

I've got so much on my plate, I feel like I'm at a buffet.



Full Plate

"a schedule or workload that is filled to capacity with obligations, tasks, or problems."

What's on your plate?
How high is it stacked?

HAPPY
National
School
Counseling
Week

How happy are you with your job?

HAPPY
School
Counseling




What do we know about Mental Health and Stress

Fact: 1 in 5 children ages 13-18 have, or will have a serious mental illness¹

- 20% 20% of youth ages 13-18 live with a mental health condition¹
- 11% 11% of youth have a mood disorder¹
- 10% 10% of youth have a behavior or conduct disorder¹
- 8% 8% of youth have an anxiety disorder¹

Impact

- 50% 50% of all lifetime cases of mental illness begin by age 14 and 75% by age 24.¹
- 10 yrs The average delay between onset of symptoms and intervention is 8-10 years.¹

Suicide

- 3rd Suicide is the 3rd leading cause of death in youth ages 10 - 24.¹

Nami (National Alliance on Mental Illness), 2015

What do we know about **Wisconsin's** kids?

For 9-17 year olds:

- Have a diagnosable mental health issue 1 in 10
- Have experienced depression 1 in 4
(50% depressed at least 1 day a month)
- Have seriously considered suicide 1 in 7

2017 Data from the Annie E. Casey Foundation and Wisconsin Office on Children's Mental Health

Mental Health Facts IN AMERICA

Fact: 43.8 million adults experience mental illness in a given year.

- 1 in 5 adults in America experience a mental illness.
- Nearly 1 in 25 (10 million) adults in America live with a serious mental illness.

-\$193b serious mental illness costs America \$193 billion in lost earnings every year.

Treatment in America

- 60% Nearly 60% of adults with a mental illness didn't receive mental health services in the previous year.¹
- 40% of employees with a mental illness take time off because of it-- up to 10 days a year.

Impact

- 1st Depression is the leading cause of disability worldwide, and is a major contributor to the global burden of disease.¹

Mental Health by the Numbers. NAMI, 2015

We know the statistic concerning stress and the profession...

46% of educators report high daily stress during the year.

... but how is it affecting us?

HOW OFTEN DO YOU FIND YOUR WORK STRESSFUL?

The Quality of Worklife Survey
30,000 teachers surveyed in 2015 in the United States.

Frequency	Percentage
Often	73%
Sometimes	24%
Rarely	3%
Never	0%

Teacher Stress & Health
The effects on teachers, students, and schools.

Conducted by Penn State
funded by the Robert Wood Johnson Foundation

2016

Wisconsin Educator Survey
August-September 2017
11,000 respondents

PURPOSE: "to gain deeper knowledge of the workforce issues facing Wisconsin schools"

Listen to Us Teacher Views and Voices
Center for Educational Policy
George Washington University

Research tells us a lot about educator stress

Listen to Us Teacher Views and Voices

Listen to Us: Teacher Views & Voice
Teacher Perceptions of their school, colleagues, & job

Statement	Strongly or somewhat agree	Strongly or somewhat disagree
The teachers at this school like being here: I would describe us as a satisfied group	64%	36%
I like the way things are run at this school	60%	40%
I don't seem to have as much enthusiasm now as I did when I began teaching	60%	41%
The stress and disappointments involved in teaching at this school aren't really worth it	49%	51%
If I could get a higher paying job, I'd leave teaching as soon as possible	49%	52%
I think about transferring to another school	44%	57%
I think about staying home from school because I am just too tired to go	42%	58%

Wisconsin Educator Survey

Have you given serious thought to leaving your school/district?

Percentage seriously thought about leaving district	Yes	No	Unsure
Overall	64.1	27.3	7.1
Administrators	48	46.7	3.6
Pupil Service Professionals	59.4	30.8	8.8
Teachers	65.9	26.1	7.1

Wisconsin Educator Survey

Factors that impact educator mental health:

- Lack of decision making
- Feeling overwhelming
- Climate, student behavior, lack of support

Stress— when risk factors exceed protective factors
Mental health concern— when your ability to live, work, and have satisfying relationships is compromised.

Top reasons for educator stress:

- School organization— leadership & climate.
- Job demands.**
- Limited autonomy & decision making.
- Teacher social-emotional competence, ability to manage stress.

How are job demands impacting your ability to...

Live
Love
Have satisfying relationships.

Full Plate
"a schedule or workload that is filled to capacity with obligations, tasks, or problems."

Step 1:

In the center of the plate, write down your job title, then list your core responsibilities, those things that were listed in the job description. Draw a box around this.



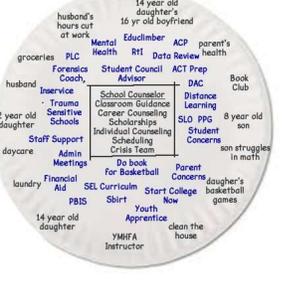
Step 2:

With the same marker, go to the outer ring and write your outside of school time demands and concerns (family, activities, health, finances, drive to work, outside job, etc.). Things that take your energy and time.



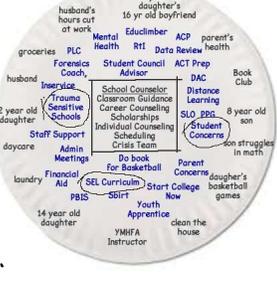
Step 3:

With a different marker on the rest of the plate, write other school related responsibilities-- things that are assigned, you're expected to do, or that you've created or volunteered to do. Try not to write into the outer ring unless you have to.



Step 4:

Look at your plate. Circle the 3 school additional responsibilities most important to you right now-- those things you feel are the most significant to you as an educator. They may vary from year to year, but what are the most important to you this year.



Not all

STRESS

is bad

Good Stress

Eustress

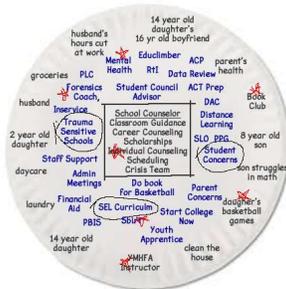
Helps you grow & remain healthy, gives feeling of fulfillment

Characteristics of eustress:

- Motivates
- Usually short term
- Perceived as being within our coping ability
- Feels exciting
- Improves performance

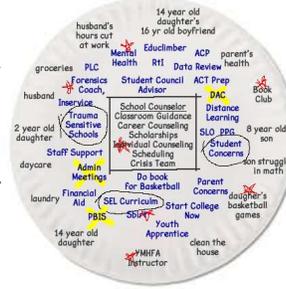
Step 5:

Look at your plate, and with the lightest marker, star the items--either school or out of school-- that "fuel" you or give you energy. They may take your time but they give back positive energy and keep you motivated.



Step 6:

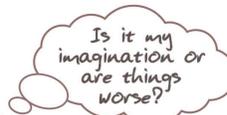
With the lightest marker, put an "X" on 3 things that drain you-- tasks and expectations that consume energy and time without giving much in return. In economics, these could be referred to as *The Law of Diminishing Returns*.



Consider your plate...

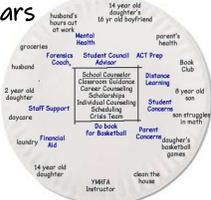
Are you comfortable with what you see?

Has it always been this bad?

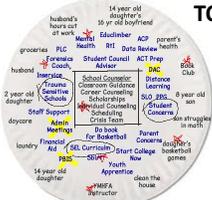


National and state data point to an increase in expectations of school employees.

School Counselor 15 years ago



School Counselor TODAY



It's not your imagination!

Just a few of the initiatives in education today

Initiatives at our schools:

- PBIS
- RHI
- UDL
- ACP
- MHFA
- SPiRT
- SEL
- TSS
- ESY
- BLT
- LLI
- SLO
- PPG
- EE
- SPO
- AODA
- BAB
- After School
- Summer School
- TLAS

Testing: ACT, WorkKeys, Forward, DLM, NAAP, Aspire, ASUAB, PSAT, SAT, AP, SHJ, SRI, PALS, WIDA

ABOUT ED / INITIATIVES ED Initiatives

- Back-to-School Bus Tour
- Civic Learning
- Digital Government Strategy
- Early Learning
- ED Data Express
- Education Dashboard
- Elementary and Secondary Education
- Green Spaces
- Homeless Students
- Investing in Innovation
- Labor-Management Collaboration
- Let's Move
- Let's Read, Let's Move
- Military Families and Veterans
- Open Government
- Promise Neighborhoods
- Promoting Readiness of Minors in Supplemental security income (SSI/SSDI)
- Race to the Top Fund
- Raise to the Top
- Rural Education
- School Improvement
- Student Art Exhibit Program
- White House Initiative

An Example of a Typical School

School Safety **Trauma Sensitive Schools** **RtI** **Curriculum and Instruction** **PBIS** **Educator Effectiveness** **ACP**

In education, many departments and programs are vying from your time, each claiming their issue is the most important, most vital.

WHAT IS STRESS?

Stress is the body's response when it senses danger. We all experience stress and need it to function.

But when stress interferes with our lives, it becomes a problem. Too much stress, for too long, can make us ill.

If unaddressed, stress can cause mental health issues like depression or anxiety and harm our physical health.

Stress becomes a mental health concern when it interferes with our ability to:

- *live
- *work
- *have satisfying relationships

STRESS

What can we do?

How do we respond to stress that is affecting our schools?

How educator stress was addressed in the past.

Suggestions in the 1990s:*

- Adjust your diet
- Exercise
- Relaxation techniques
- Develop a support network
- Take breaks; don't take work home with you

Today, we are still told to rely on self-help.

*"How to Get Unstressed," Board of Regents of the University of Wisconsin System, UW-Madison, 1991.

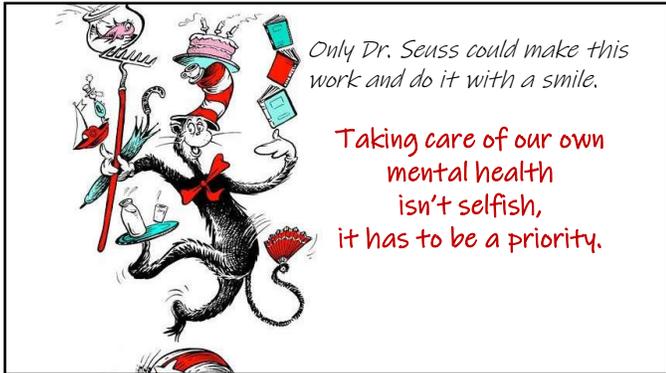
We could wait for "Someone" in education to remove stressors...

... or as counselors we can advocate for change.

Advocate for

Less is more
Respect as a professional

Bring sanity back to the profession



WHO SAYS TEACHING IS STRESSFUL?

I'M 39, AND I FEEL GREAT!

Barb VanDoorn
4K-12 School Counselor
Lake Holcombe School
www.stretchedcounselor.com