthful Strategy Menu



Sleep Habits



Eating Habits



Exercise Habits



Gratitude Journal



Mindfulness Strategies

### Having Trouble Deciding?

Here are a few questions that might help:  
Is it easier for me to handle stressful situations throughout the day when I wake up feeling well-rested?

Which foods do I choose to eat when I'm feeling stressed? Am I getting the nutrients I need?

How often do I break a sweat? How does my mind feel after doing something active?

Is it easy for me to think of 3 things when I'm thankful for when I'm feeling stressed?

What type of coping strategies do I already use when I'm feeling stressed out or overwhelmed?

## Data Collection

- 1 You and the BRST consultant will determine a data collection method for progress monitoring
- 2 Once you select a data collection method, needed materials will be created and provided to you
- 3 A start date for the healthful strategy will be scheduled. Note: at this time you and the BRST consultant will coordinate a schedule for checking in, progress review, feedback, and troubleshooting

### Considerations for Data Collection:

Decide on whether paper or electronic data collection is best for you. The easier it is to record data, the better. It's important to see how well you're improving or decide what needs to be changed in your plan to increase your successes.

Note both duration and frequency of your target goal behaviors (e.g., How long are my workouts? - record hr/min; How often am I breaking a sweat? - tally # per day/week)

The BRST consultant will continue to take standard classroom data (i.e., positive to negatives, rate of on-task, treatment fidelity, etc.) in your classroom and provide related feedback so you can see your progress during and after working on your personal well-being goals.

## Wrapping Up

After two weeks of 80 percent or higher engagement in your healthful strategy, you and the BRST consultant will determine if further support is needed.

If there are existing needs, the next healthful strategy would be determined and the steps described above would be repeated.

If support is no longer needed, either:  
1) a BRST consultant exit process will be determined.

2) The next steps of the BRST consultant regarding tier 1 classroom management and/or tier 2 targeted interventions will be determined.



U-TTEC Lab

Technology in Training, Education, and Consultation

SCHOOL PSYCHOLOGY | THE UNIVERSITY OF UTAH