



# Empowering Teachers and School leaders-Promoting Mental Health and well-being for all



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## During this Session, you will...

- ...learn about the elements of **Mental Health and well-being** .
- ...learn how they are directly related to skills we use daily in our jobs/life, and
- ...learn how to increase your own **Mental Health and well-being** and create a positive and psychological safe learning environment in schools.

# Teachers' and School Leaders' Wellbeing: Chaos to Calm Get Control and Manage Your Emotions



# Why Talking about promoting mental health and well being of teachers and school leaders?

- At a local school, a nine-year old goes on a rampage, pouring paint over school desks, computers, and printers, and vandalizing a car in the school parking lot. The reason; some 3<sup>rd</sup> grade std called him a “baby” and he wanted to impress him.
- A 8 class std shoots his classmates with his dad’s pistol , a girl committing suicide in a reputed school of Delhi/NCR.
- A teacher beats a child to death. And you find daily news paper full of such incidents.





Such incidents of students and even teachers losing control on themselves is a common sight in schools now a days.



# It's a Different World



The world we are living and today kids are growing up in today is quite different from the world we grew up in.

STRESS

FRIENDSHIPS

EXPECTATIONS

TIME MANAGEMENT

EXAMS

IDENTITY CRISIS



INFORMATION EXPLOSION

CONFLICT RESOLUTION



COMPETITION

INTERPERSONAL RELATIONSHIPS

PEER PRESSURE

CAREER



BULLYING

ACADEMICS

CO-CURRICULAR ACTIVITIES



# Mental health

- Mental health is a state of mental well-being that enables people to cope with the stresses of life, realize their abilities, learn well and work well, and contribute to their community.
- It is an integral component of health and well-being that underpins our individual and collective abilities to make decisions, build relationships and shape the world we live in.
- Mental health is a basic human right. And it is crucial to personal, community and socio-economic development.



# Why mental health is important?

- Teacher mental health issues are important because they not only have a detrimental influence on teachers themselves but also directly affect classroom outcomes.
- One study into this showed that 77% of teachers felt poor mental health was having a damaging effect on pupil mental health, and 85% said that it adversely affected the quality of lesson planning.



## **Why Talking about promoting mental health and well being of teachers and school leaders?**

- Promoting mental health and well-being among teachers and school leaders is crucial for several reasons.
- When educators experience positive mental health, it directly impacts their ability to create a supportive learning environment and positively influences students.



## Why Talking about promoting mental health and well being of teachers and school leaders?

**Whole School Approach:** Schools and colleges should adopt a whole-school approach to mental health and well-being. This involves embedding evidence-based practices that promote emotional health and resilience. Key principles include fostering an ethos of respect, supporting staff well-being, and involving student voice in decision-making.

**Work-Life Balance:** Prioritizing work-life balance and reducing stressors can significantly impact teacher well-being.

# Top Ten Reasons Why Mental Health and Psychosocial Support in Schools and Learning Environments is Important

How education systems integrate promotion of mental health and psychosocial well-being, and prevention and early identification interventions into learning environments directly contributes to whether children and adolescents access support when they need it most. Comprehensive school-based mental health and psychosocial support, including policies, education workforce capacity development and increased mental health and psychosocial support services and programmes, can lead to enhanced academic achievement and increased retention, reduce learners' risk behaviour (such as peer violence and self-harm) and improve mental health and psychosocial well-being

outcomes. Depending on the context, these interventions can be delivered independently or as part of a broader school health approach.

In emergencies, integrating mental health and psychosocial support within humanitarian education responses is imperative to protect children and adolescents from the negative effects of crisis and adversity.<sup>8</sup> By creating stable routines, fostering hope, reducing stress, encouraging self-expression, and promoting collaborative behaviour learning environments can contribute to effective learning and well-being. Overall, schools and learning

environments can provide a physical safe space needed when coping with loss, fear, distress and violence. Schools also offer stability and structure and support learners to build the coping and interpersonal skills they need to cope with change.

Supporting children's and adolescents' mental health and well-being within learning environments is crucial to ensure they are given the best chance to participate fully and equitably in their learning. They are many reasons why education systems should accelerate action and investment in learners' and teachers' mental health.

Here are the top ten:

**1**  
**Mental health is fundamental to good health and well-being and is critical to children's learning, development and thriving.**  
The benefits of better mental health extend beyond psychological well-being itself, from social equity and inclusion to economic growth and prosperity.<sup>9</sup>

**2**  
**The UN Convention on the Rights of the Child commits all countries to promote and protect child and adolescent mental health.**<sup>10</sup>  
Promoting good mental health should also be seen as a catalyst to fulfilling States' international legal obligations to ensure children can access and enjoy all of their rights.

**3**  
**Mental health and psychosocial well-being is a significant concern for adolescents around the globe.**  
They want mental health and psychosocial support services to be more available and less stigmatized.<sup>11</sup>

**4**  
**Half of mental health disorders begin by the age of 14,<sup>12</sup> so it is critical to intervene as early as possible.**  
The failure to address mental health problems at their onset can have significant consequences throughout a child's life, affecting their development and contributing to poor academic outcomes, higher rates of unemployment, and poorer physical health.<sup>13</sup>

**5**  
**Evidence increasingly confirms the importance of strengthening the capacity of schools and early childhood education services to promote mental health and assist children and families dealing with mental health problems.**<sup>14</sup>  
School-based MHPSS interventions in humanitarian contexts also deliver benefits for education and learning. Positive outcomes in school attendance, grade averages, math and literacy test scores<sup>15, 16, 17</sup> and reduced functional impairment related to psychological distress have all been demonstrated.<sup>18, 19, 20</sup>

**6**  
**Schools and learning environments, including early childhood education centres, provide the opportunity to reach large numbers of children and adolescents, including those from marginalized communities and impacted by emergencies who may otherwise not be able to access mental health promotion and prevention programmes.**<sup>21</sup> **Schools have more influence on children's development than any other social institution, besides their family.**<sup>22</sup>

**7**  
**For children and adolescents whose home environment is not safe and nurturing, the school can be a crucial safety net supporting basic social, emotional and physical needs.**  
Adverse childhood experiences, including exposure to different types of violence, can have consequences that affect cognitive development, physical and mental health, educational achievement and professional achievements.<sup>23</sup>

**8**  
**School-based programmes for social and emotional learning are linked to mental health benefits in countries at all income levels.**  
These programmes equip children and adolescents with essential cognitive, behavioural and emotional competencies that help them succeed academically, manage life's challenges, and build and maintain positive interactions with others.<sup>24</sup>

**9**  
**Schools are an important element of community-based mental health support.**  
Schools offer a robust platform for promotion of mental health and well-being, prevention and early identification interventions, and facilitates children and adolescents access to treatment of mental health conditions (when linked with health, mental health and social services).<sup>25</sup>

**10**  
**Prevention and treatment of mental disorders in adolescents leads to improved health and well-being over time and yields gains in learning and education outcomes – all of which can translate into benefits to national economies over an individual's lifespan.**  
School-based programmes to prevent anxiety, depression and suicide among adolescents had an average return on investment of 21.5, meaning that of every US\$1 invested in the package, we expect \$21.5 in benefits to the country's economy over an 80-year period.<sup>26</sup>

**Source**  
<https://www.unicef.org/media/126821/file/Promoting%20and%20protecting%20mental%20health%20in%20schools%20and%20learning%20environments.pdf>

# MENTAL HEALTH IMPROVEMENT



Eat Well



Share your Feeling



Be creative



Relax



Good Sleep



Excercise



Talk to  
Friends



Manage  
Your Stress

# What is wellbeing?

*Good wellbeing might include..*



*Feeling happy or content*



*Working productively and fruitfully*



*Making a contribution to the community*

*Realising own achievements and abilities*



*Coping with the normal stresses of life*



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## Why is managing emotions important ?

- The best and most beautiful thing in the world cannot be seen or even touched.
- They must be felt with the heart.



# What Emotions do we have ?

There are only two basic emotions that we all experience :


*Love*

*and*

*Fear*

All other emotions are variation of these emotions.



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- A dark grey arrow points to the right from the left edge of the slide. Several thin, curved lines in shades of blue and grey originate from the left side and sweep across the slide towards the text.
- Emotions are primary elements in social interaction.
  - Things that are personal are emotional.
  - Accept your feelings.
  - it is how you behave when you feel something .

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# Aristotle's Challenge

“Anyone can become angry --- that is easy. But to be angry with the right person, to the right degree, at the right time, for the right purpose, and in the right way --- this is not easy”.

--Aristotle, The Nichomachean Ethics



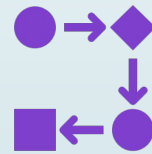
## Steps for dealing with emotions:



Identify your emotions.



Analyze why the situation bothers you.

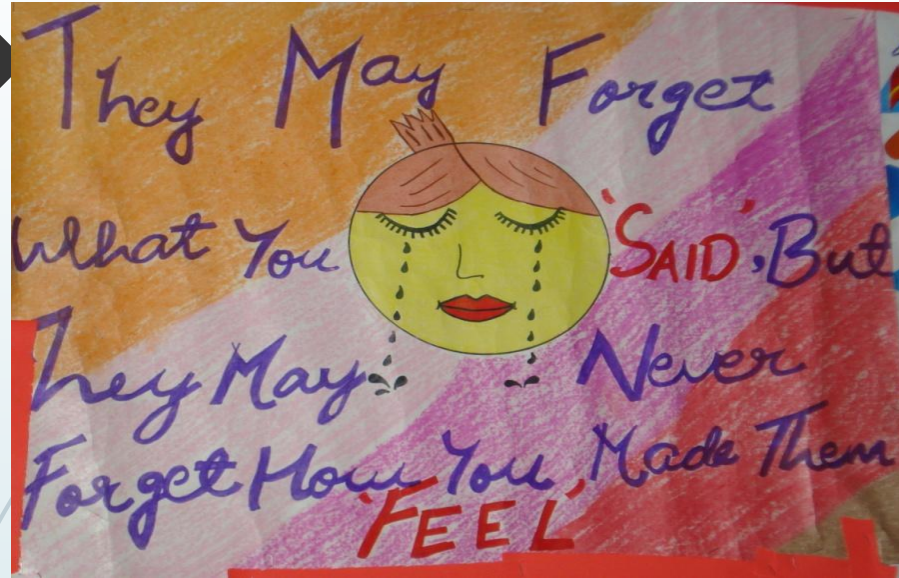


Decide what you can and cannot change.



Think of something positive you can learn from the situation.

# ADDRESSING FEELINGS



People will forget what you said, people will forget what you did, but people will never forget how you made them feel.





## KEY MESSAGES



Emotions are natural feelings.



Emotions are not good or not bad, how they get expressed is more important.



Managing our emotions is important part of a growing up.



Managing emotions is the ability to identify and express our emotions appropriately.

□ Have a DOSE and  
GIVE DOSE



# DOSE of ' Happy Harmones'



- **Dopamine.** Also known as the “feel-good” hormone, dopamine is a hormone and neurotransmitter that’s an important part of your brain’s reward system. **Dopamine** is associated with pleasurable sensations, along with learning, memory, motor system function, and more.
- **Oxytocin.** Often called the “**love hormone**,” oxytocin is essential for childbirth, breastfeeding, and strong parent-child bonding. This hormone can also help promote trust, empathy, and bonding in relationships, and oxytocin levels generally increase with physical affection like kissing, cuddling, and sex.
- **Serotonin.** **This hormone** (and neurotransmitter) helps regulate your mood as well as your sleep, appetite, digestion, learning ability, and memory.
- **Endorphins.** **Endorphins** are your body’s natural pain reliever, which your body produces in response to stress or discomfort. Endorphin levels also tend to increase when you engage in reward-producing activities, such as eating, working out, or having sex.

# Here's a look at how to make the most of these natural mood-boosters.



## ☐ **Make time for exercise**

- ☐ Exercise has multiple physical [health benefits](#). It can also have a positive impact on emotional well-being.
- ☐ If you've heard of a "runner's high," you might already know about the link between exercise and endorphin release.
- ☐ But exercise doesn't just work on endorphins. Regular physical activity can also increase your dopamine and serotonin levels, making it a great option to boost your happy hormones.

## ☐ **Spending time outdoors, [in sunlight](#) at least 10 to 15 minutes outside each day.**

## ☐ **Laugh with a friend**

## ☐ **Cook (and enjoy) a favorite meal with a loved one**

## ☐ **Listen to music (or make some)**

## ☐ **Meditate**

## ☐ **Plan a romantic evening**

## ☐ **Help Someone**

## ☐ **Pet your dog**

## ☐ **Get a good night's sleep**

## ☐ **Manage stress**








# BEHAVIORS WHICH SUSTAIN GOOD HEALTH

1. Right Food (Ahara)
2. Right Routine (Achara)
3. Right Recreation (Vihara)
4. Right Thinking (Vichara)

According to Ayurveda,  
the Science of Indian Medicine



# Mental Health Tips for Teachers Balancing Life



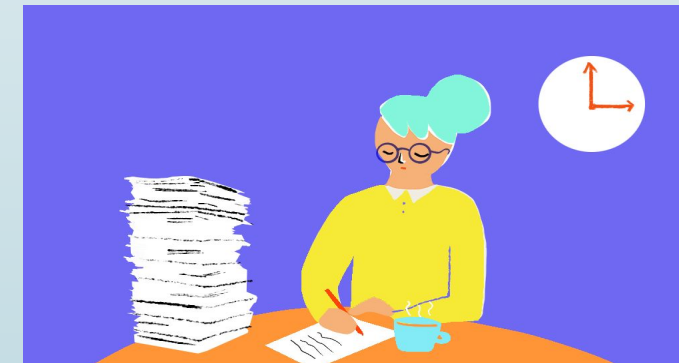
# 1. Stay organized

- This is the most fundamental part of the process.
- There have been numerous studies done that underline how being disorganized can affect your mental health. When you're **surrounded by clutter, it clutters your mind** as well, affecting the clarity of your thoughts. You start feeling overwhelmed.
- So, whether it's your home, desk, or wherever you are, **keep the space organized**. Moreover, keep your schedule organized.
- Keep yourself out of the clutter, and it will improve your mental health.



## 2. Have realistic deadlines

- Yes, there are too many things to do. Teach students, answer questions, check homework, set tests, and so much more. The responsibilities of teachers at private schools are never-ending.
- However, it's important **not to set unrealistic deadlines** for yourself just because there's a lot to do.
- Because, one, many times you will fail to meet these deadlines.
- Second, rushing through the tasks will hurt your efficiency. It will also trigger stress and anxiety.
- Third, failing to meet deadlines may even make you feel sad, which will worsen your anxiety and lead to other mental health problems.
- So, be perceptive of the kind of deadlines you're setting for yourself. Have more room; **give yourself more time.**





## 3. Learn to say “no”

- In general, this is one of the most difficult tasks for many employees.
- People refuse to say “no” to tasks being handed over to them even when their schedule is completely packed. One of the reasons for this is they fear how this may make them look in front of others.
- Contrarily, taking a stand for your well-being and other priorities is a trait of strong-willed individuals. So, if you’re not already good at it, start practicing.
- When you’re already drowning in work and someone gives you extra tasks, **be polite and tell them “no”**. Let them know why you can’t take up this task.
- This doesn’t mean you refuse anything and everything that comes your way. The key here is to understand what’s beyond the threshold and may affect your wellbeing, including mental health. You want to say “no” to them.

## 4. Set aside “me” time

- You’re more than a teacher. You have a personal life as well.
- It’s easy to let your work-related stress seep into your personal life.
- The key to preventing this is first realizing that your work is affecting your personal life. Past that, it’s crucial to set strict boundaries in terms of the number of hours you have to work and the kind of work-related responsibilities you have to shoulder.
- Thereon, **make space for some “me time”** where you do what you love or enjoy. Rest, meditate, watch some movies, spend time with family, talk to friends, more... Whatever makes you feel better and happier, do that in your “me time”.
- It will help you rejuvenate and, most importantly, [prevent burnout](#).

## 5. Get Your Body Moving to Help Your Mental Wellness



- One of the biggest challenges for many educators during this time is how hard it is to be sedentary– you may be used to moving around, physical transitions from one room to another, or even your usual lunchtime walk with a colleague.
- As you work around your schedule, set a timer or create breaks for you specifically to move around– this might mean moving around your house, or taking a walk around your building or neighborhood– obeying physical distancing recommendations, of course.
- Anything to get your body moving will **help maintain your mental wellness.**





## 6. Model Self-compassion



Now, more than ever, we need to be incredibly kind to ourselves to help maintain mental wellness.



We teach students this all of the time— the basics of self-compassion, kind self-talk, and growth mindset.



Now is the time to also turn it inwards.



In doing so, you'll benefit your own mental wellness and also be able to model it for others in your life.





## 7. Set Reasonable Expectations (for yourself and others)

- Collectively, we need to acknowledge that we are in the midst of a pandemic and distance learning— and that it is not business as usual.
- Things are going to be different, and that is okay.
- We can't expect to be as productive, or on top of it, or together as we once could.
- If you are one of those, like many, who is trying to balance educating with care-taking or educating your students on top of your own kids, there is no possible way that you can be all things to all people all of the time.
- By setting small, realistic goals and expectations around what you actually could be capable of, you will be setting yourself up to feel much more fulfilled and help maintain your mental health.

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## 8. Communication is Vital for Maintaining Mental Health for Teachers

- Let people know what is going on– especially colleagues and supervisors.
- By being transparent about what you are experiencing, and with what things may be helpful, you can bring them in and potentially expand your own network of resources and support.
- You may also be modeling healthy communication for other colleagues to follow suit.



## 9. Be more social (with the right people)

- Socializing is good for mental health.
- When you interact with others, it enhances the feeling of well-being. It also decreases the symptoms of depression.
- Socializing with others can significantly boost your mood.
- However, the key here is to **socialize with the right people**. If you're mingling with negative people who thrive in a toxic environment, it's going to make your mental health problems worse.
- So, **identify individuals in your circle** (peers or colleagues, friends) who have a positive outlook and presence. Interact with them more. Keep away from negative people at all costs.

## 10. Think 'mental health'

- A common theme among teachers who struggle with mental health problems is that many of them lack awareness of this topic. They don't even think about them in context to mental health.
- For instance, if they are stressed, they don't take it seriously. Instead, they treat it as a fleeting problem that will automatically be fixed tomorrow. (And guess what, it doesn't get fixed "tomorrow".)
- When you start thinking about your mental health, it is only then will you be able to identify your mental health problems. And unless you get there, you will never **take definite steps** to fix those problems.
- So, start focusing more on your mental health. Get more aware of how you're feeling and on this subject at large. You can even **opt for relevant programs** or mental health training for teachers. You feeling stress and anxiety isn't common or "okay".

# 11. Improve your skills

- [Improving yourself professionally](#) can play a lever in managing your mental health problems. And this happens in several ways.
- When you're good at something, and you're constantly improving, it reflects positively on your self-esteem and confidence. This boosts your mental health.
- Subsequently, when you're constantly getting better, you will discover many new and rewarding career opportunities (like promotions and job offers from your dream schools). This will further enhance your mental well-being.
- So, always **prioritize up-skilling**. Improve yourself as a teacher. Sign up for certification programs. Gain experience in different ways. This is one of the most underrated but highly effective mental health tips for teachers.

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## 12. Get better at time management

- When you're not good at [managing time](#), you will end up piling a lot of unfinished tasks. You will pile a lot of stress. While you may seem busy, your productivity will be poor.
- Collectively, all these will contribute towards negative mental health.
- So, get better at managing your time. Learn how to be more efficient. Try to do more things in less time. Focus on you **being productive and not busy**.
- Basic time management skills can be one of the most powerful things for teachers who are always “busy” and have too many things to do. You will be more productive with a lot of time in hand for your “me” time.

## 13. Enjoy teaching

- *“How to improve the mental health of teachers?”*
- This might be one of the vaguest tips here, but it's worth mentioning.
- When you're not enjoying the work you're doing, you will find yourself unhappy most of the time. You will always feel overwhelmed and stressed out.
- So, if you genuinely enjoy being a teacher, try to **learn how to love the little things** that this job entails. For instance, if students aren't paying attention in the class, don't get angry. Instead, [redefine your approach](#) and maybe join in their fun as well. If someone hasn't scored well in the exam, don't punish or ignore them but rather try to help them get better.
- There are many small things you can do to make your joy more enjoyable. And if you're teaching in a good school that [offers excellent facilities](#) to the teachers, this enjoyment may come even more naturally.
- So, let go of the little things and worries. Don't take everything seriously all the time. Learn to enjoy your job. Yes, some days will be challenging, but it doesn't have to be that way the whole year.

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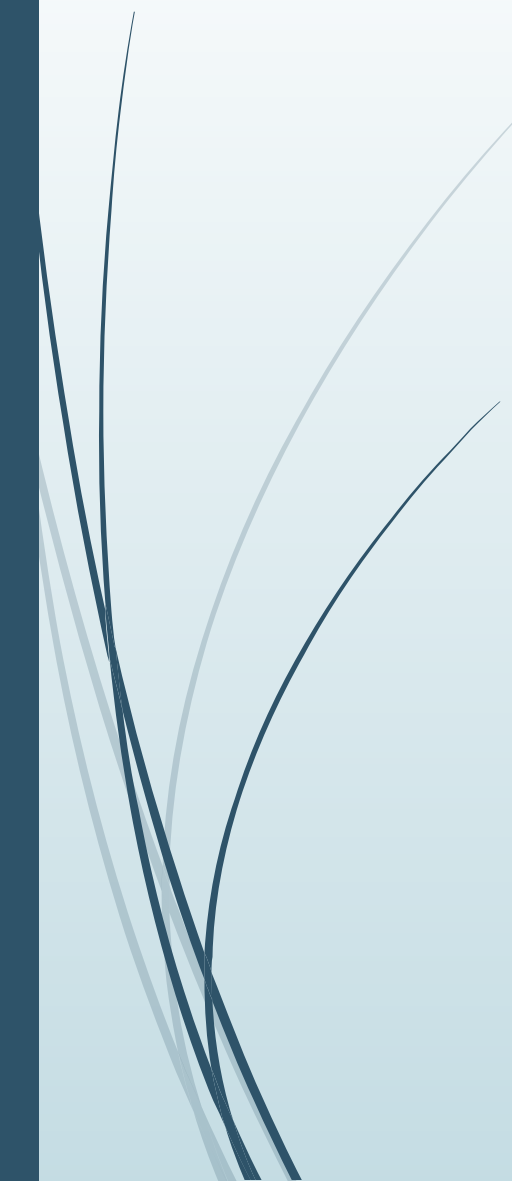
## 14. *Have gratitude*

- This simple tip isn't just about the mental health of teachers. It fits everyone.
- When you're counting your blessings, enjoying small achievements, and deploying gratitude for all that you have, it will help you feel elated and happier. (This won't, however, be as effective if your mental health symptoms are severe. In that case, you're advised to seek professional help immediately.)
- This habit of **expressing gratitude every day** will improve your outlook, giving a positive touch to your train of thought. In the long run, you will feel so much better.





## 15. Reach Out

- If you feel like you are having a tough time, and are struggling in any way with enjoying things, balancing your mood, or finding time to take care of yourself– or if you have any thoughts of hurting yourself– please reach out to a counselor.
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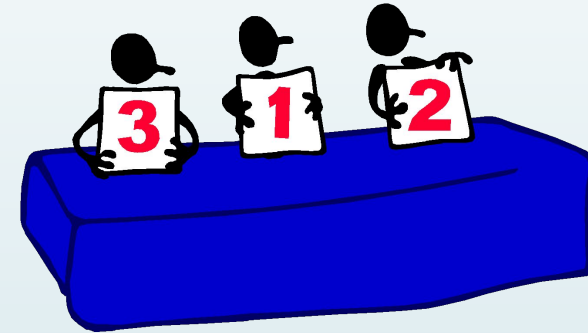
# Final Words



- These are 15 powerful mental health tips for teachers in India that promote self-care and personal growth.
- In the end, **do not ignore your well-being**. Don't let a job affect your health.
- If you find yourself stressed, sad, agitated and down most of the time, take those signs seriously. There are so many things you can do, starting almost immediately, to feel better.

A one-day seminar won't do it.

**Unlearn  
old  
habits**





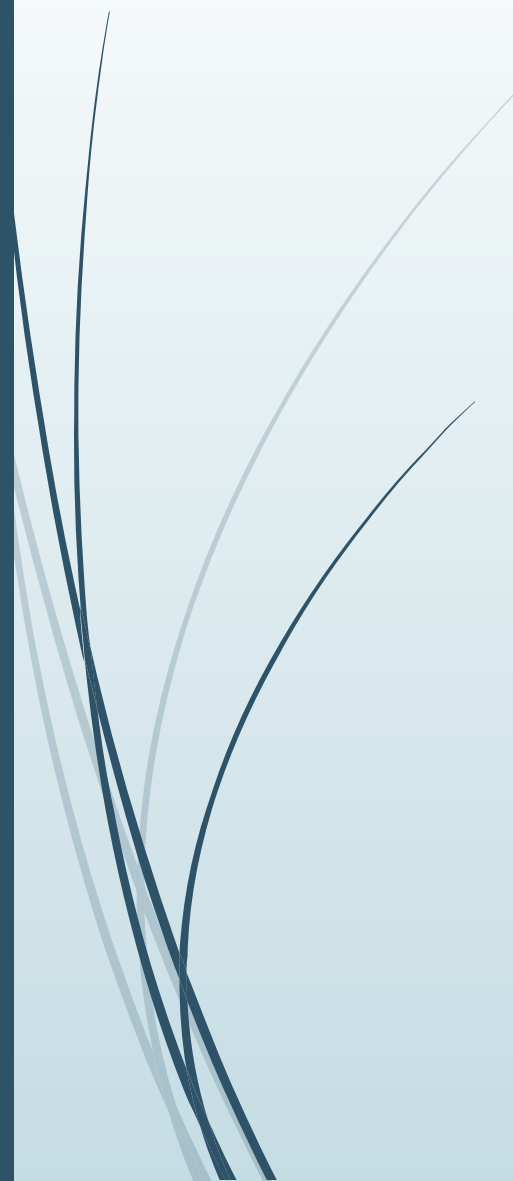
# Let's Watch

- <https://www.youtube.com/watch?v=L49VXZwfup8>
- <https://www.youtube.com/watch?v=RzPcWnrldmw> (emotional well being for students (in English-NCERT))
- <https://www.youtube.com/watch?v=Nlz8yKG0ySU> (emotional well being for students (in Hindi-NCERT))



**Relax.**

**It's a healthy choice!**





# Thank You

I hope you had an enjoyable learning  
experience!!!!

