

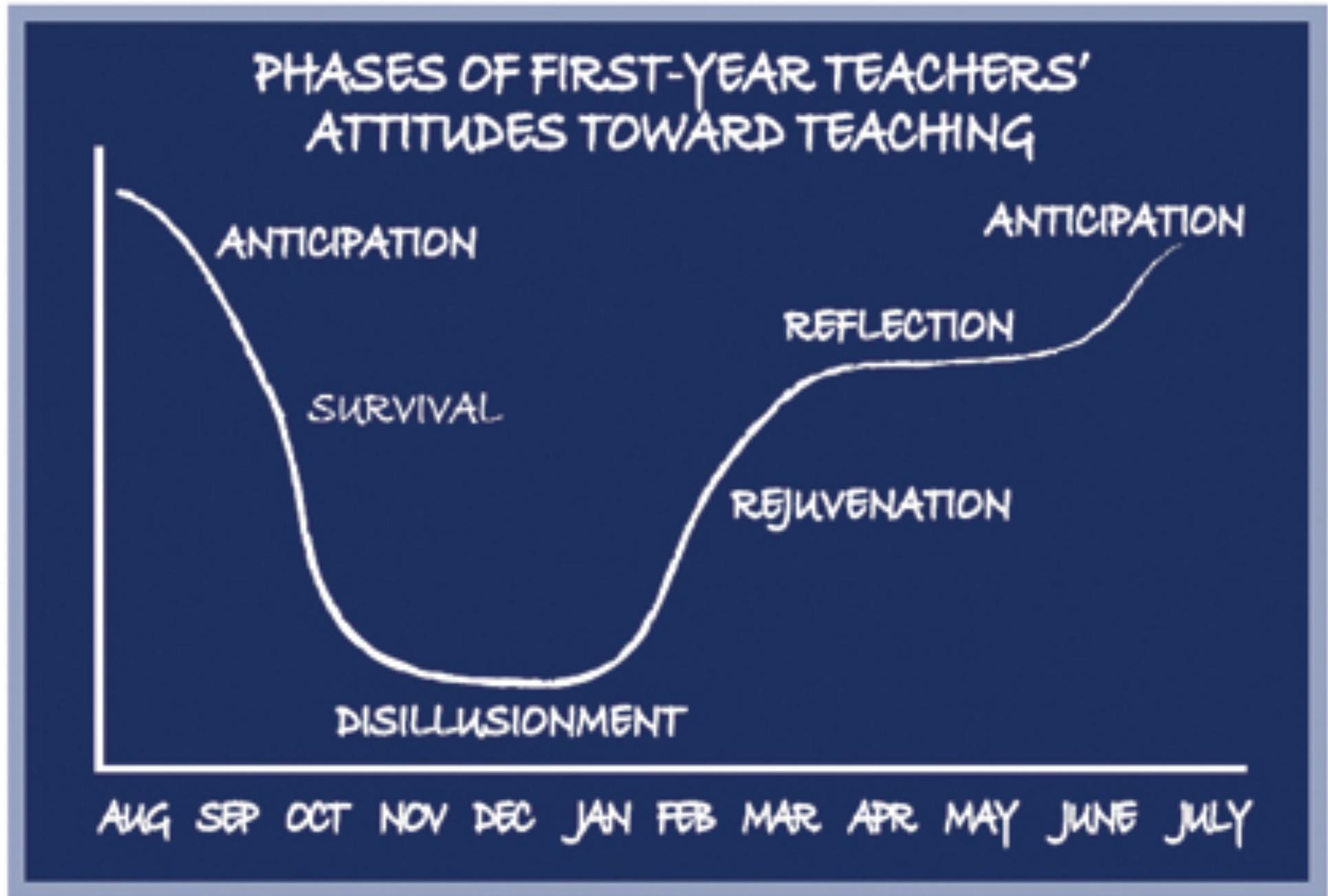


Educator Self-Care

Why it's important || Where you can find help

Not Just First-Year Teachers

How many have experienced the phases on this chart? Today, not only do first-year teachers go through these stages, but for many career teachers this represents an annual cycle.



“Over work is not productive.”

-- Harvard Business Review, 8/19/2015

As educators, we want the best for our students, our classrooms, our schools, our communities and – lastly – for ourselves. So we work late hours, work from home late into the evenings, wake early to finish extra work, use weekend time to shop for supplies and on and on and on. But studies show that overworking is not productive and not even neutral. It’s **actually harmful in a variety of ways**. Here’s how:

FOR YOU:

OVERWORK → STRESS →
HEALTH PROBLEMS

- Impaired sleep
- Depression
- Impaired memory
- Heart disease
- Alcohol and drug abuse

FOR THE SCHOOL:

OVERWORK → HR ISSUES
→ INCREASED COSTS

- Absenteeism
- Turnover
- Rising health care costs
- Poor job performance

FOR THE ‘WORK’:

MORE LIKELY TO MAKE
MISTAKES

- Interpersonal communications
- Making judgment calls
- Misreading others
- Managing your own emotions

OVER WORK = DIMINISHING RETURNS: YOU’LL PROGRESSIVELY WORK MORE STUPIDLY ON TASKS THAT ARE INCREASINGLY MEANINGLESS

“Over work is not productive.”

-- Harvard Business Review, 8/19/2015

HERE'S PROOF:

- In the 19th century when organized labor forced a limit to the work day, employers were surprised to find that factory productivity went up and mistakes and accidents went down
- One hundred years later studies show the same is true for “knowledge workers”

“Over work is not productive.”

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HERE'S WHY WE DO IT

- Individual Managers insist on long hours and more work
- The macro economy requires it: technology, economic incentives, corporate culture
- Personal psychology: ambition, pride, enjoyment, **OVERDEVELOPED SENSE OF DUTY**

Most common stressors for teachers

(NEA)

- Lack of support from parents and administrators
- Lack of awareness of how hard educators have to work
- Lack of respect for the work teachers do
- Blame for all society's problems

What to do to help yourself

- Identify your stressor and determine if it can be changed
 - Sit down face to face and communicate
- Is your stress short-term or long-term?
 - Testing season – how do I get through this time period?
 - Bad school climate – how do I change the situation?

Use healthy coping strategies

- Give yourself permission to care about you (i.e., take time for yourself)
- Exercise and mediation (release tension and relax)
- Build healthy school relationships – get to know your co-workers
- Friends and family
 - Develop a support system
- Laughter (it really can be the best medicine)
- Get plenty of sleep – that means resist the urge for late-night work sessions
- Keep hydrated
- Eat healthy
- Just say “no” – you are allowed to set your own limits

How to get help when needed



USE the DPS Employee Assistance Program (EAP)

EAP Guidance Resources is available 24 hours a day / 7 days a week

To access your Guidance Resources benefits, you can:

- Call 855-327-1377 and you'll speak to a counseling professional who will listen to your concerns and can guide you to the appropriate services you require
- Or, visit Guidance Resources Online and enter your company ID

What kind of help is available?

- Counseling
 - Marital/family
 - Grief
 - Stress
 - Job pressures
 - Substance abuse
- Financial
 - Budgeting
 - Debt management
 - Taxes
- Legal Support
 - Consultation and referral
- Referrals
 - Child care
 - Moving
 - Home repair

Mindfulness Training

Learn how to take better care of yourself – and consequently take better care of everyone else through this DCTA training session in January

- Open your DCTA–Slate and sign up
- January 18
- Lincoln Elementary 710 S. Pennsylvania
- 4:15pm
- Sponsored by DCTA’s Rise Up Committee
- Taught by Kaiser Permanente psychologists