4 tips to create a culture of staff well-being in schools

**Physical**
- Encourage healthy behaviours by ensuring manageable work expectations
  - Set clear priorities about what is "good enough" and share resources to reduce time spent on lesson planning
  - School leaders can model setting limits on after-work emails
  - Tighten up on meetings – what is a meeting for and who needs to be there?

- When staff are stressed, they’re more likely to sacrifice healthy behaviours (e.g. exercise, balanced diet, sleep)

**Cognitive**
- Work overload can negatively impact job satisfaction

**Emotional**
- Negative feelings shut down learning and strain relationships with colleagues and students

**Social**
- Lack of social support and sense of belonging create a stressful and isolating work environment

**Tips**

1. **Develop a schoolwide well-being plan that fosters autonomy and purpose**
   - Develop a common vision with staff about what well-being actually looks like
   - Agree on next steps that allow staff to take the lead and feel empowered
   - Encourage positive language to improve relationships between colleagues (e.g. "Random Acts of Kindness" board)

2. **Encourage healthy behaviours by ensuring manageable work expectations**
   - Set clear priorities about what is "good enough" and share resources to reduce time spent on lesson planning
   - School leaders can model setting limits on after-work emails
   - Tighten up on meetings – what is a meeting for and who needs to be there?

3. **Build strong social networks**
   - It starts with you – show genuine interest and check-in with colleagues
   - Designate a "social secretary" to organize regular events where all staff are invited
   - Create a mentorship program where colleagues monitor and support each other

4. **Create positive atmospheres to spark creativity, problem-solving, and cooperation**
   - Open lines of communication where staff can talk about how they’re feeling
   - Value colleagues’ efforts (e.g. saying “thank you for...” or “I noticed that...”)

**Well-being**

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**More Facts and Resources**
edcan.ca/wellatwork

**Notes**
Roffey, Sue (2017). "Creative Caring for Teachers." Education Canada Magazine: EdCan Network. For bulk poster orders, please contact publications@edcan.ca.