

Educator Wellbeing

Early Learning Matters Forum



WELCOME YUMA

**Dhawura Nguna Dhawura Ngunnawal
Ngunnawalwari Dhawurawari
Nginggada Dindi Yindumaralidjinyin
Dhawura Ngunnawal Yindumaralidjinyin**

**This is Ngunnawal Country. We always
respect their Elders, male and female. We
always respect Ngunnawal Country.**

CIT acknowledges the cultural host nation of the ACT, the Ngunnawal people, as Canberra's first inhabitants and traditional custodians of the ACT and Region. We recognise the special relationship and connection to country the Ngunnawal people have with this area since time immemorial.

Prior to non-Indigenous arrival, Ngunnawal were a thriving community whose cultural practices were, and still are, core to their physical and spiritual wellbeing. We acknowledge the historical dispossession of the Ngunnawal people, and

recognise the long-lasting, profound and ongoing impact invasion has had on their health and wellbeing, livelihoods, cultural practices, families and continuation of laws/lore.

CIT respectfully acknowledges the significant contribution of the Ngunnawal people to the life of Canberra.

We also acknowledge other Aboriginal and Torres Strait Islander peoples that have made this place their home.

Today's Topics

- Who are we and what do we do?
- What is educator wellbeing and why is it important.
- Current educator wellbeing research
- Ways to support educator wellbeing & what it looks like in practice
- Questions and discussion

Who are We and What do we do?

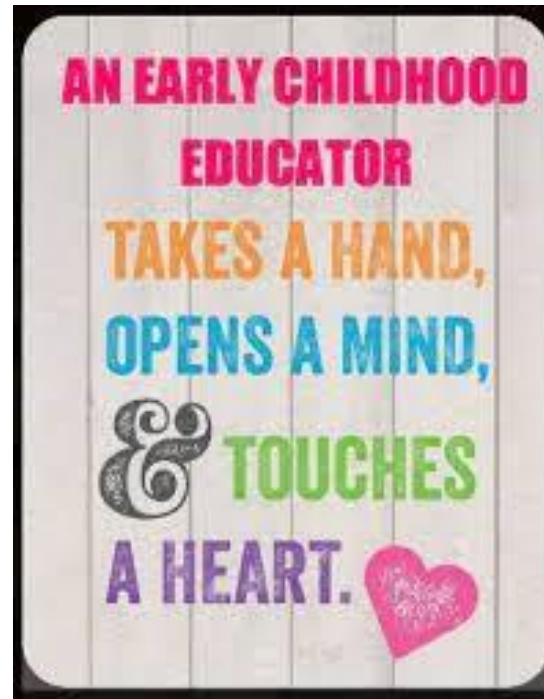


Who are We and What do we do?

A word cloud of terms related to the Canberra Institute of Technology's values and standards. The terms are arranged in a roughly circular pattern, with some terms appearing in purple and others in black. The terms include:

- UN-Rights-Rights-of-the-child
- Reflective-practice
- Cultural-competence
- Problem-solver
- Professional
- Compliance
- Respect-for-diversity
- NQS
- Qualifications
- Trusted
- NQF
- Initiative
- Mandated
- Team-player
- Kind
- Caring
- Develop-relationships
- Supervision
- Multitasker
- Service-Philosophy
- Respectful
- WWVP's-card
- ECA-Code-of-Ethics
- Pedagogy
- Communication-skills
- Social-justice-principles
- Committed-to-reconciliation

- Educators make a difference in a little person's & their family's life.



[Early.jpg \(198x254\)](#)

Why does educator wellbeing matter?

- “Educator wellbeing is at the heart of caring for children and young people.
- It affects how educators interact and build relationships with children, young people, families and colleagues.” (Cumming, 2017; McMullen, et al., 2020)

Psychosocial Hazards

- Under WHS laws any person/organisation running a business must manage the risk of psychosocial hazards in the workplace.
- [- Psychosocial hazards | Safe Work Australia](#)

Psychosocial Hazards

- Psychosocial hazards refer to elements within the workplace that relate to how work is designed, organised, and managed, as well as the social and environmental context in which the work occurs.
- Some common examples include:
- poor support from supervisors or colleagues, bullying and harassment, role clarity, poor change management, inadequate recognition and reward, and poorly managed organisational change.

Factor's that impact educator wellbeing:

- Unsupported leadership team
- Discrimination
- Competition
- Work-load too much or not enough
- Unclear job roles
- Remote or isolated work
- Emotional resilience
- Job insecurity
- Not feeling valued
- Toxic culture

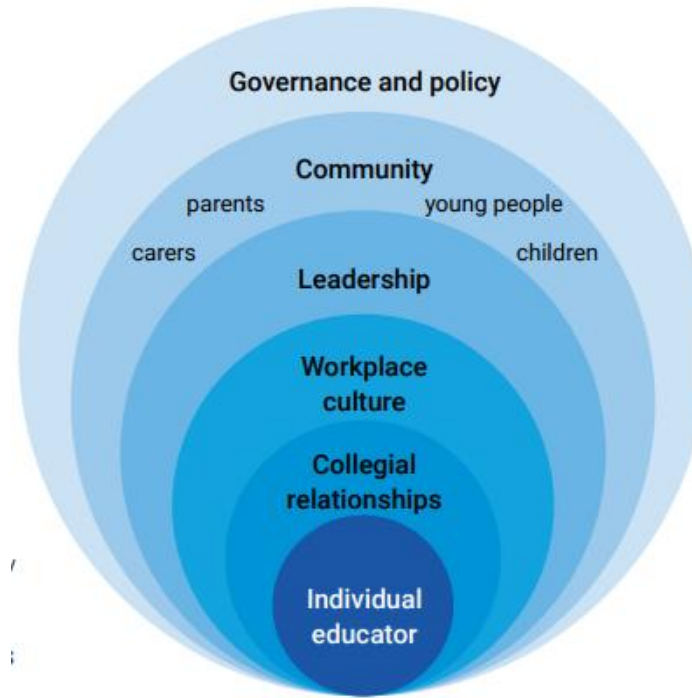


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Monash University

- Collaboration with Beyond Blue
 - Not just about self-care
 - Need to address systematic issues
 - Workplace resources
-
- Beyond Self-care: An educator Wellbeing Guide

It's not just about self-care



The six contributors to educator wellbeing

- “Your wellbeing at work matters. Beyond Self-Care: An Educator Wellbeing Guide moves away from the traditional focus on self-care and supports learning communities to make educator wellbeing a shared responsibility.”
- (Beyond Self-care: An educator Wellbeing guide, 2023 Australian Government)

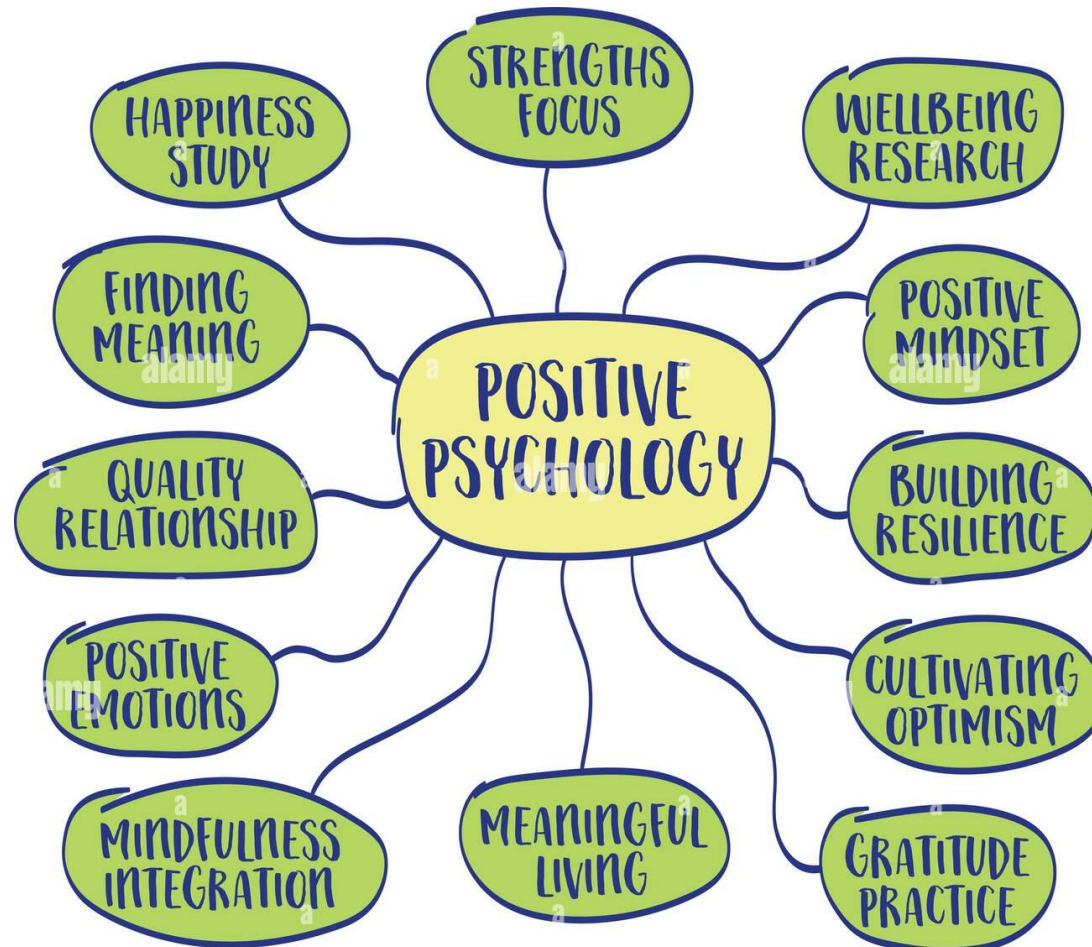


Macquarie University

Early childhood Educators Well-being Project

- Clinical supervision with a psychologist – emotional wellbeing
- Different from mentoring or coaching – skill development
- Cost to services
- Different to EAP – crisis management
- Nip issues in the bud before they escalate

Positive Psychology



Positive Psychological strengths:

In positive psychology, strengths refer to the positive traits and abilities that individuals have, which can enhance their well-being and contribute to a fulfilling life.

- Happiness
- Optimism
- Wisdom
- Curiosity
- Personal initiative
- Emotional intelligence

Resilience

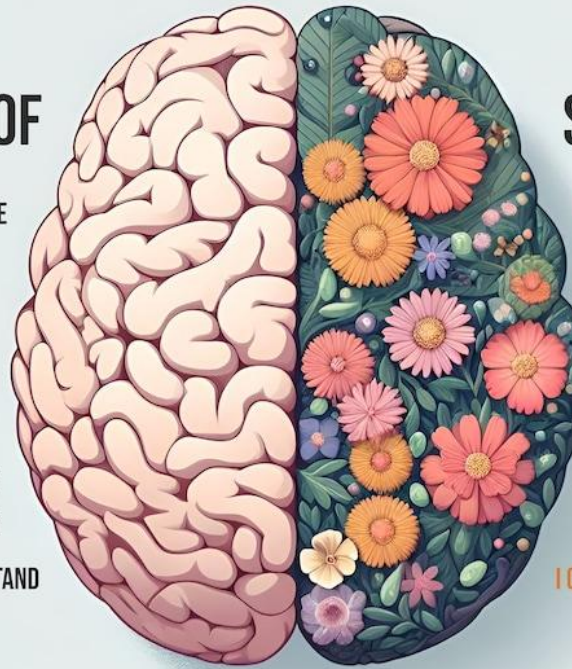
- Resilience is the ability to adapt successfully to difficult or challenging life experiences.



BUILD A GROWTH MINDSET

INSTEAD OF

IT'S TOO HARD FOR ME
I MADE A MISTAKE
I'M A FAILURE
I'LL GIVE UP
I'LL NEVER BE AS GOOD AS THEM
THERE'S NO POINT
IN TRYING
I DON'T UNDERSTAND



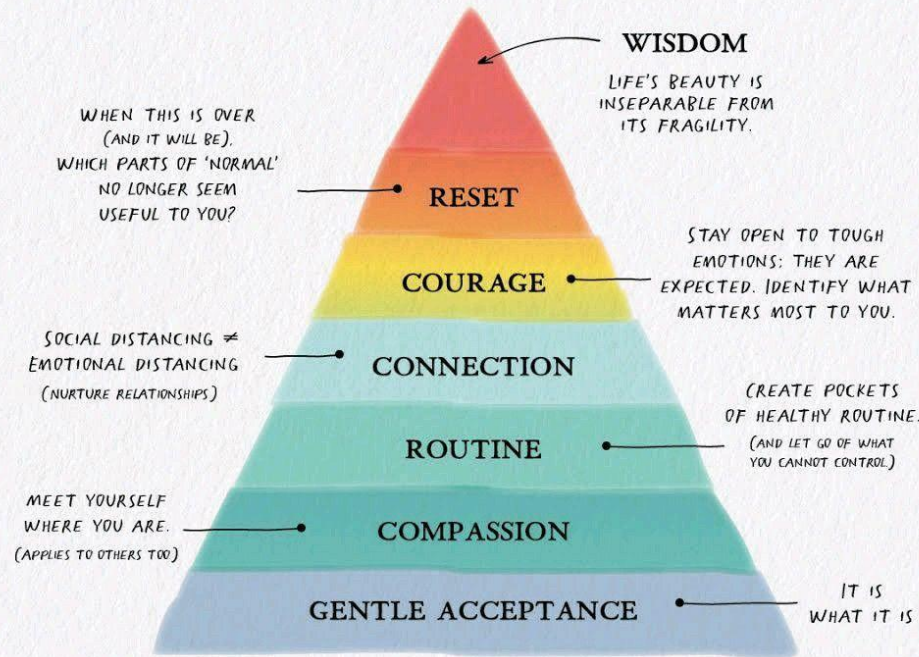
SAY THIS

CHALLENGES HELP ME GROW
MISTAKES ARE
OPPORTUNITIES TO LEARN
I'LL TRY A DIFFERENT WAY
I CAN LEARN AND IMPROVE
EVERY ATTEMPT GETS ME CLOSER
TO SUCCESS
I CAN KEEP LEARNING

EMOTIONAL PYRAMID OF NEEDS

SUSAN DAVID

EMOTIONAL
AGILITY



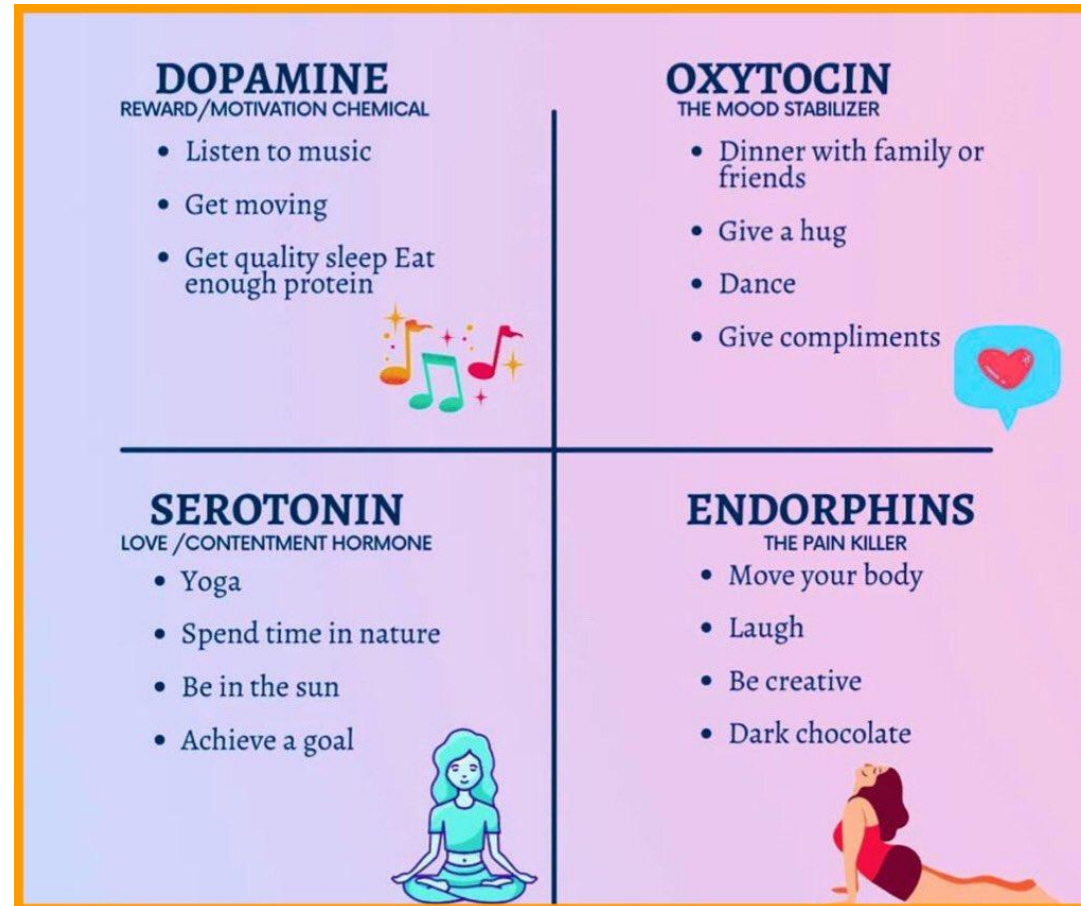
We may not be able to go outside, but we can go inside.

Compassion Fatigue

- Compassion fatigue can occur when a person in a caring role can no longer manage their cognitive, physical and mental resilience.
- **“Compassion is a sensitivity or awareness to suffering or distress, in ourselves and others, with a commitment to try and alleviate and prevent it”**



Happiness Hormones



What does it look like in practice?

- Take time to say hello
- Get to know each other as individuals
- Gratitude jars
- Mindfulness activities, puzzles, colouring
- Meditation
- Social activities
- Walking
- Eating lunch outside

- You feel valued by your manager
- You can take time off when needed
- Educator wellbeing is embedded in your workplace
- Your supervisor arrange social activities
- You celebrate special events like birthday's
- You receive positive feedback about your performance

Emotionally healthy workplaces feel:

Constructive
Comforting
Valued Worthwhile Trusting
Supportive Motivating Participate
Energising rewarding positive Authentic
empowering **Inclusive** Healthy
Flexible connected Safe Varied
Collegial Accepting Collective
Engaging Respectful Listened-to
Welcoming

•Sonder

- “The realisation that each passerby has a life as vivid and complex as your own.”

Resources

- **Valuing Educators, Values Children**

A Workforce Strategy for the ACT Early Childhood Education and Care Profession (2023-2025) ACT Government, Education Directorate 2023

- **Blueprint for Mentally Healthy Workplaces**, Release 3, Australian Government, National Mental Health Commission, 2024
- **Beyond Self-care: An Educator Wellbeing Guide**, Australian Government, 2023
- **Early Childhood Educators Wellbeing Project**

[Early Childhood Educator Wellbeing Project | Research | Macquarie University](#)

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