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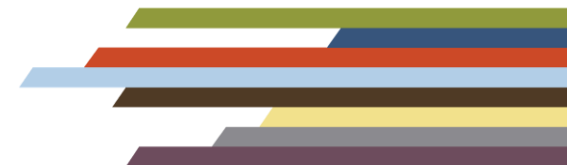


Well-Being Wednesdays:

Creating Safe and Supportive Environments

Trainers: Andrew J. Thayer, PhD

October 14, 2020



Disclaimer

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At the time of this presentation, Elinore F. McCance-Katz served as SAMHSA Assistant Secretary. The opinions expressed herein are the views of the speakers, and do not reflect the official position of the Department of Health and Human Services (DHHS), or SAMHSA. No official support or endorsement of DHHS, SAMHSA, for the opinions described in this presentation is intended or should be inferred.



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Announcements

- All attendees are automatically muted
- Submit questions any time during the webinar
- Each participant will be emailed a certificate of completion for this webinar next week



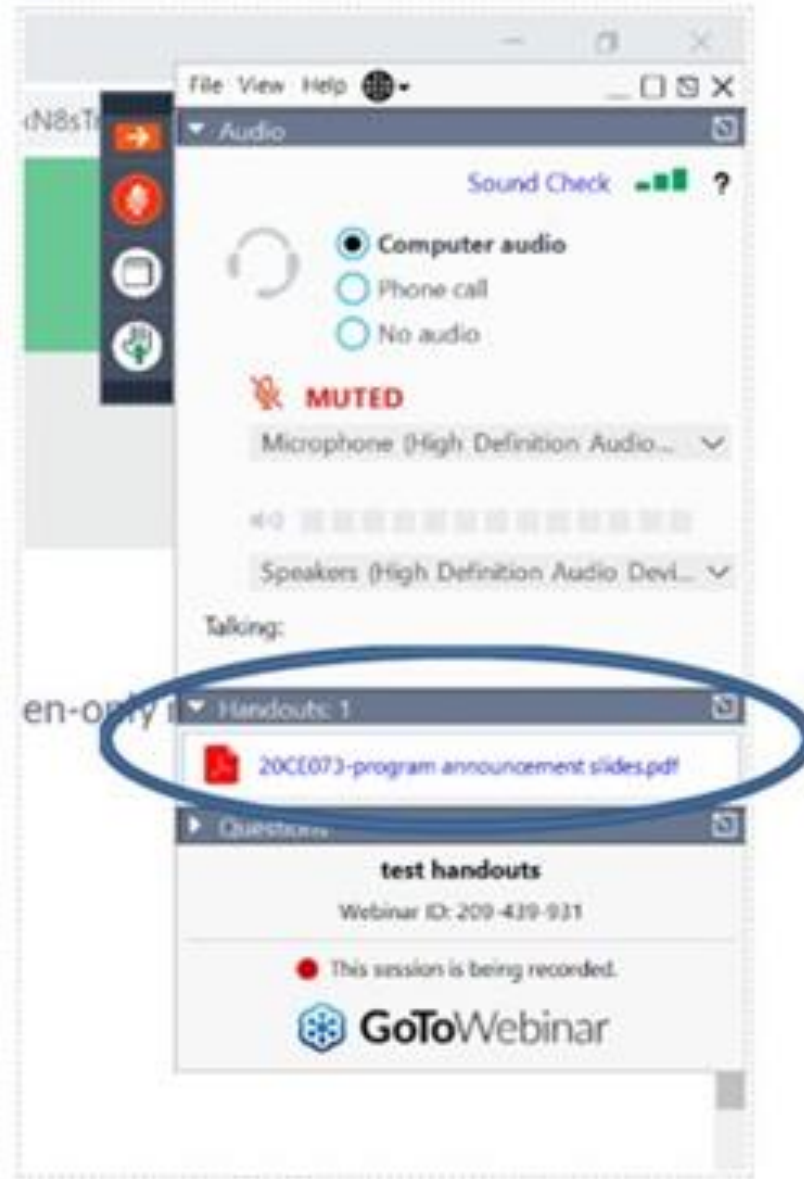
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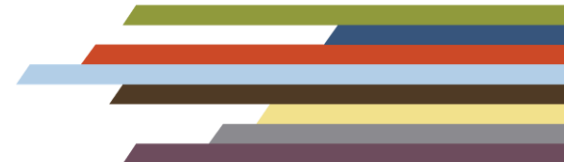
Downloading Handouts



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Evaluation

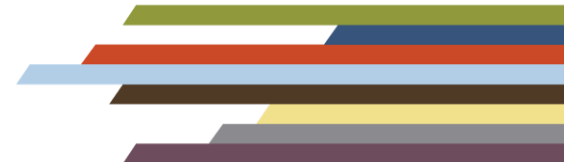
- At the end of this session, you will be asked to complete a brief evaluation.
- Because this event is federally funded, we are required to ask about participants' satisfaction with our services.
- To maintain our funding, we are required to get 80% participation.
- We greatly value your feedback and participation in the survey!!



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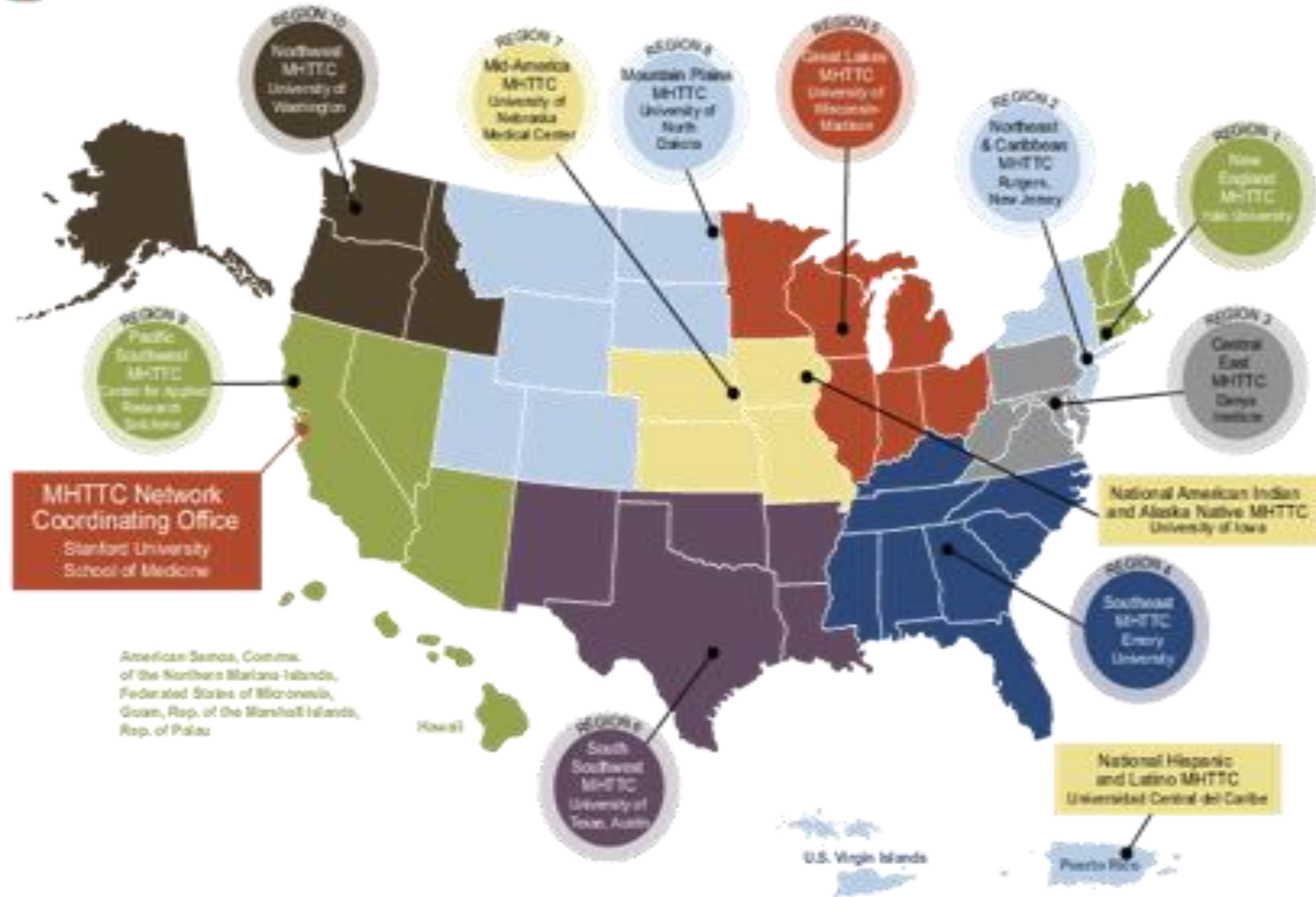


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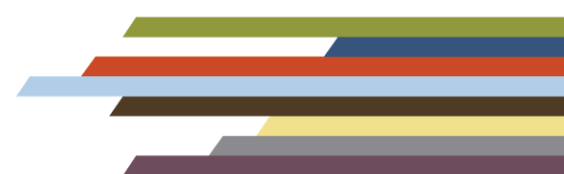
- Established in 2018 with funding from the Substance Abuse and Mental Health Services Administration (SAMHSA)
 - 10 Regional Centers
 - National Hispanic & Latino Center
- National American Indian and Alaska Native Center
- Network Coordinating Office



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Project Director: Dr. Brandy Clarke, PhD, LP

SAMHSA grant awarded to Dr. Joseph Evans at the University of Nebraska Medical Center (Grant #: H79SM081769).

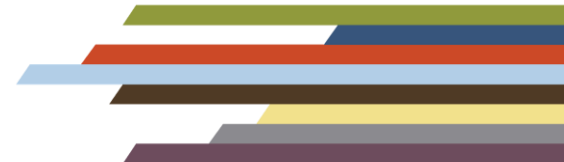
Serves to provide continuum of training and technical assistance in evidence-based practice and mental health services across MO, IA, NE, and KS.



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Dr. Jordan Thayer is a postdoctoral fellow at the Munroe-Meyer Institute (MMI) for Genetics and Rehabilitation at the University of Nebraska Medical Center and is a member of the research and implementation team behind the Adult Resilience Curriculum (ARC). He received his doctorate in school psychology from the University of Minnesota-Twin Cities in Minneapolis, Minnesota. In both graduate school and in his work at MMI, he has split his time between collaborative research with schools and staff and practicing school-based mental health. These experiences developed Dr. Thayer's appreciation for the real-world challenges that every teacher faces when trying to implement what we know works to help kids develop academically, socially, emotionally, and mentally — particularly when teaching children with diverse backgrounds, experiences, and cultural values. Although recognized, these challenges are not always addressed, leaving teachers stressed and overwhelmed. ARC was designed to provide a flexible, contextual approach to support teachers' personal well-being development by incorporating various skills and strategies into their daily lives. Dr. Thayer also works with school leaders and policymakers to remove outside factors that cause educator stress so that teachers' well-being is supported by their own skills and by their environment.



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Your school is a
river

COVID-19



WHO I AM



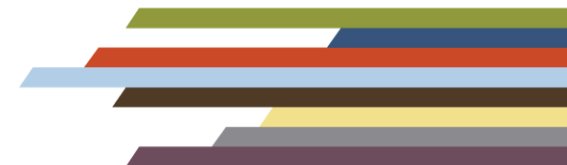
**Dr. Andrew Jordan
Thayer**
PhD from University of
Minnesota
School Psychologist
Implementation Science
& Behavior Change



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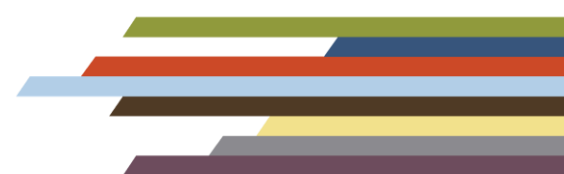


ANDERSEN
WOLVERINES

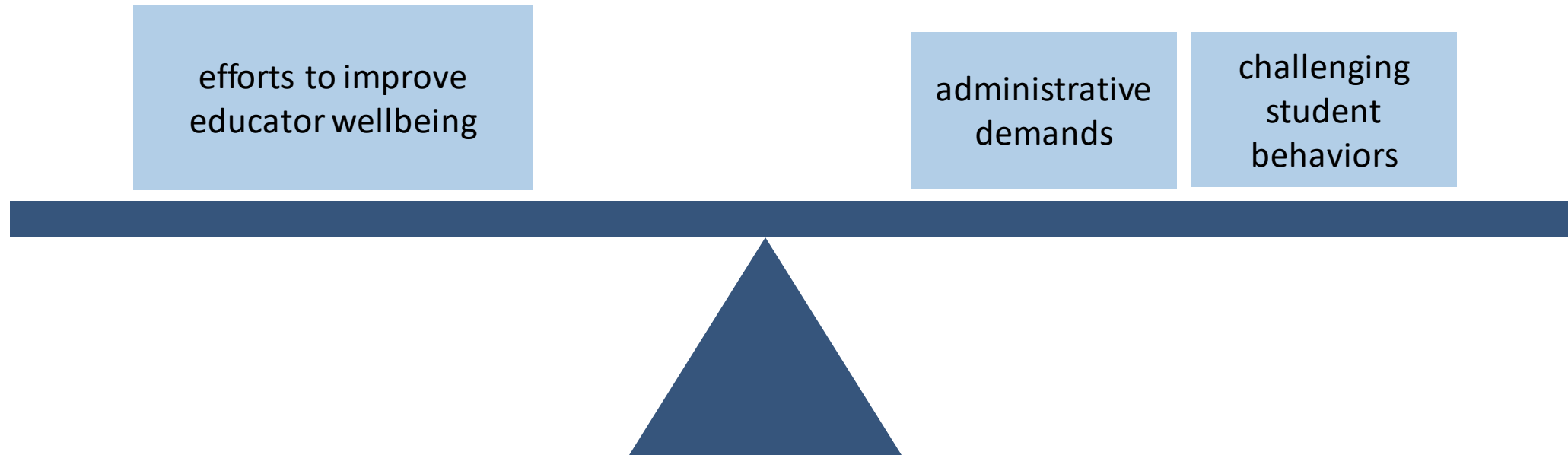




Review



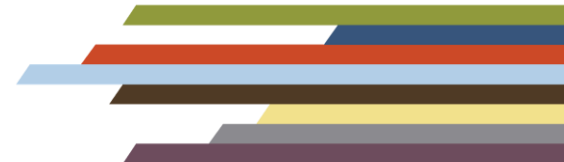
Sources of educator stress (pre & post COVID)



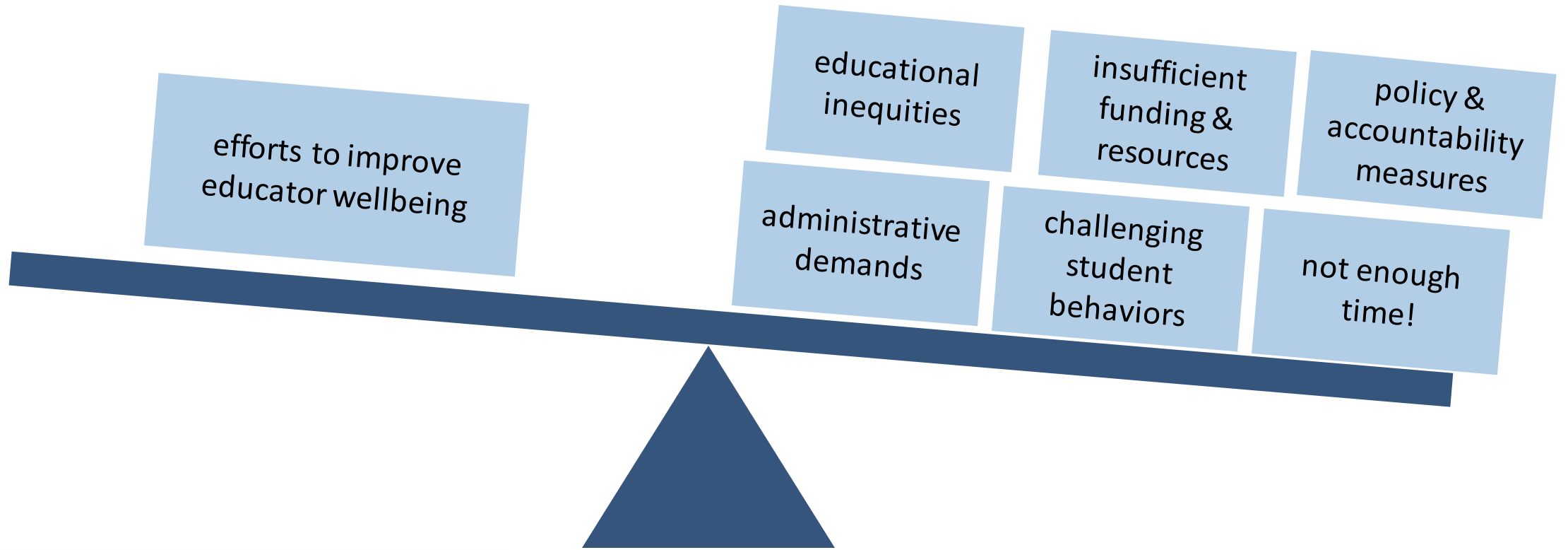
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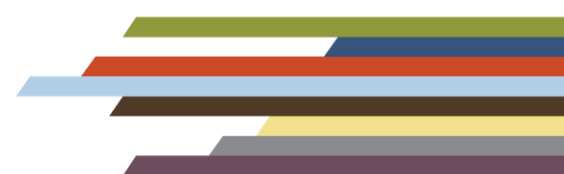
Sources of educator stress (pre & post COVID)



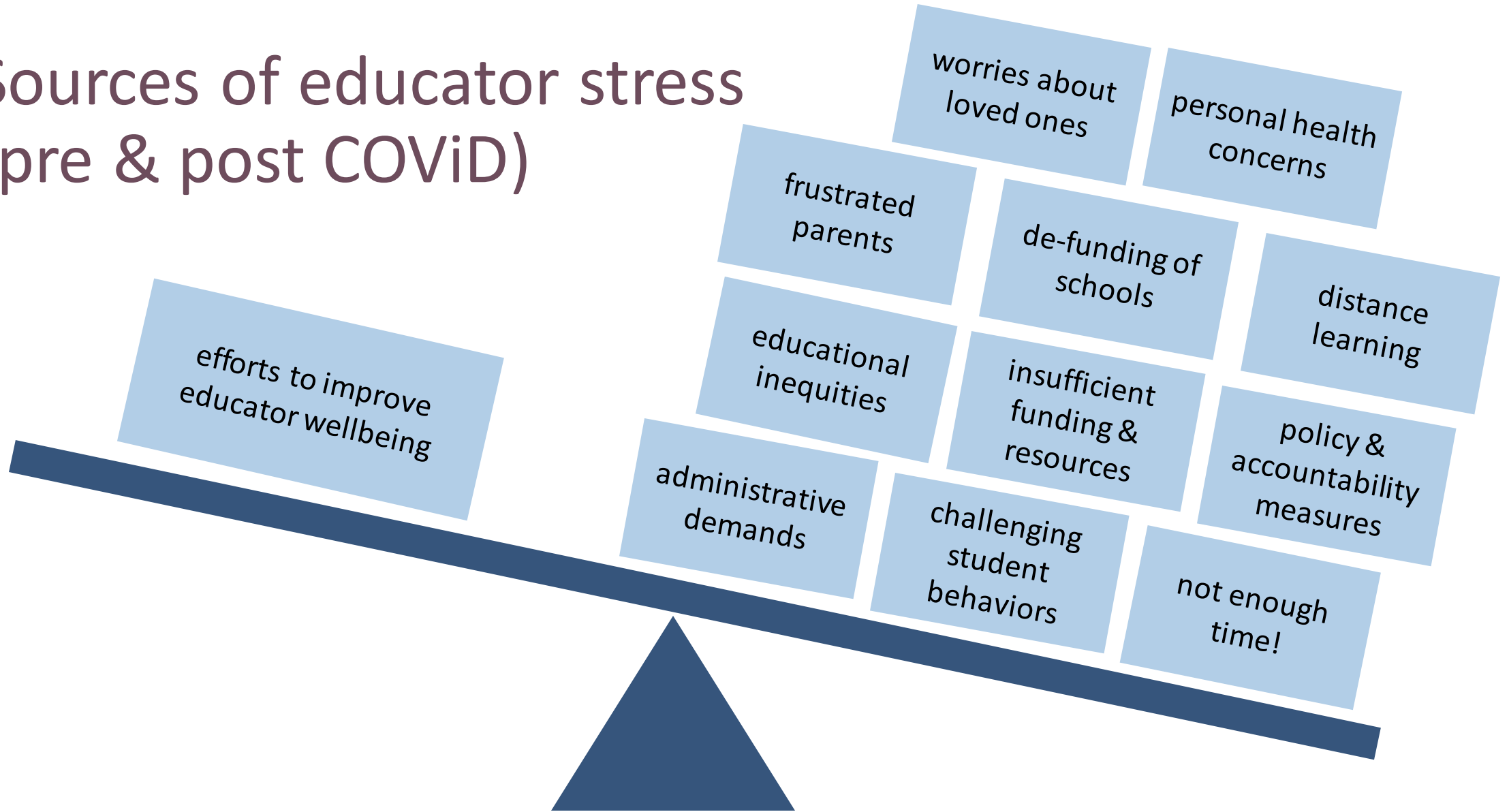
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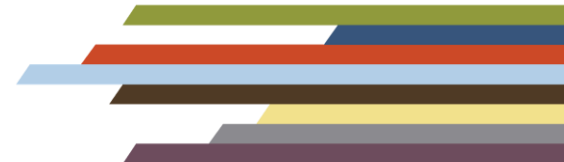
Sources of educator stress (pre & post COVID)



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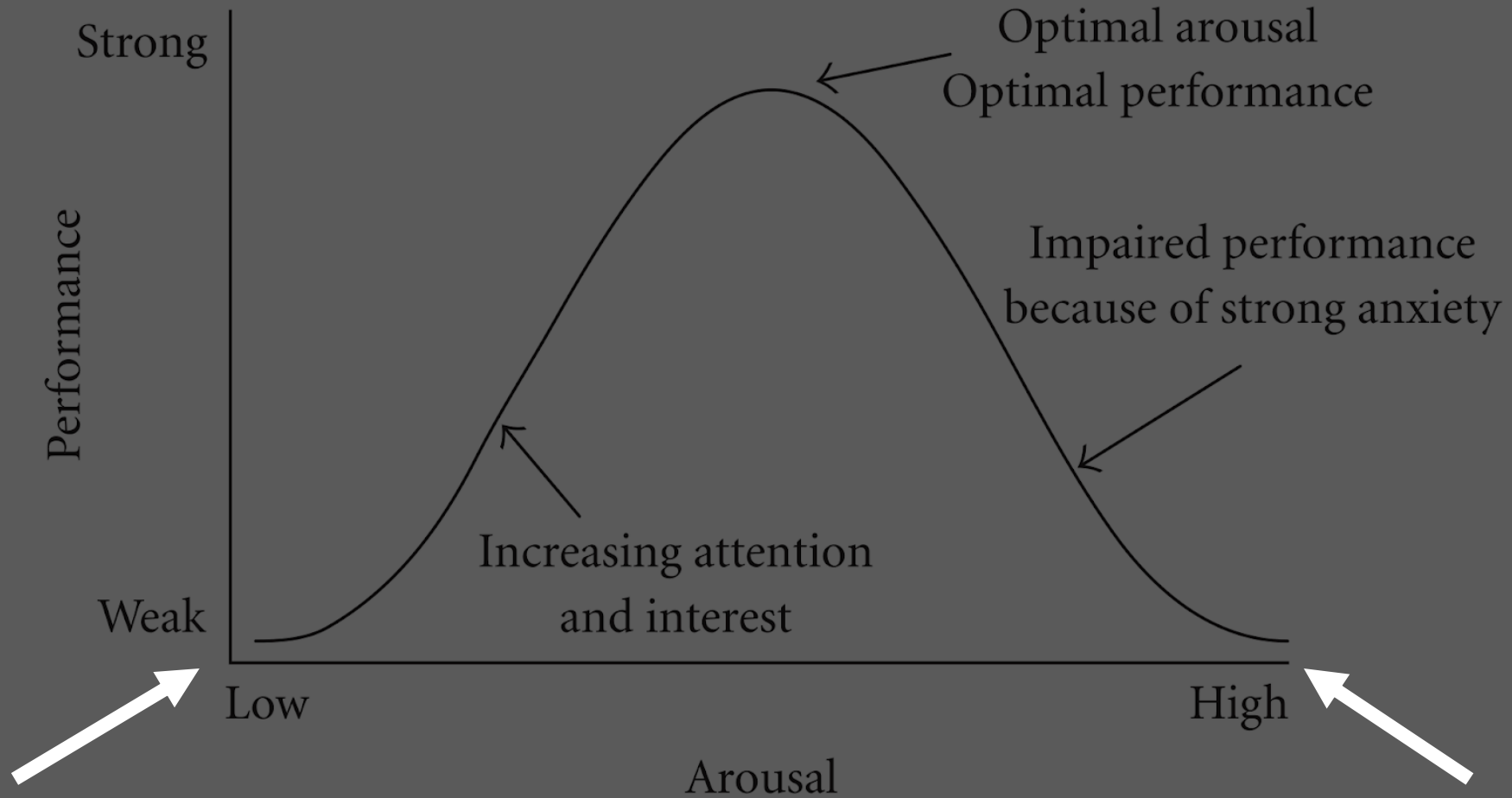
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The Yerkes-Dotson Curve

Shows the relationship between stress and human performance.



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Wellness is a holistic integration of physical, mental, and spiritual well-being, fueling the body, engaging the mind, and nurturing the spirit.

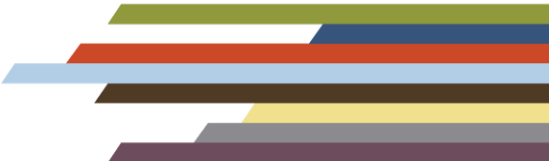
(Stoewen, 2017)



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“

Self care is important, yes,
and so is community care.

People cannot self care
themselves out of issues that
need community support.

One without the other can
strain and create imbalance.

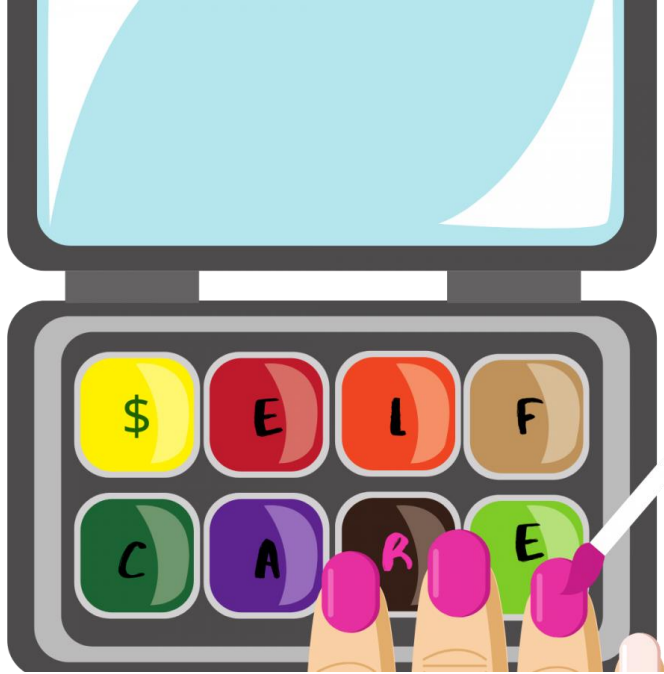
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Reflections on the idea of *self care*

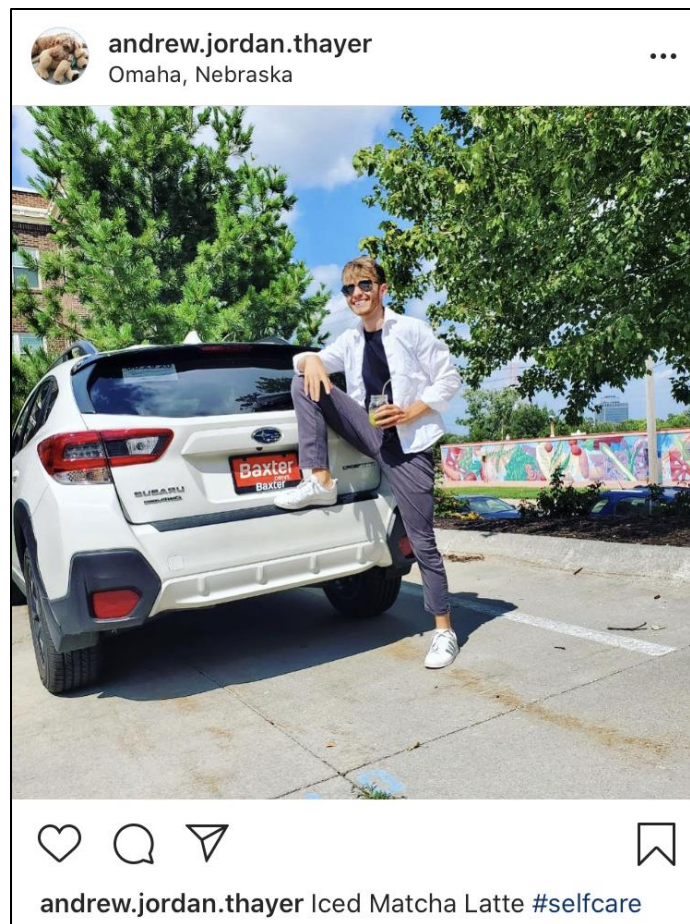



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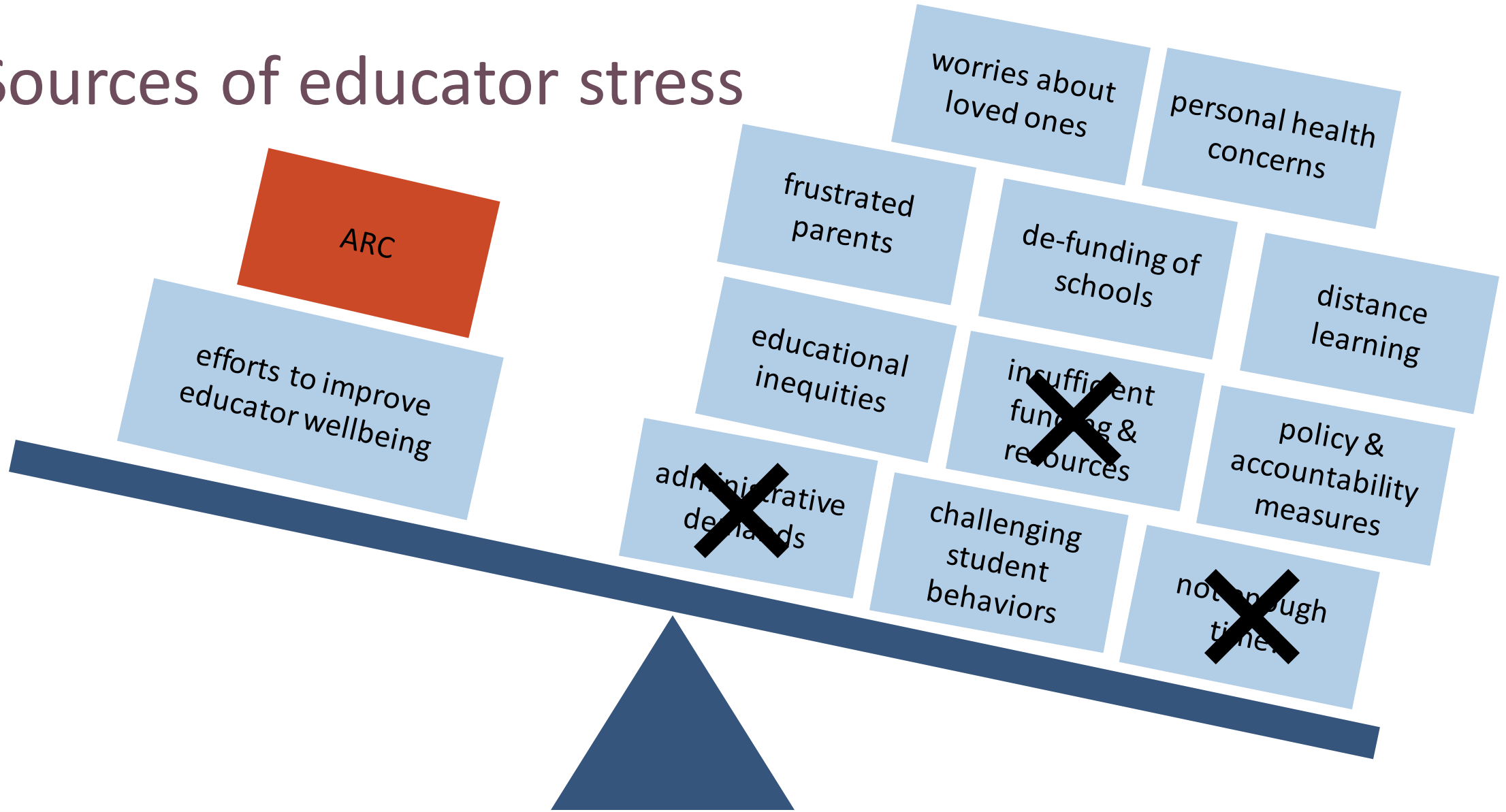
Opinion: Self-care obsessed culture is scamming young adults





The Adult Resilience Curriculum (ARC)

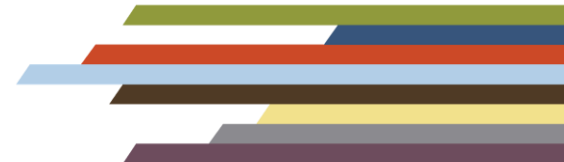
Sources of educator stress



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The ARC Modules

1: Understanding the psychobiology of stress and wellbeing
(psychoeducation)

2: Creating safe and supportive environments
(context)

3: Clarifying, aligning with, and committing to one's values
(values)

4: Cultivating awareness through mindfulness-based practices
(mindfulness)

5: Connecting meaningfully with others
(connection)

6: Fostering pleasant emotions and experiences
(positivity)

7: Coping with difficult thoughts, feelings, and experiences
(coping)

8: Feeling good physically through nutrition, movement, & sleep
(health)

9: Rejuvenating through relaxation, recreation, and routines
(three R's)

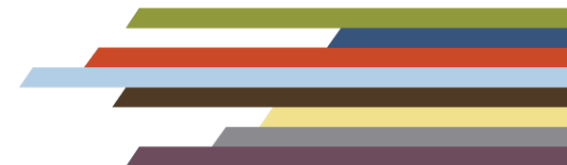
10: Bringing it all together: A wellness plan for the future
(wellness plan)



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MODULE 2: Creating Safe and Supportive Environments

Context



What do students
need from teachers
to succeed?



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Context



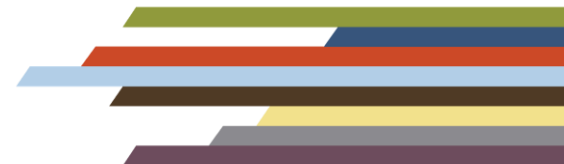
What do teachers
need from their
leaders to succeed?



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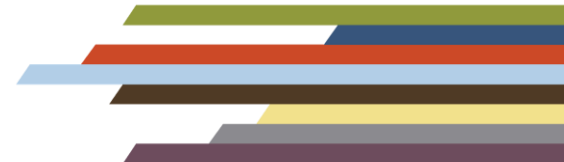




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How do we promote psychological safety in schools?

Take risks

Openness to Feedback

Intentional Effort for Collegial Relationships

Regular Demonstration of Fallibility

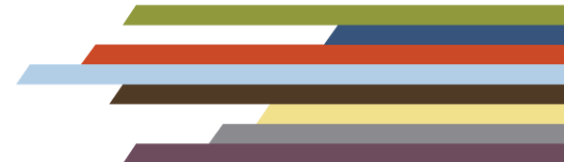
All Staff Have Input



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LET'S APPLY IT!

Let's do an activity to make space for vulnerability.

1. Identify a practice partner. This can be a colleague, spouse, partner, friend, family member.
2. With your partner, practice giving feedback about something.
3. Now switch roles by soliciting and receiving feedback from your partner.
4. Discuss what went well and what was difficult about this.

Tips for Effective Feedback



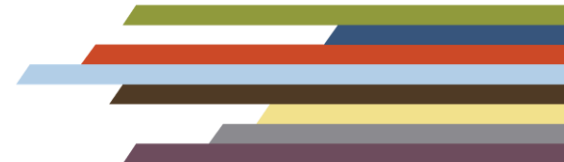
1. Provide promptly
2. Provide privately
3. Ask for permission
4. Be specific
5. Empathize
6. Focus on performance
7. Bidirectional
8. Follow up
9. AVOID sandwich



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Other strategies to build Psychological Safety



1

Use Establish-Maintain-Restore with your staff & colleagues. (Cook et al., 2018)

2

Prioritize well-being (see Cleaning Up Your Plate handout)

3

Regular team-building exercises

4

Personal rewards list

5

Visit each other's classrooms and assist

6

Office hours/café hours

7

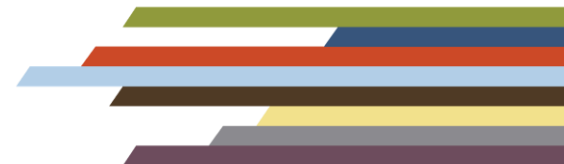
Weekly Blunder Lesson



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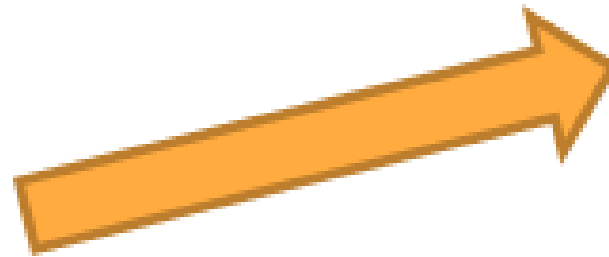


What questions do we
have at this point?

Computer

To ask a question:

Type it into the
Questions box,
and your
question will
be read out loud.



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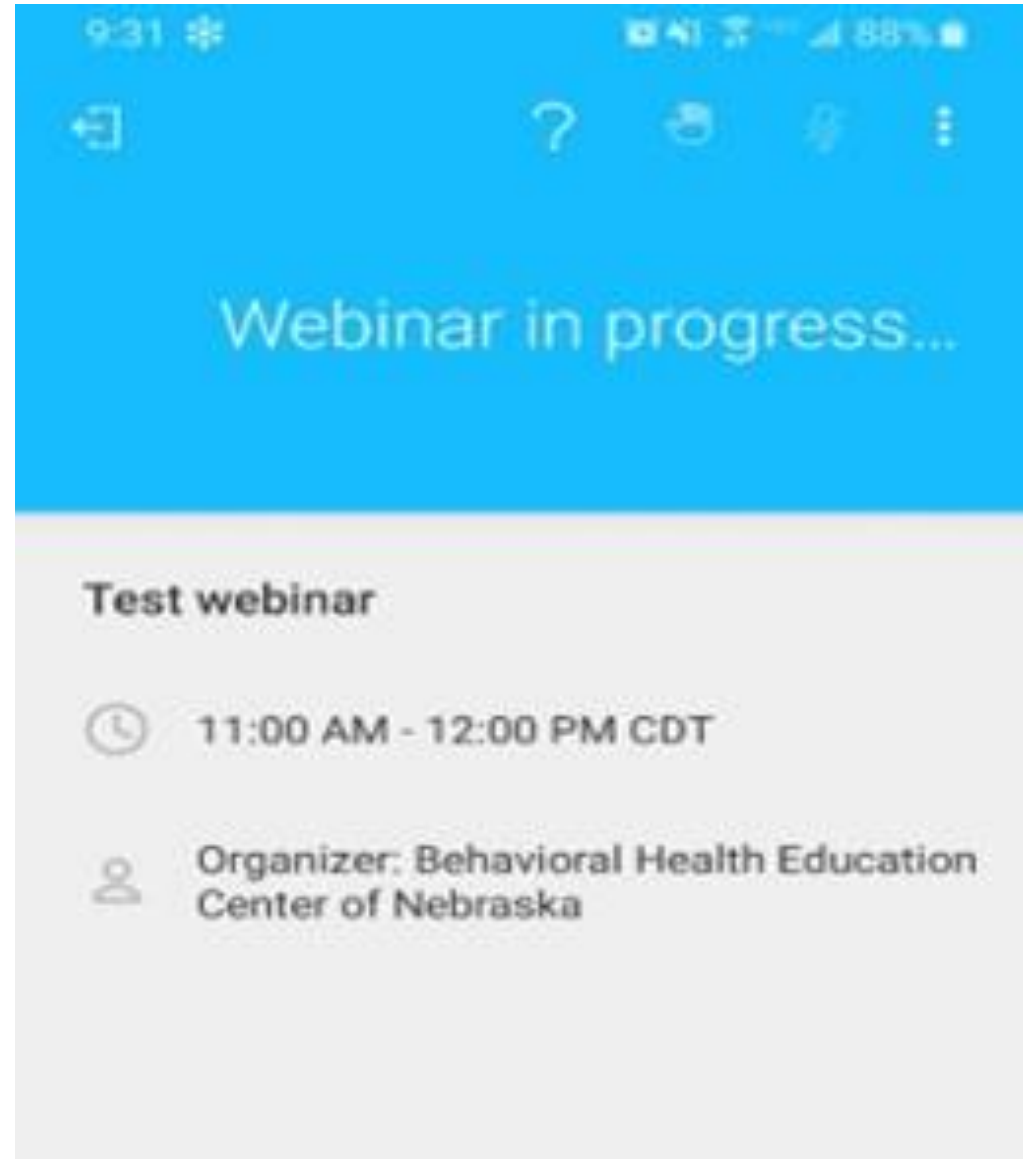
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Phone

- To ask a question:

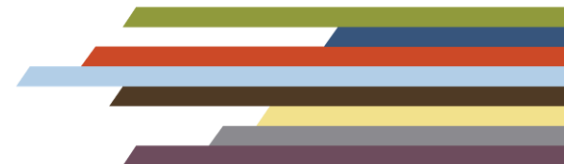
Tap the question mark icon to type your question, and your question will be read out loud.



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Complete the Evaluation

Scan QR code or follow the link

<https://ttc-gpra.org/P?s=440991>

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TEXT: **MIDAMERICAMHTTC** to **22828** to get started

*Message and data rates may apply


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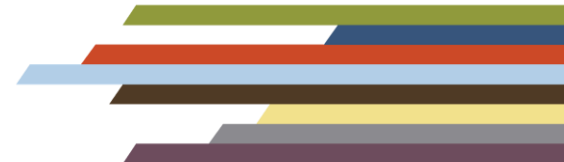
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Individual Action Planning



Complete Action Plan



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