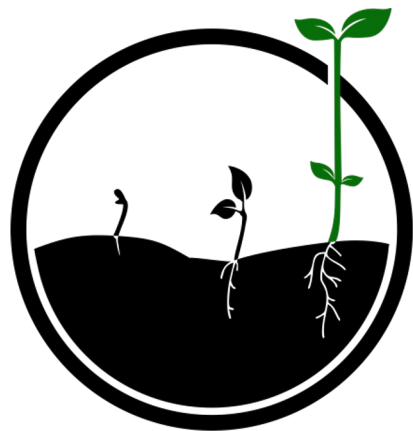


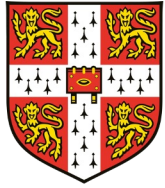
Purpose

Why are we talking about Educator Wellbeing?

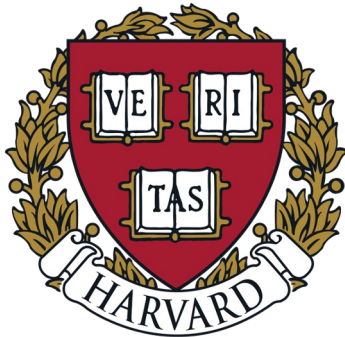




E D U C A T O R S
T H R I V I N G



UNIVERSITY OF
CAMBRIDGE







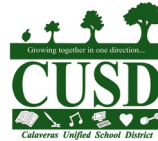
2018 -19

2019 - 20

2020 - 21

2021 - 22

2022 - 23



Every educator **experiences well-being** and reaches their **full professional potential.**

**Equip
Educators**



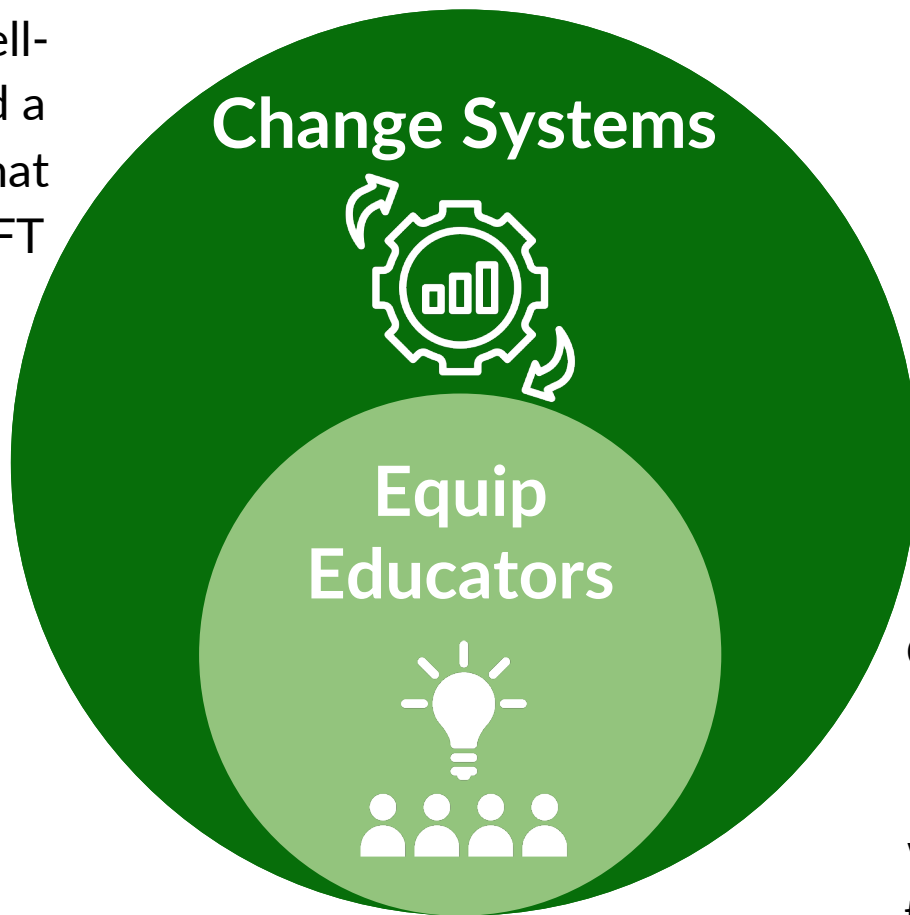
Change Systems



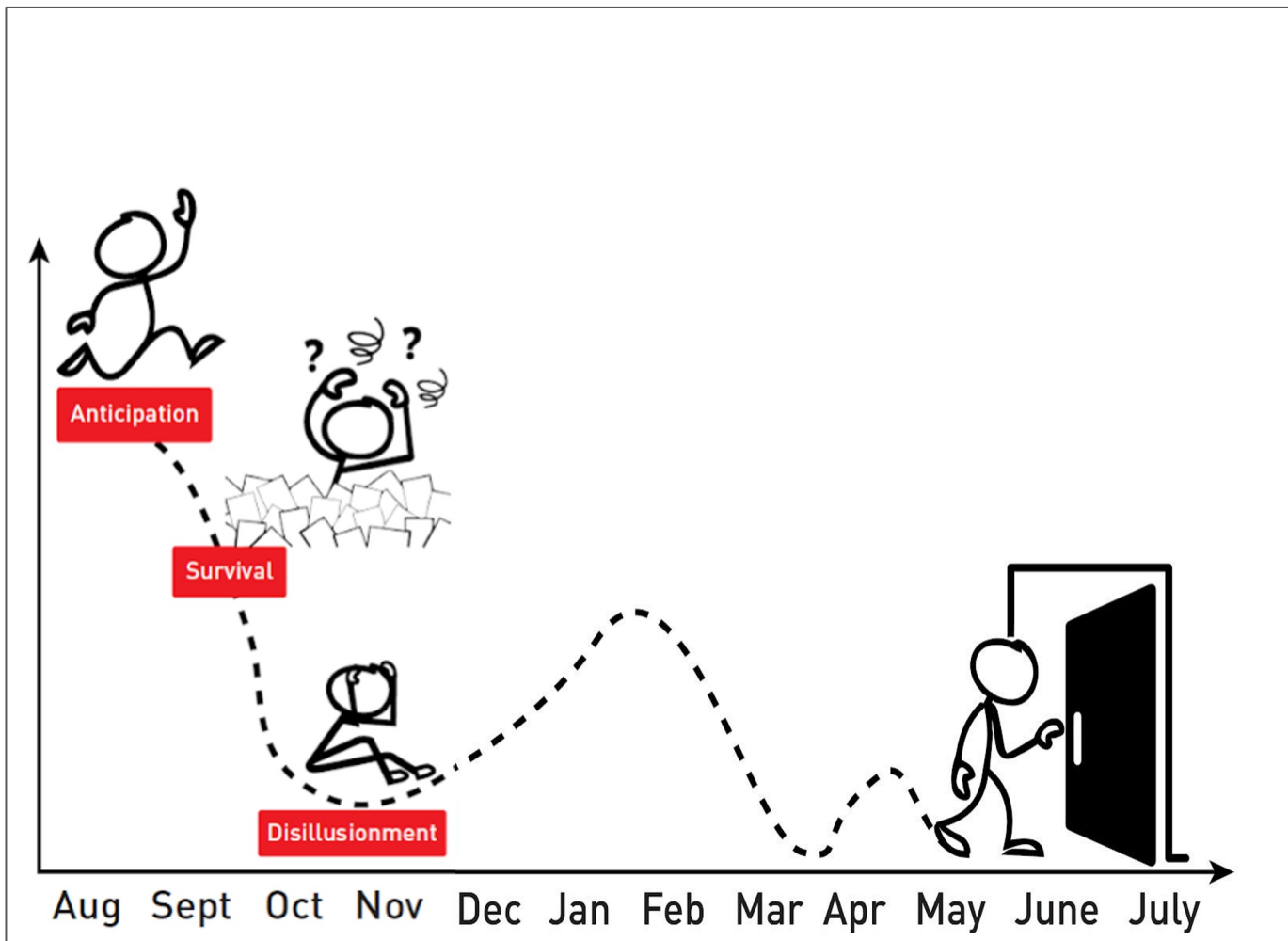
**Equip
Educators**



Defined educator well-being and co-created a survey to **measure** that definition, all with AFT members.



Offered AFT members research-based personal development with strategies proven to **increase** well-being.



Burnout is rampant.

GALLUP BLOG SEPTEMBER 8, 2022

Putting Out Teacher Burnout

BY MERIA CARSTARPHEN

TEACHING & LEARNING

The Mental Health Crisis Causing Teachers to Quit

Teachers are leaving careers they love in a last-ditch effort to save their mental health. How did we get here?

By Stephen Noonoo

May 2, 2022

IT'S TIME TO TAKE Teacher Burnout Seriously.
Here's How.

Businessweek + Equality
America's Broken Education System

Part 1: Why Teachers Are Quitting

Educators say burnout is leading to more staffing shortages

The National Education Association calls the shortages in schools a "five-alarm crisis."

'I dread every day': Overworked and under pressure, our teachers are in the midst of a mental health crisis

Burnout Is Educators' Top Concern. Here Are 4 Ways To Help

Expert Viewpoint

5 Ways to Reduce Teacher Burnout and Increase Retention

By Becca Hughes | 08/30/22

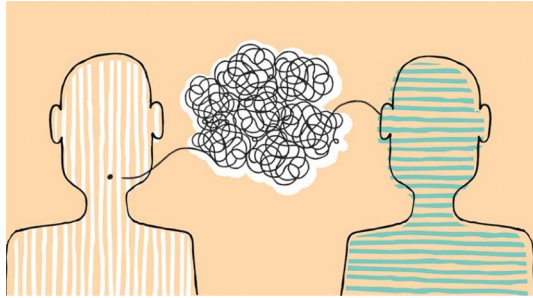


1. Overwhelm

The Five Pitfalls



2. Personal Neglect



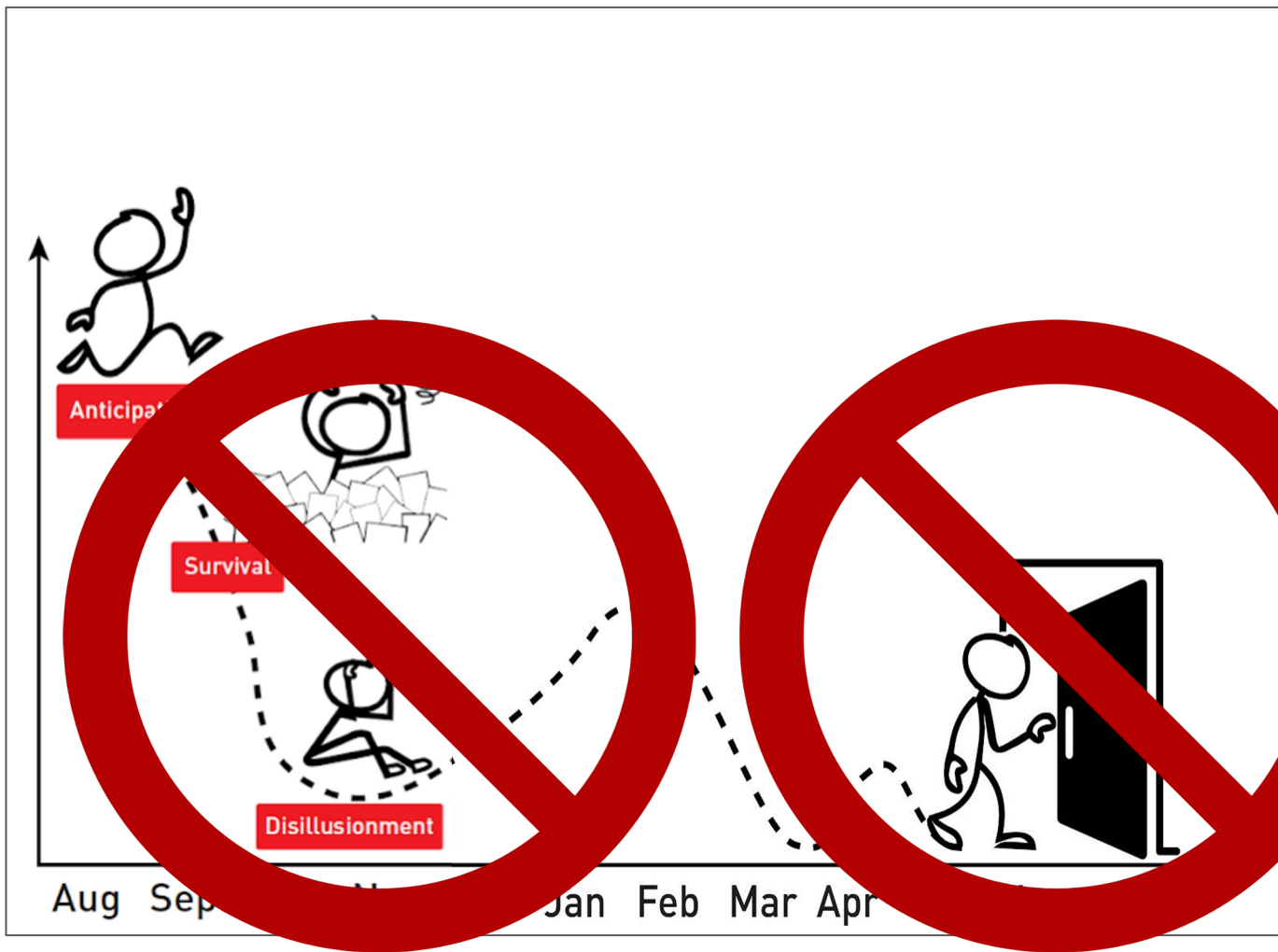
3. Conflict



4. Unexpected Challenges



5. Isolation





Program Sessions

During each session, participants will learn about strategies that are empirically proven to increase wellbeing. What follows is a preview of the sessions you could choose from.

During the first session, participants reflect on their experience with **the five pitfalls** and engage in a deep listening exercise to understand the experience of others in our groups. We learn about research that highlights the importance of candid dialogue about the challenges we face.



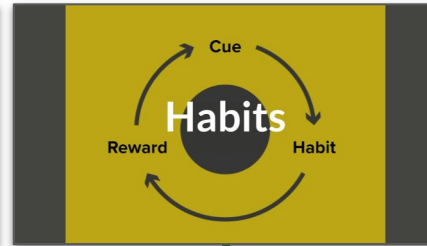
During the **prioritizing** session, participants learn about a framework they can use to ensure they're prioritizing not only what is urgent but also what is important for their long-term well-being. They also learn about a research-based strategy to keep first things first.

During the **core values** session, participants identify a list of their top three core values and learn about the research connecting reflection on our values to increased well-being.



www.educatorsthiving.org

2



Partnership

How did we collaborate this fall?

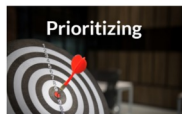
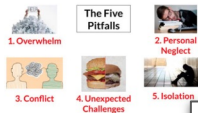




Program Sessions

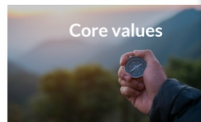
During each session, participants will learn about strategies that are empirically proven to increase well-being. What follows is a preview of the sessions you could choose from.

During the first session, participants reflect on their experience with **the five pitfalls** and engage in a deep listening exercise to understand the experience of others in our groups. We learn about research that highlights the importance of candid dialogue about the challenges we face.



During the **prioritizing** session, participants learn about a framework they can use to ensure they're prioritizing not only what is urgent but also what is important for their long-term well-being. They also learn about a research-based strategy to keep first things first.

During the **core values** session, participants identify a list of their top three core values and learn about the research connecting reflection on our values to increased well-being.



www.educatorsthiving.org

Program timeline

Application	Session 1	Session 2	Session 3	Session 4	Session 5
Application deadline Wednesday, June 8	Tuesday, Sept. 13th from 6 to 8 PM	Tuesday, Sept. 20th from 6 to 8 PM	Tuesday, Sept. 27th from 6 to 8 PM	Tuesday, Oct. 4th from 6 to 8 PM	Tuesday, Oct. 11th from 6 to 8 PM
	Thursday, Sept. 15th from 4 to 6 PM	Thursday, Sept. 22nd from 4 to 6 PM	Thursday, Sept. 29th from 4 to 6 PM	Thursday, Oct. 6th from 4 to 6 PM	Thursday, Oct. 13th from 4 to 6 PM



EDUCATORS
THRIVING



New Haven
Federation of
Teachers
UNION OF THE
EDUCATORS OF THE STATE OF CONNECTICUT

Don't just survive. Thrive.

Come learn **concrete strategies** to help you avoid **the five personal pitfalls** of the educator experience.

Don't just survive. Thrive.

What	A research-based personal development program to help educators sustain their well-being. There will be five, two-hour sessions . Participants who successfully complete the program will be eligible to receive \$500 .
Who	All educators in the New Haven Federation of Teachers are welcome! Space is limited to the first 50 applicants. NHFT Members Only!
When	The program will be offered starting the week of Monday, September 12. Sessions will take place weekly either Tuesdays from 6 to 8 PM or Thursdays from 4 to 6 PM. Sessions will be facilitated virtually on Zoom.

1. Apply by Wednesday, June 8: <https://tinyurl.com/EdThriveNHFT>
2. Want to learn more? Watch this **five-minute overview video**? <https://tinyurl.com/EdThriveOverviewVideo>
3. Contact us at ProgramTeam@educatorsthiving.org with any questions.



Educators Thriving: Congrats, you're in! Inbox x



Katie LaPointe <katie@educatorsthiving.org>
to bcc: me ▾

You're in! You've been admitted into the Educators Thriving Program beginning

To confirm your spot in the program, **you must complete this Google Form**

If we don't hear from you by then, we'll offer your spot to one of the folks on the

As you may recall from [the flier](#), Red River United - in partnership with the American

successfully complete the program! Successful completion of the program inv

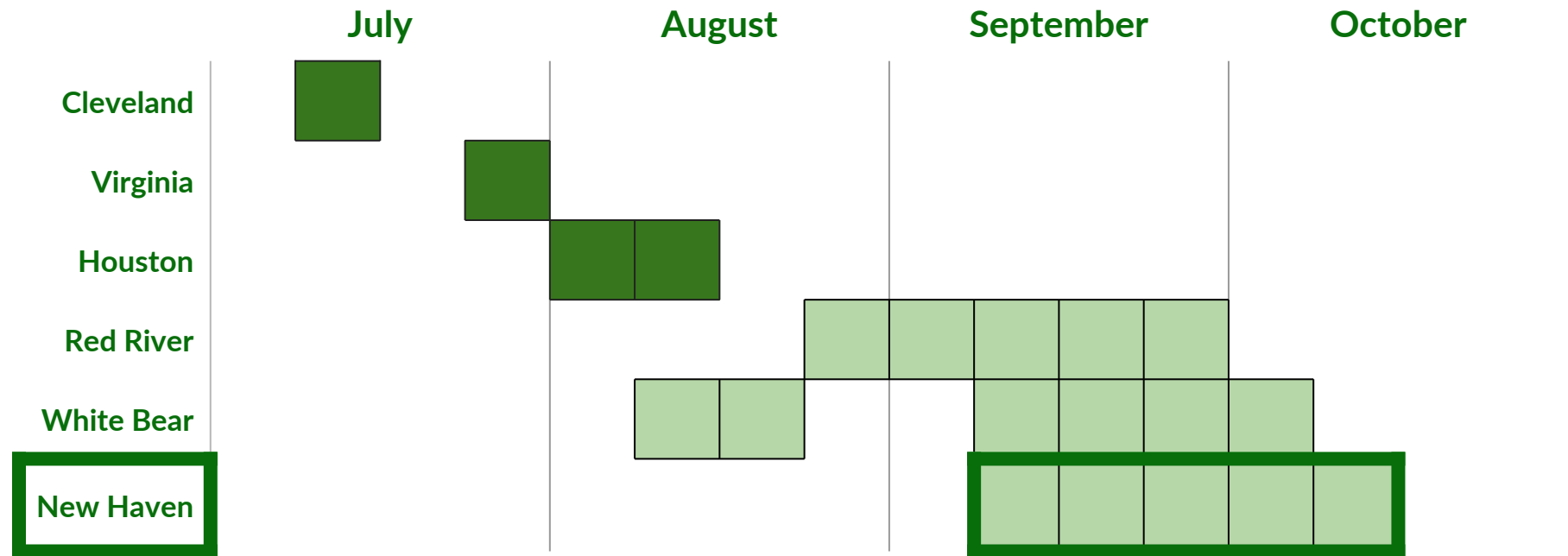


EDUCATORS
THRIVING

Groups

Group	Name
1	Tyler Hester
	Hallie Fox
	Laura Andersen
	Katie LaPointe
2	Randi Weingarten
	Evelyn DeJesus
	Fed Ingram
3	John Lennon
	Paul McCartney
	George Harrison
	Ringo Starr
4	Emma Bunton
	Melanie Chisholm
	Victoria Beckham
	Mel Brown
5	Steve Tyler
	Tom Hamilton
	Joe Perry







**Personal development
happens interpersonally.**

Program Results



Well-being Report 2022 New Haven Federation of Teachers

This summary of feedback reflects the experience of 47 educators who completed the baseline Educators Thriving survey in September 2022 and a follow-up survey in October 2022, following the end of the program (see Table 1 for participant demographics).

98%

of participants reported the program improved their well-being.

87%

of participants agreed that the program has made their work feel more sustainable.

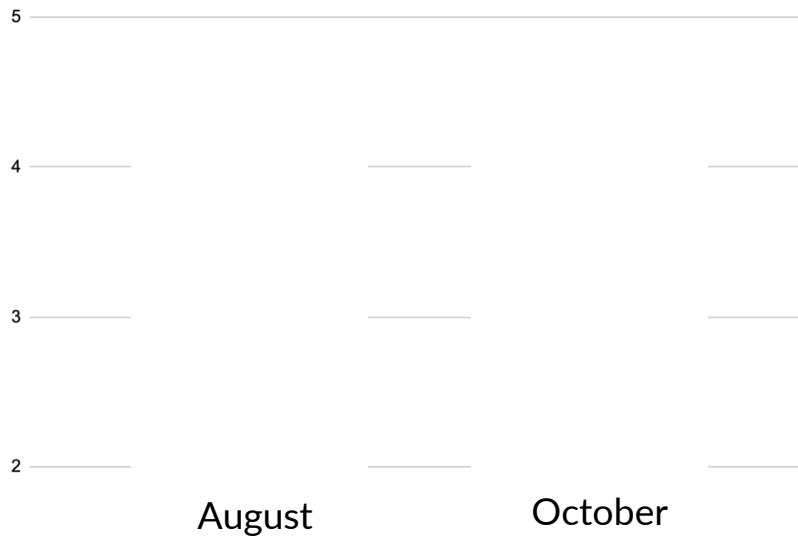
81%

of participants agree the program made them feel more effective at work

- Educators reported **significant improvement in resilience** at the end of the program.
- Educators reported **significant improvement in workplace accomplishment and relationships** at the end of the program.
- A majority of participants reported strategies from the program have improved their well-being.



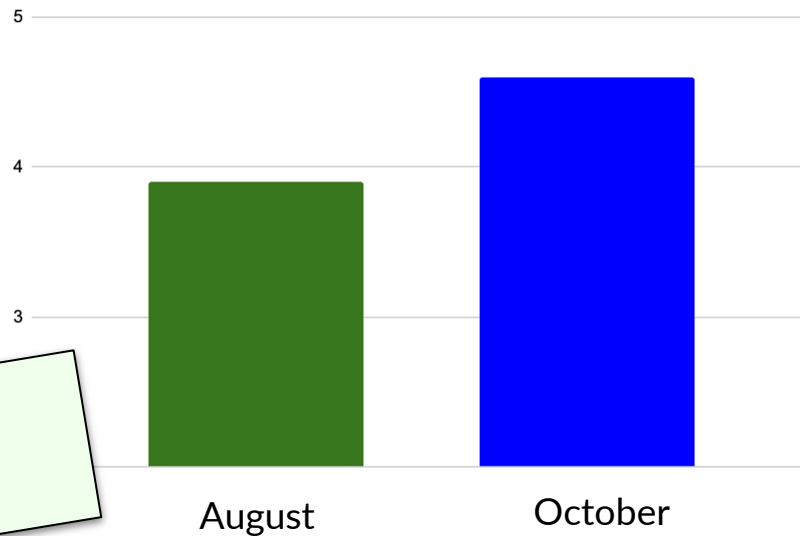
Resilience



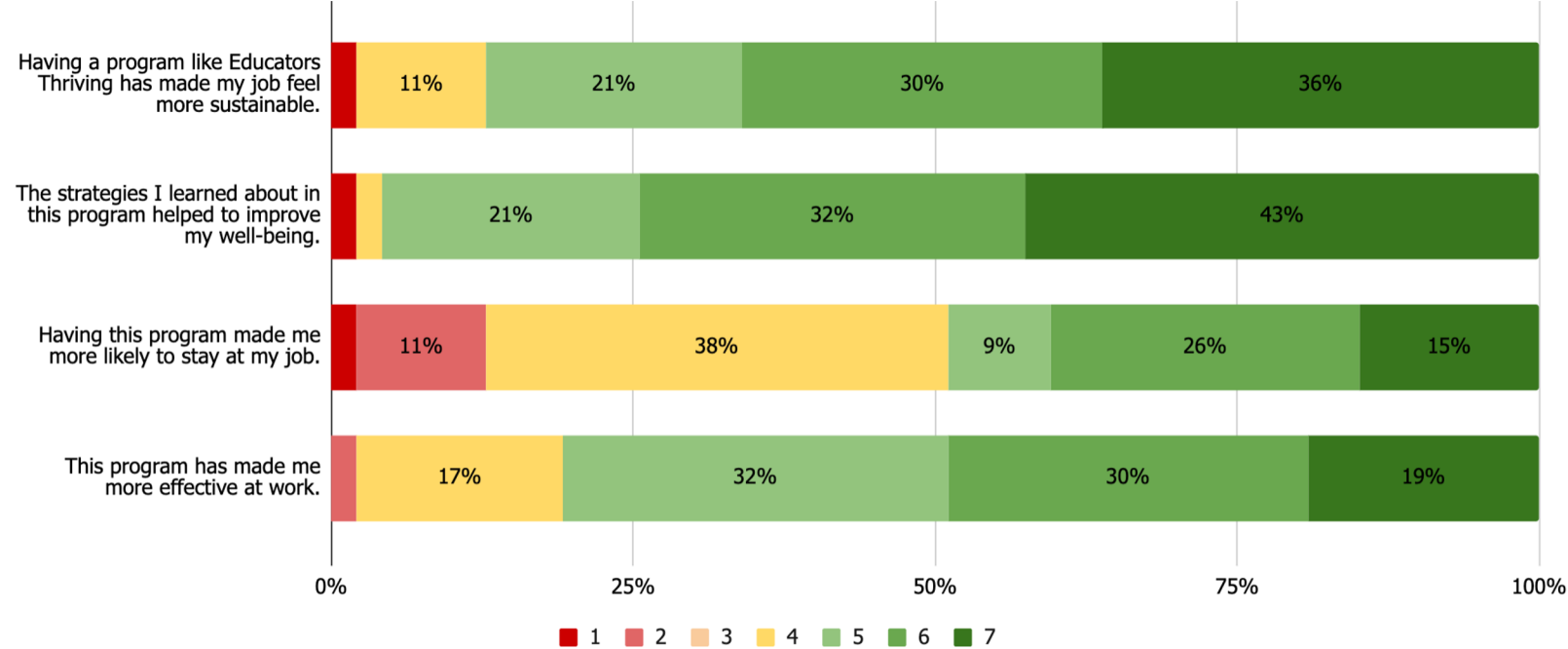


Not normal!

Resilience



Program Satisfaction



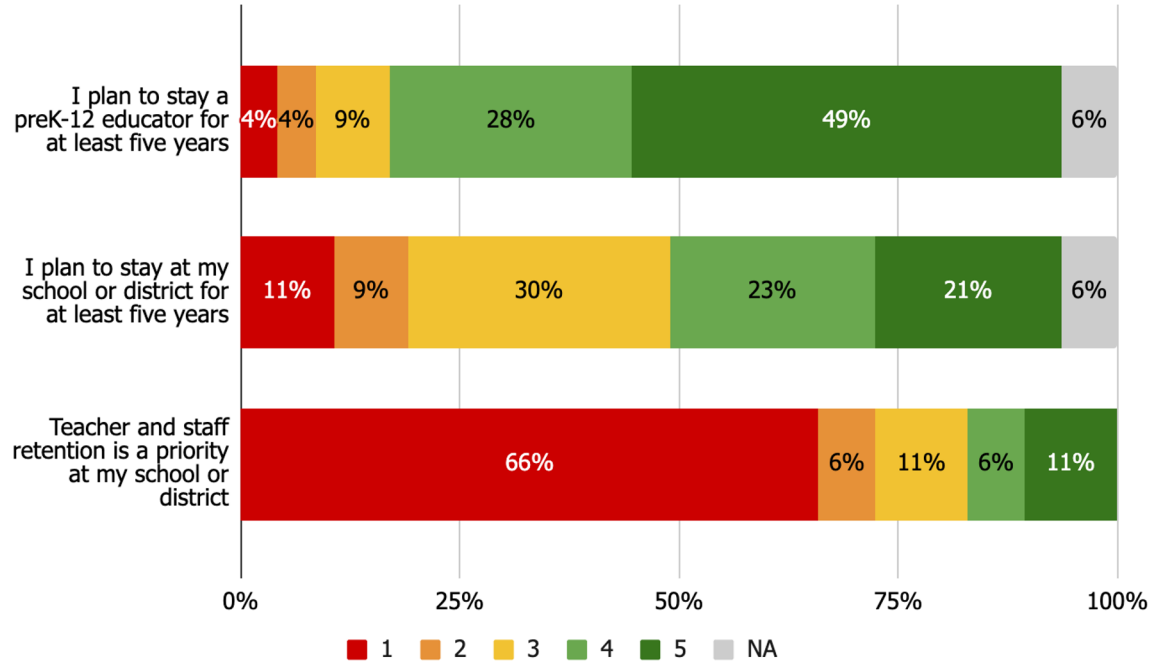
I also loved to discover that
I am not going through this alone.

I love how many resources are included on
the web page and how researched
everything is for us. Amazing opportunity!

I always felt a lot better
after each session,
especially during really
tough days.

Having the connection
to other educators from
throughout my district
was fantastic!

Retention Intentions



On the chance that you're considering leaving, what would make you more likely to stay?

Four major themes in the responses:

- Increased Pay & Better Health Benefits
- Genuine Care and Support from District and BOE
- Reduced or Capped Special Education Caseload Size
- Improved District Response to Student Needs & Behavior



Potential

How can we continue to collaborate to support Educator Wellbeing?



Possible Next Steps...



Offer program to new cohorts of educators



Assess well-being of our workforce



Collaborate with district leaders to address issues of well-being in NHPS



Dr. Iline Tracey , Superintendent

Ms. Keisha Redd-Hannans , Assistant Superintendent of Curriculum, Instruction, and Assessment

Mr. Robert McCain, Science Supervisor

Teaching and Learning Committee

January 18, 2023

STRATEGIC PLAN : SY 2020-2024



NEW HAVEN PUBLIC SCHOOLS

Core Values

We believe...

1 Equitable opportunities create the foundation necessary for every child to succeed

3 High expectations and standards are necessary to prepare students for college and career

2 A culture of continuous improvement will ensure that all staff are learners and reflective practitioners

4 Collaboration and partnerships with families and the New Haven community will enhance learning and achievement



Mission

To provide all students in New Haven Public Schools with personalized, authentic, and engaging learning experiences through creativity, exploration, innovation, critical thinking, problem-solving, and high quality instruction. To foster a culture of continuous improvement through collaborative partnerships with staff, families, and the New Haven community. To support students' growth and development by utilizing the Whole Child Framework.

Vision

Our vision is to be a premier urban school district that ensures access to equitable opportunities and successful outcomes for all students as they prepare for college, career, and life.

Priority Areas for 2020-2024

- 1 Academic Learning**
- 3 Youth & Family Engagement**
- 5 Operational Efficiencies**

- 2 Culture & Climate**
- 4 Talented Educators**

WWW.NHPS.NET

Goal:

To create a comprehensive middle school science curriculum that bridges the gap from K-12, providing an equitable and cohesive program for all New Haven students.

- Inequity in programs, lessons, and consistency in science instruction and learning throughout New Haven Schools
- Middle school teachers are “doing their own thing.” Creating inequity in the quality of science instruction for NHPS students.
- Record number of substitute and first year teachers in science (currently 12 vacancy in 6-8).

Smithsonian STMC Program

<https://www.smithsonianstc.com/stcms-framework-172N7-41245L.html>

Lab-Aids SEPUP Program

<https://www.lab-aids.com/ngss>

Savvas Elevate Science

<https://www.savvas.com/index.cfm?locator=PS3eR5&PMDBSOLUTIONID=6724&PMDBSITEID=2781&PMDBCATEGORYID=814&PMDBSUBSOLUTIONID=&PMDBSUBJECTAREAID=&PMDBSUBCATEGORYID=&PMDBProgramId=165441&elementType=programComponents>

Pilot Schools



NEW HAVEN PUBLIC SCHOOLS

	Smithsonian STMC	Lab Aids SEPUP	Savvas Elevate Science
Grade 6	Melanie Seeger Conte Emma Salvatore Fame	Lorrie Quirk Lincoln Bassett Tim Shortt Hooker	Nancy Wattnem Barnard Alexis Nuhn Barnard
Grade 7	Sarah Johnson Ross Woodward Kerry Martins Beecher	Stephanie Persanti Clinton Tina Taylor Martinez	Suzette Boutin Barnard Colleen Whittel Clemente
Grade 8	Sarah Johnson Ross Woodward Tom Merritt Jepson	Stephanie Persanti Clinton Kristin Satawhite Nathan Hale	Suzette Boutin Barnard Roger Rushworth ESUMS

Timeline



NEW HAVEN PUBLIC SCHOOLS

Quarter 2 Pilot (Nov 15- Jan 26)

Teacher Training 1

Smithsonian 12/1

Lab-Aids 12/5

Savvas 11/28

Teacher Training 2:

Smithsonian 1/4

Lab-Aids 1/12

Savvas 1/11

School Based Site Visits

WK Dec 5th, WK Jan. 9th, 1/17

Student Work

https://drive.google.com/drive/folders/1WuKW98Bqu_ts9BmZEmUpjJgluds7y0vk?usp=share_link

Next Steps:

Teacher Surveys

https://docs.google.com/forms/d/e/1FAIpQLSdUZAPKaPs6P9gxEsCnQWE088HfXNR6saWjfh7J-7aS8hzlKA/viewform?usp=share_link

Contact Companies for Program Price Quotes/Professional Development

Comprehensive Middle School Science Curriculum



NEW HAVEN PUBLIC SCHOOLS

