

WELLBEING SOLUTION

How to tackle the pressures of today,
and meet the challenges of tomorrow.

sentis
education

The wellbeing of teachers is a critical issue. A brief assessment of the statistics paints an alarming picture:

- 1 in 4 teachers will experience burnout during their professional career
- 53% of those holding a teaching degree do not currently work in education
- 20% of education graduates do not even register as teachers upon graduation
- 41% of teachers report high levels of occupational stress
- Teachers make more mental stress claims than any other industry
- Almost half of new teachers leave within their first 5 years on the job

Those that remain, face one of the most challenging professional dynamics in the history of education:

- Excessive workload and working hours
- Low morale
- Management of bullying and social media conflicts
- Reactive management strategies and school climate
- Aggression from pupils and parents

HOW DO YOU BUILD RESILIENCE AND RESOLVE?

At Sentis we've identified specific cognitive-based tools to help build an individual's resilience and resolve; enhancing their capacity to adapt effectively and bounce forward from change and adversity. Each tool is designed to challenge an employee's attitude around stress, managing change and challenges in order to keep bouncing forward. Employees gain an understanding of their stress ID, learn methods for self-enquiry and discover how to effectively appraise adversity in order to consciously build their resilience and resolve capabilities. By arming your workforce with increased awareness of cognitive strategies, a culture of organisational resilience and resolve can be grown from the bottom up.

With today's classroom shaping tomorrow's leaders, it is critical that teachers be given the tools to manage these increasingly complex and challenging demands.

What would greater personal wellbeing, and the resilience to meet both the current and future needs of the profession mean for your staff?

Beyond a bottom line return of \$5.81 for every \$1 invested in employee health and wellbeing, greater wellbeing is directly linked to:

- increased staff engagement
- decreased sick leave and absenteeism
- increased innovation and creativity
- increased adaptability to change
- decreased workers compensation costs

Achieving greater wellbeing for teachers will take more than just providing fruit platters in the staff room. It asks of us a deeper investment: that of developing the psychological wellbeing of our educators, fundamental to their physical, social, and emotional wellbeing.

An investment in wellbeing is not simply for greater resilience and productivity, but to create sustainability in the personal wellbeing of a profession in turmoil and to create the high performing culture that the increasing demands on our education system requires.

The consequence of greater teacher wellbeing will be realised in the ultimate objective: **maximised student and staff performance.**

YOUR COMMITMENT

The Sentis Education Wellbeing Solution is designed to succeed. As such, we require a commitment from the leaders and key stakeholders at your site.

The approach is built collaboratively and we take the time to understand your systems and processes, so the solution is embedded across your organisation.

Sentis Education Solution: The Wellbeing Toolkit

From our years of experience, Sentis has designed a comprehensive solution for schools who want to make a difference to the lives of their staff and students. This robust Wellbeing Toolkit supports training programs, resources strategic initiatives and continues the common language and focus on wellbeing in your community. The activities and resources are designed to be implemented over a period of 12 – 18 months.

CORE CONTENT

- How to take control of your attitude to perform at your best
- Resilience, resolve, responsibility, reliance and reframing—understand the tools you can use ‘in the moment’ to manage yourself in the workplace and at home
- Active self-management
- Find meaning and purpose
- Stress management
- Supportive conversations

WHAT YOU GET:

MATURE PARTNERSHIP Sentis Education consultants are experts at implementing change and will provide ongoing support to your organisation.

COMPREHENSIVE NEEDS ASSESSMENT On-site and desktop analysis to determine what is a fit-for-purpose solution for your site.

ACTION PLAN A calendar of targeted activities for the next year to run with your team, with accompanying resources, to support team members on their wellbeing journey.

SELECTION CRITERIA FOR INTERNAL WELLBEING CHAMPIONS Who has influence and can drive this initiative across staff? We help you identify the influencers who can build your internal capability and capacity during implementation.

WELLBEING CHAMPIONS PROGRAM Two-day training program for Wellbeing Champions. Learn the psychological concepts and the common language. Understand the toolkit—how implementation works and develop the action plan for the next 18 months.

IMPLEMENTATION DECKS Slides to support the implementation. Built to suit your context—meetings, assemblies, student free days, parent and student programs.

LEADER ACTIVITY SHEETS PDF Activity sheets with content and images to guide wellbeing activities and wellbeing leadership skills.

LEADER FACTSHEETS PDF Factsheets with content and images to reinforce and build on concepts of the Champions Program.

TIPSHEETS PDF Tip Sheets which provide facts and practical tips on how to invest in each area of wellbeing: Physical, Financial, Occupational, Social and Community Engagement and Psychological.

POSTERS A series of print-ready posters that focus on supporting wellbeing and influencing change.

VIDEOS & ANIMATIONS Downloadable files of the key animations and videos to enhance the information provided in the Champions Program.

RECOMMENDED READING A repository with direct links to helpful articles on leading wellbeing and motivating change.

In addition to the Champions Program, schools can also incorporate the following options to ensure the school community adopts the common language:

- 90 minute parent and community session
- 90 minute student leader/senior student session
- 60 minute staff session

Optional Extras: (Additional)

- Half/full day staff and/or student programs

Contact us today to discover how we can help increase psychological self-awareness, build resilience and create a common language and purpose around psychological wellbeing in your school or organisation.

Lisa Newland – Director lisa.newland@sentiseducation.com.au 0427 282 142	Alida O’Brien – Principal Consultant alida.o'brien@sentiseducation.com.au 0421 337 252
Angela Joyce – Principal Consultant angela.joyce@sentiseducation.com.au 0410 409 090	Mark Rasi – Principal Consultant mark.rasi@sentiseducation.com.au 0459 325 865

At Sentis Education, we believe in unlocking the potential in your people.

With this fundamental idea, we partner with schools and organisations to deliver high impact solutions and lasting change in leadership, learning, wellbeing and organisational performance.

Our wellbeing programs increase self-awareness, focus on changing behaviours, provide an organisation-wide common language and purpose around psychological wellbeing, and promote learnings across community, staff and students.

The programs are designed to provide leaders and teams with the tools and concepts to continually improve their own and others' wellbeing and performance.

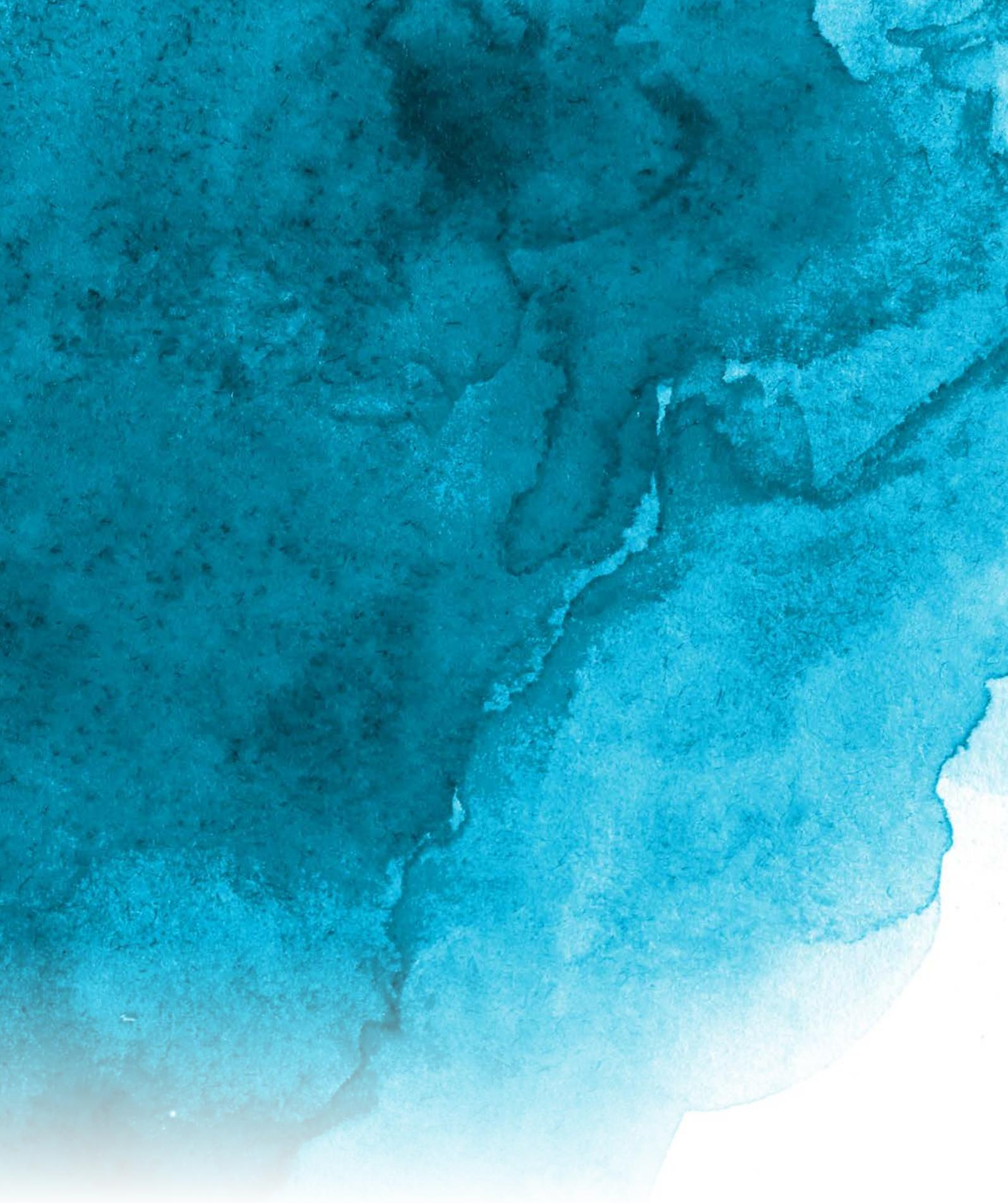
By aligning leadership, learning and wellbeing, with your current improvement initiatives, Sentis Education can build a performance culture in your organisation.

We...

Shift Attitudes
Change Behaviours
Drive Results

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