Well Teachers, Well Children: A Conceptual Framework for Educator Well-Being

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What is: 
Well-being? Health? Stress?

Why does teacher well-being matter?

How might we learn and improve our supports?
What is WELL-BEING?

The state of being happy, healthy or prosperous; flourishing

❖ Self-acceptance
❖ Personal growth
❖ Purpose in life
❖ Positive relations with others
❖ Environmental mastery
❖ Autonomy

Ryff, 2014
What is STRESS?

Biopsychosocial
– Sensitivity
– Health

The body’s response to any demand for change…

(Hans Selye, 1936)
Definition of Health

“more than merely the absence of disease – it is an evolving human resource that helps children and adults adapt to the challenges of everyday life, resist infections, cope with adversity, feel a sense of personal well-being, and interact with their surroundings in ways that promote successful development.”

~ Center for the Developing Child at Harvard University
Transforming the Workforce for Children Birth Through Age 8: A Unifying Foundation

www.iom.edu/Birthtoeight
Workplace Stress and Depression

Workplace Stress  

Depression  

Poorer Teacher-Child Relationships  

Teacher-Child Conflict

Whitaker, Dearth-Wesley & Gooze, 2015
How can we LEARN more to SUPPORT teachers?
Lessons Learned about Workplace Well-Being

• Well-being > Absence of illness
• Contexts & Systems + Individual Contributions
• Leadership is Key
• It’s Complicated!
Our Conceptual Framework

Adapted from Brigham et al., 2018
Clinician Well-Being Model
Our Conceptual Framework

Adapted from Brigham et al., 2018
Clinician Well-Being Model
Teaching Role

- Alignment of responsibility and authority
- Autonomy
- Career stage

- Children and families served
- Responsibilities
- Self-efficacy
Personal Factors

- Adaptability
- Engagement and purpose in work
- Family dynamics
- Personality
- Physical and mental health
- Relationships and social support
- Sense of meaning/Mission
- Spirituality
- Values, ethnics, and morals
- Work-life integration
Knowledge & Competencies

- Communication skills
- Leadership and management skills
- Mastering new technologies
- Organizational skills
- Resilience
- Social-emotional competence
- Teaching competencies/experience
- Interpersonal skills
Practice Environment & Conditions

- Child-centered focus
- Class size/ratios
- Coaching & mentoring
- Collaboration
- Curriculum
- Parent engagement
- Supplies and resources
- Physical environment and working conditions
- Professional relationships
- Team structures and functionality
- Workplace safety
Organizational Factors & Leadership

- Bureaucracy
- Internal communication
- Compensation and benefits
- Data collection requirements
- Diversity and inclusion
- Harassment and discrimination
- Leadership
- Staff support
- Organizational culture
- Power dynamics
Professional Regulations & Policy

- Accreditation
- Documentation requirements
- Funding structure
- High stakes assessments
- HR policies and compensation
- Maintenance of licensure and certification
- National and state policies
- Publicized quality ratings (QRIS)
- Scholarship opportunities
Social & Cultural Factors

- Alignment of societal expectations and teaching role
- Culture of safety and transparency
- Discrimination and overt unconscious bias
- Media portrayal

- Political and economic climates
- Social determinants of health
- Societal expectations
- Stigma
Wages and Well-Being

*Teachers face workplace obstacles in experiencing well-being*
*Wages explained only a portion of teachers well-being*
*Wage inequity is a source of pain and conflict*

Teachers Differences in Positive Well-Being

- Bachelors Degree or Above: 71% More positive, 44% Less positive
- Lead Teachers and Other Leadership Roles: 63% More positive, 46% Less positive
- Average Hourly Pay: $20.40 More positive, $17.57 Less positive
- Average ACES: 2.09 More positive, 3.16 Less positive

We need to know more about the ecology of teacher well-being.

We need to identify policies and supports for workplace well-being, with a lens on both individual and systemic supports.

We need to prioritize teacher well-being.