

Supporting Personal and Professional Health and Wellbeing in Complex Learning Environments

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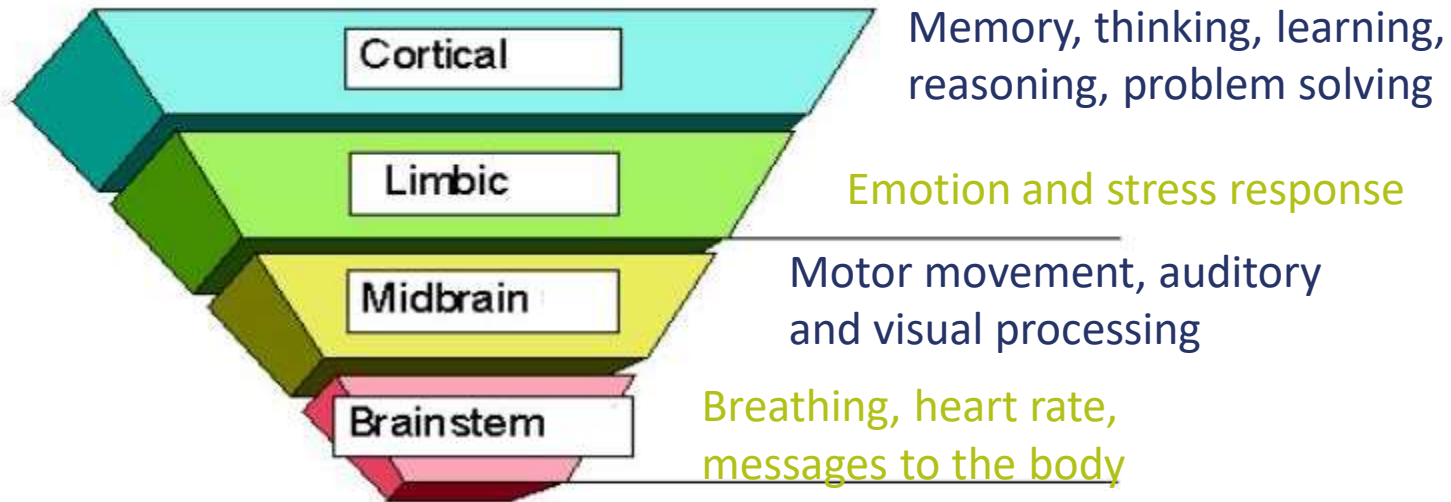


Language

Team Teach acknowledges that the language we use is changing and varies across cultures, regions and industries. We aim to be respectful and responsive with the language we use and encourage the same from our participants.



The Neuroscience



Bruce Perry M.D., Ph.D. 1997

Setting the Scene

Safety

Wellbeing

Performance



Individual & Collective



Safety

Occupational Health and Safety

involves complete physical, mental and social
wellbeing within a workplace

Safety

LAW

**GOVERNING
BODY**

SCHOOL

Safety

LAW

**GOVERNING
BODY**

SCHOOL

**COMMUNICATE
AND SUPPORT**

**RESPOND AND
COMMUNICATE**

Safety

Proximity and Contact

- Proximity and contact creates risk
- Proximity and contact communicates something
- Dysregulation increases the likelihood of proximity and contact

Safety

Things to consider

- All contact should be guided by documentation
- Is contact for safety or compliance?
- Are our expectations and reactions increasing or decreasing dysregulation?

Occupational Health and Safety

involves complete physical, mental and social
wellbeing within a workplace

Wellbeing

What impacts wellbeing?

- Student behaviours of concern
- Interpersonal challenges
- Role expectations
- Potential or actual critical incidents related to the setting

Wellbeing

Planning for potential critical

incidents
Prevention

Preparation

Recovery and
Restoration

Response

Plan
Report
Review



Wellbeing

Planning for potential critical incidents:



Developing Supportive Cultures

Seeking help is a sign of professional strength.



Help Protocol for Staff

Being part of the solution rather than part of the problem.



Wellbeing

Things to consider

- Does our environment support wellbeing?
- What is your staff room like?
- Space and process to support recovery
- Robust process for 'help' protocols, debrief, reporting and communication
- Does our process support individual needs?

Performance

More than just academic
programs!

Performance

Fidelity!

More than just a poster on
the wall

Performance

Attitudes and Beliefs

- Staff belief in students
- Students' belief in self
- Staff credibility
- How do we develop buy-in to better practice?

Performance

Understanding

- Collective Teacher Efficacy
- Ongoing opportunities to learn
- Involving external experts
- Educators speaking from their shared experience

Performance

Access

- Have we provided all the tools to succeed?
- Are the tools universal and individualised?
- Does access take into consideration the students' access requirements?

Performance

Support and Accountability

- Accountability to self
- Accountability to others
- Accountability to line manager
- Accountability to role
- Accountability to external experts
- Accountability to data

Performance

Quality Education Experiences

Programs that:

- Are developmentally appropriate
- Teach how to think and problem solve
- Include modelling and collaboration

Performance

Organisational Priority

- Leadership direct support
- Funding and time
- Reflected in documentation and planning

Performance

Needs of the classroom



Capacity of the teacher

Performance

Needs of the classroom



Capacity of the teacher

Performance

Needs of the classroom



Capacity of the teacher

Support staff

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