



EMOTIONAL RESILIENCE FOR EDUCATORS

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Introduction

- Mary Clarkson
- Christina Gonzalez

- Introduce yourself to an elbow partner
 - School
 - Position
 - What excites you about the upcoming school year?

- Introduce one another to the large group

Teaching Points

- I will gain increased understanding of the concept of emotional resilience and its impact on educators and school climate and transformation
- I will become familiar with the building blocks of emotional resilience and strategies to cultivate them
- I will reflect on my own level of resilience and how to boost my own reserves.
- I can learn new skills to increase the presence of emotional resilience and balance in my personal and professional life

Turn and talk

What are your thoughts on the hardest time of school year for staff? Students?

How do you support students and yourself in maintaining balance?

Emotional Resilience



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How much resilience is in your tank?

On a scale of 1-10 (with 1 = very low and 10 = full) what's your resilience level right now?



Teacher turnover and retention

1. % of new hires leave after one year
2. % leave after two years
3. % are gone by five years

Turn and talk with a peer

What do you see to be the reasons for high teacher turnover?

Top reasons for turnover

1. Poor working conditions
2. Burnout
3. Challenges with understanding curriculum and state level standards
4. Frustration with keeping abreast of educational reforms
5. Threat of layoffs
6. Testing pressure
7. Wage expectations
8. Challenges with managing behaviors
9. Isolation from adult peers

The percentage of time people feel positive emotions at work turns out to be one of the strongest predictors of satisfaction, and therefore of how likely employees are to quit.

--Daniel Goleman

Core Values

Circle the ten values that are most important to you.

Core Values

Cross off five values, leaving the five that are most important.

Core Values

Cross off two more values leaving
your three core values.

Core Values

Share your core values with a partner and explain what they mean to you.

Core Values - Small Group Discussion

How might an awareness of core values cultivate resilience within yourself and others?

The 12 Building Blocks of Resilience

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2. Know yourself (July)

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3. Build community (August)

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4. Cultivate compassion (September)

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5. Take care of yourself (October)

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6. Be here now (November)

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7. Focus on the bright spots (December)

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9. Use your energy where it counts (February)

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11. Play and create (April)

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10. Be a learner (March)
11. Play and create (April)
12. Appreciate and celebrate (May)

Know Yourself



Photo credit: E. Aguilar

A photograph showing several hands of different skin tones clasped together in a circle, symbolizing unity and community. The image is overlaid with a semi-transparent blue filter. The text "Build Community" is centered over the image in a large, bold, black font.

Build Community

Photo Credit: G. Piñero

Closure

Questions or comments?

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- *It is easier to build strong children*
 - *than to repair broken men.*
 - ~ [Frederick Douglass](#)