5 WAYS

TO SUPPORT PRINCIPALS' WELL-BEING

Foster system supports

Principals' responsibilities are often imbalanced towards paperwork and policy aspects over facetime and instructional leadership

› Create a new position to oversee administration

› Associations can advocate for principals' well-being (e.g. public awareness on principals' importance, professional counselling)
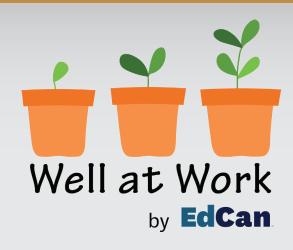
Limit external initiatives

New initiatives from outside the school can create additional pressure, stress and workload for principals and staff

› Be realistic about how many initiatives your school can take on and the required amount of staff involvement

› Placing limits allows more time to work towards schools' annual goals

Cultivate informal peer networks

Being a principal can be isolating without other school leaders to collaborate with and troubleshoot

› Network with peers at meetings and events

› Use technology to stay in touch with new acquaintances informally

Set email and social media boundaries

Email and social media increase principals' work pace and workloads

› Take time to "turn off" by checking emails and notifications only at certain times

› Set boundaries between work and home by removing email access from personal devices

Participate in targeted PD opportunities

Principals' PD often doesn't identify ways to address unsustainable work-life practices that can lead to burnout

› PD on job-embedded skills (e.g. effective leadership styles) can improve school climate

› PD on maintaining work-life balance can help principals recognize and cope with stress

PRINCIPAL

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59 HOURS/WEEK
Ontario principals' working hours

82%
Principals who want more time for curriculum & instruction

18%
Principals who have high or very high levels of interaction with other principals

Western Education

Well at Work by EdCan