Getting the Biggest Bang for our Buck, How Administrators can prioritize creating a safe and protected time to focus on wellbeing and staff care of teaching staff

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Brain Smart Start

• Grounding Activity
• Let’s Check-in

Just Breathe and Let It Go

Being a Preschool Teacher
Stats

- Salary $12.41 PER HOUR/$11 McDonald's crew member
  $22,290 yearly-Median salary-$28,990
- Turnover rates for early childhood professionals far exceed those for other forms of teaching (Bureau of Labor Statistics, 2018)
- This increases the amount of inexperienced professionals and leaves more susceptible for high levels of occupational stress, depression and emotional burnout (Becker, Gallagher, & Whitaker, 2017).
- Flood of preschool teachers leaving the field
- Average of 1-2 Classroom Management classes in most Bachelor level programs (accredited) curriculum for Education + Early Childhood Education

Teacher Burnout Statistics

<table>
<thead>
<tr>
<th>Year</th>
<th>Percentage</th>
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<tbody>
<tr>
<td>1</td>
<td>10%</td>
</tr>
<tr>
<td>2</td>
<td>20%</td>
</tr>
<tr>
<td>3</td>
<td>30%</td>
</tr>
<tr>
<td>4</td>
<td>40%</td>
</tr>
<tr>
<td>5</td>
<td>50%</td>
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</tbody>
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Thus, it’s clear that while a lot of teachers do make teaching a lifetime career, with newer teachers, as many as 41.3% leave the profession within 5 years.

Trauma

Conscious Discipline Brain State Model

The Trauma Tree

www.TraumaFamilies.org
Secondary Trauma/Compassion Fatigue is REAL

Burnout Rates

Self-care is the Answer

Definition:
Questions to Consider:

Are you able to take time for yourself without feeling guilty?
1. Do you believe you deserve self-care?
2. Do you know the difference between self-care and self-indulgence?
3. Do you realize self-care does not equal weakness?
4. Are you OK with slowing down sometimes?
5. Do you have a go-to list of activities?
6. Do you make leisure time a priority?
7. Have you made self-care a habit?
8. Do you have a basic self-care plan, preferably in writing?

The Yerkes-Dodson Stress Arousal Curve

Contagious Nature of Stress
Brain States to Recharge (Reboot)

Feeding All 3 Brain States:

- **Survival State**: Exercise, Movement, boundaries for staff, relaxation activities, food, hydration, “I can handle this” statements
- **Emotional State**: Daily self-regulation check-in, goals groups, Mindfulness, Self-compassion, Gratitude Work, Team building, Emotional Understanding and validation
- **Executive State**: Reframing, Active Problem Solving, Mindfulness, Safety Plans, Working on systems change, Explore values, PD for staff

What Did We do at ECEC?
Examples-Testimonials:

Sample Sessions

Starting a Session
Sample Session

• Calming/Grounding/Mindfulness activity
• Checking in
• Current stressors, activities, video, handouts, other content for discussion
• Take away, something you will remember about the this time together, ruminating thought or idea, wrap up

Teachers’ Goals & Evidence

Reflective Practices
Emotions are Contagious

THIS IS HUGE!

- WE CANNOT PROVIDE WHAT WE DO NOT POSSESS....

REFLECTION TIME
What will you take away with you?
Helpful websites

Resources

• http://consciousdiscipline.com
• https://www.ecmhc.org/
• info@rebootingeducation.com

Facebook address

www.srpmic-ed.org