



Sustaining your wellness for the long haul

January 14, 2021

Link to slides: <https://learningforward.org/wp-content/uploads/2021/01/01-14-21-webinar-final.pdf>

Contact info for the panelists:

- Angel Montoya - dramontoya81@gmail.com
- Nancy L. Markowitz - nancy.crtwc@gmail.com
- Christopher J. Cormier - cormierc@stanford.edu

Resources and links from the panelists:

From Angel Montoya:

- [Eight Dimensions of Wellness Wheel \(Graphic\)](#)

From Nancy L. Markowitz:

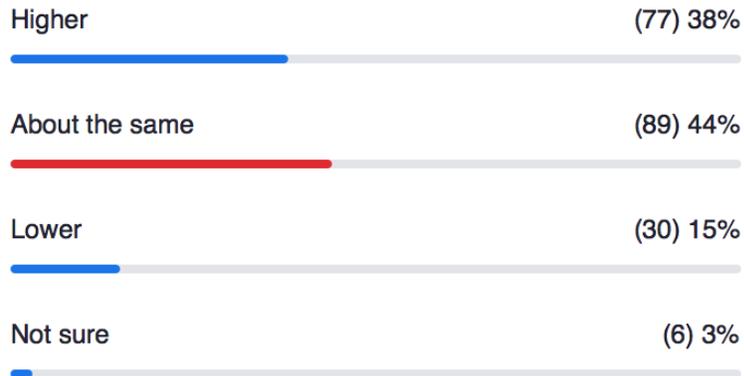
- [Applying the SEC Anchor competencies to classroom practice \(Video\)](#)

Learning Forward resources:

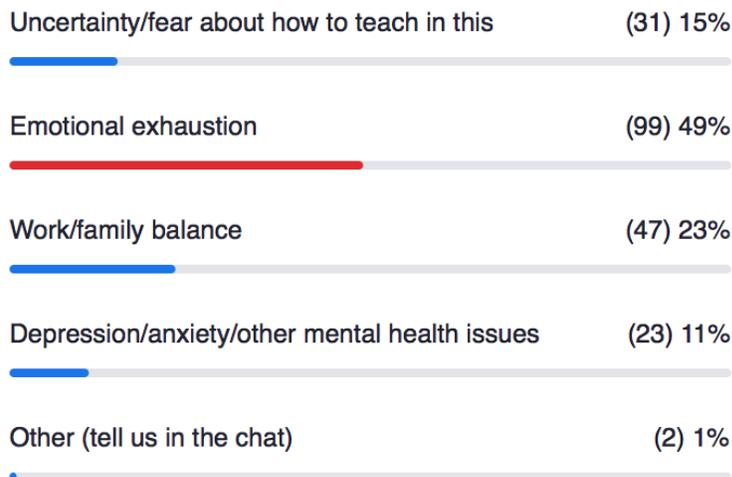
- [The Learning Professional: Building the Pipeline](#)
- [\(New\) Professional Learning State and District Planner](#)
- [Learning Forward webinars](#)
- [Learning Forward blog](#)
- [Learning Forward membership](#)

Check-In Poll Results

1. Compared to the fall, is your stress level...



2. What concerns you most about staff/colleagues' emotional well-being?



Participants' suggestions and resources:

- My teachers and I talked about perhaps allowing some of the students to put virtual backgrounds on so that only they are seen and not their surroundings. They can be anywhere (appropriate).
- I have my email notification settings set so that I am only alerted to VIP emails.
- For example, I only get notified when my supervisor or above emails me.

- I have offered office hours (1 hour) at night (1 week night) or on a Saturday morning when parents might be available.
- I told my boss I do not check email while I am with my family, so if she sends me a pressing email, she will need to follow with a text. She has respected this boundary.
- Data speaks volume.
- Some thoughts about the importance of "webs of support" - <https://spark.adobe.com/page/vsU2Satlm6pUt/>
- As adults we can reach out to each other to find ways to meet the needs of our students. If we are lacking in finding a way to connect with a specific student, we need to be introspective and "do the work" to find out how to best reach the needs of that student.
- A lot of that has to start in the school with the children being supported and given the opportunities to become teachers and educators in the future.

Participants' responses to panelists' comments and strategies:

- It's really important that leadership model boundaries as well - gives the folks "under" them permission to, as well!
- Can teachers PLEASE stop sending students out of the classroom to other classrooms.
- I have experienced the same thing. Brown and black administrators are also assigned to work with alternative programs.
- I think sometimes there's also those types of stereotypical barriers with students and parents, too. An Asian teacher as an English teacher. Feeling somehow that you have to "prove" that you're qualified to teach the subject. Another possible source of stress.
- I was put in lots of meetings because I spoke Spanish. I was happy to translate, because it something I do for my parents. After a while it was exhausting, but I never said no.
- People do become offended when discussing the issues of race within schools. When I was a classroom teacher, I always had more black male troubled students on my role because I was considered the role model.
- I think it is important to support our families and communities. I also think it is important to be mindful of Dr. Montoya's message on boundaries.
- I need to practice and not feel guilty to set boundaries.
- The video was very informative, displaying patience, passion and the teacher really engaging the students.
- I wish they would make a seminar about how to focus on ways to teach and educating students and how something like racism is so irrelevant to the everyday environment. Staff that continue to participate in social standards should be addressed. The curriculum isn't racist, it's not always comprehended by all staff members.

- The deeper challenge is when white teachers do not feel COMFORTABLE developing those foundational relationships with children and families of color. When they can pass it off to you, they once again do not have to face their unstated concern about "THOSE" kinds of children and families.
- Approach black and brown students with grace, care, and respect. Keep it real and students will begin to trust and form a relationship with their teachers.
- We should approach all students, educators and families with kindness, respect, support and understanding.
- Thank you so much for touching on a topic that is sometimes uncomfortable.
- In one school review visit (college prep private school - all white) I was very pleased to hear that their favorite teacher was the Physics teacher who was from a minority ethnicity. I felt this division is created only among adults. The students are still innocent and connect well with all, irrespective of their race or color.
- I hope we continue to become aware of our biases along the lines of race.
- This has inspired me to incorporate a quick whip around during my meeting tomorrow on what boundaries they have set to maintain a healthy work/life balance.
- As an African American Female who formerly taught high school math, I felt it was important for students of ALL races to see competence and excellence in a package that looks like me.
- In many districts, the curriculum and instruction departments are all white. I often wonder where is the voice for the black and brown children.
- Teachers wearing so many hats can lead to decision fatigue... I struggle with this when I get home from work.
- That is what's systematic. "Black students need a go-to, skin color related" when the day isn't going well for them. Teachers are not counselors, everyone as a staff member especially educators are there to create and maintain a safe, open, and structured learning environment. Teachers should always seek and want to find different ways to develop young men and young women to be positives influences into society.
- Inclusivity IS a culture - and sadly this culture does not permeate the environments where it matters most!
- Some schools are not welcoming to black, brown and poor students. I think it goes to our beliefs outside the buildings.

Questions answered in the Q & A box

Q: Who is the author of the eight dimensions?

A: The eight-dimension framework is utilized by SMSHA-Substance Mental Health and Abuse. Also, it was by Sackney, Noonan, and Miller also did research on Educator Wellness with 6 of the dimensions.



Q: How can we share “one more thing” with teachers regarding teacher wellness in a way that they will be excited to read yet ANOTHER email when they are so bogged down?

A: You could create a calendar and share it so teachers could check it when they have the time.