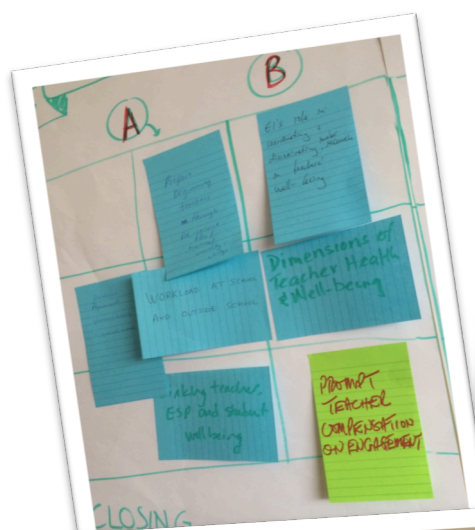


12.05.2016 – El ResNet Group work

# « TEACHERS HEALTH & WELL-BEING »



## PARTICIPANTS

### Session facilitated by

- Gareth Young, NASUWT (UK)
- Danaë Desplanques, ESN (France)



Country	Union	Name	Email
Australia	NTEU (National Tertiary Education Union)	Jeannie Rea	<a href="mailto:jrea@nteu.org.au">jrea@nteu.org.au</a>
Canada	CTF (Canadian Teachers Federation)	Bernie Froese-Germain	<a href="mailto:bfroe@ctf-fce.ca">bfroe@ctf-fce.ca</a>
France	Education and Solidarity Network (ESN)	Danaë Desplanques	<a href="mailto:ddesplanques@mgen.fr">ddesplanques@mgen.fr</a>
France	SNES-FSU	Odile Cordelier	<a href="mailto:odile.cordelier@snes.edu">odile.cordelier@snes.edu</a>
Ghana	GNAT (Ghana National Association of Teachers)	David Ofori Acheampong	<a href="mailto:yawskini@gmail.com">yawskini@gmail.com</a>
Ireland	INTO (Irish National Teachers Organisation)	Deirbhile Nic Craith	<a href="mailto:dnc@into.ie">dnc@into.ie</a>
Kenya	KNUT (Kenya National Union of Teachers)	Hesbon Otieno Ogola	<a href="mailto:knut@knut.or.ke">knut@knut.or.ke</a>
South Korea	KTU (Korean Teachers Union)	Oh Cheol Bak	<a href="mailto:mirae5758@gmail.com">mirae5758@gmail.com</a>
Trinidad and Tobago	TTUTA (Trinidad and Tobago Unified Teachers Association)	Lisa Ibrahim Joseph	<a href="mailto:lisa.ibrahimjoseph@gmail.com">lisa.ibrahimjoseph@gmail.com</a>
UK	NASUWT	Gareth Young	<a href="mailto:gareth.young@mail.nasuwt.org.uk">gareth.young@mail.nasuwt.org.uk</a>
US	AFT (American Federation of Teachers)	Kathleen Buzad	<a href="mailto:kbuzad@aft.org">kbuzad@aft.org</a>
US	NEA (National Education Association)	Stacey Pelika	<a href="mailto:spelika@nea.org">spelika@nea.org</a>

# REPORTS OF GROUP DISCUSSIONS

## 1. Role of EI

Joint EI/OECD research project

Defining the scope

- More than individual focus : policy, social capital
- How a teacher feels
- Expectations : either real or perceived (Korea : work until midnight)
- Level of control/autonomy and enjoyment of work
- Relational aspect of teaching (reaching all students)
- Accomodating new policies/reforms
- Impact on costs : collective bargaining
  - Health care
  - Second jobs

EI role

- what currently exists ?
  - data
  - literature (academics)
  - union research
- TALIS 2018 development
  - Questions about stress
- EI joint research project with OECD
  - Go beyond existing OECD data
  - Conference
  - Need qualitative components
- What links between education and wellbeing ?
- In what areas can teachers have autonomy/control
  - PD/learning ?

## **2. Teacher education and teacher health and well-being : preparing beginning teachers**

Focus : how do teachers preparation programmes prepare prospective teachers / student-teachers to address their health and well-being ?

Issues :

- building resilience
- distinguishing profession vs. vocation
- the lack of recognition of teachers well being as a major issue
- gaining traction among teachers' union but not among decision and policy makers
- identifying the dimensions of the problem
- pre service counselling on the nature of teachers

Assumptions :

- better prepared teachers (starting in teacher training) will cope better
- flexibility and the ability to change facilitates teachers well being

Topics

- resilience skills
- understanding the system
- preparing to be a teacher (career)
- valuing teamwork
- aspects of teachers health and wellbeing

### 3. Teacher workload

- EI/OECD Rome Conference
  - NASUWT/AFT presentations
  - Workload identified as source of stress in both
- What does workload mean ?
  - Teaching hours ?
  - Prep
  - Administrative tasks : rising !
    - In conflict with teaching hours
- Source of increase in administrative tasks
  - Government policy-compliance, assessment, etc.
  - Advocate for policy change
    - Coordinate coherent consistent...
  - Time management day to day
    - Know difference between internal/external demands
  - Advocate for hiring more teachers (esp. In countries with very high class sizes)
- Identify consequences
  - Lack of personal attention to students
  - Taking work + stress home
  - Recruitment + retention of teachers
- Role of ICT – new methods of communication, greater access to teachers by students/parents expectation or 24/7 availability
  - No regulation of content/tone of discourse

#### 4. Dimensions of teachers health and well-being

- Assumption : teachers wellbeing is a community good
- Focus :
  - identifying the aspects of teachers well being
  - risk and protective factors
  - questioning of professional identity
- Dimensions
  - Physical
    - Hypertension
    - Other chronic diseases
  - Mental
    - Depression
    - Anxiety
    - Self harm
  - Social
    - Sense of isolation
    - Relationship breakdown
- Survey conducted in the USA with 30 000 answers
  - Time, stress, impact of job on mental health, etc.
- Survey must be framed positively : « Quality of worklife survey »
- Quality improvements <==> health, well-being, stress

## 5. Linking teachers, ESP and students health

- Teachers sacrifice for their students (do what they must do for students)
- School-wide focus on wellness for all, holistic focus on teachers + students
- Stigma around well-being issues, especially mental health
- Implications of stress for illness, etc.
- Stress induced by standardized testing
- Health services come to the school (community schools) : model
- Wellness programs funded by insurer > problem with data privacy ?
- Teachers well being is necessary for students well-being
- Source of stress : class size, testing, administrative, etc.
- Strengthening teacher resiliency
- Provision of healthy food in schools as part of nutrition program
- Role of unions in advocating for teachers well being, broader scope of collective bargaining to incorporate this
- Important aspect of teachers' working conditions
- Promoting healthy schools agenda
- Healthy + inclusive schools, school climate

## 6. Prompt payment of teachers on engagement

Due to IMF :

- Delayed payment (6 months in Ghana and 3 months in Kenya)
- Delayed payment decreases in value
- Slow, held up : frustrating > give up and abandon positions
- Commitment and enthusiasm goes
- Go to money lenders

Need

- political change : financial reforms
- taxation collection : informal, private
- biggest cost in education salaries