

Self-Compassion and Compassionate School Cultures to Retain Our Invaluable Educators

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WISCONSIN DEPARTMENT OF
Public Instruction
Jill K. Underly, PhD, State Superintendent

August/September - Real Life for Leaders

So many interviews

So many new staff

Staff Orientation....x 100

Staff shortages/class coverage

Decisions to make every minute

Tired folks by week two!!!

Planning Professional Development

Settling the School Class Schedule

There is crying already? Already?

Kids needs - no honeymoon, really?

Changing funding landscape

Families are stressed, too!



Let's look at Trends and Patterns

What is working in the areas of caring for and retaining staff AND leaders?

What is not working?

Pair/Share

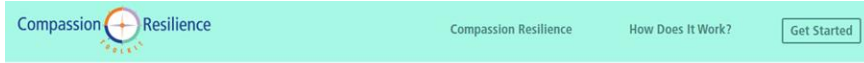


Educator Self Care as a Misnomer

- Individual vs Collective Growth
- A Focus on Culture over Self Care
- Teams are Primed to Improve Culture – How?
- Address the Relational Gap
Educators Experience



The Compassion Resilience Toolkit



Advancing Adult Compassion Resilience: A Toolkit For Schools



Compassion Resilience



How Does It Work?

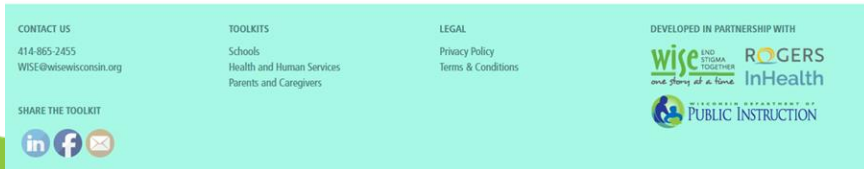


Get Started

A tier one approach to staff compassion resilience

NOT an intervention for staff who “who need it most”

The ONLINE toolkit is free, flexible and available to you at any time.



The Adams Friendship Story

Preparing Students to Perform for Life



ADAMS-FRIENDSHIP
AREA SCHOOL DISTRICT

Voices from Adams Friendship Area School District

What are leaders doing statewide to address staff well-being and retention?

ASTHO/DPI report Main Findings:

Employee Assistance Programs

Mentorship Programs

PD to support well being (Mindfulness, Self Care, Boundaries)

Healthy Workplace Culture Committees

Support Flexible Workplace Policies that Promote Work/Life Balance

Health and Fitness Options for Staff

Restore Respect to the Profession

Wisconsin Policy Forum on Teacher Turnover in Wisconsin



New Idea Lab

Let's use our collective wisdom to generate next right steps to care for ourselves, our colleagues and nurture a school culture that benefits all of us.



Self Compassion - the Antidote to Grind Culture

What Is Self-Compassion?



Self-Kindness

Be loving towards ourselves instead of self-critical.



Common Humanity

Everyone suffers. You are not perfect. No one is. You are not alone.



Mindfulness

Notice our struggle. Feel it, instead of being reactive. Be with it, avoiding self-judgment or overreaction.

When you feel like you have fallen short,
how do you practice self-compassion?

You Matter. A lot.

Thank you for your precious time and attention!

Happy to collaborate:
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