



CASE STUDY

Educator Resilience Course

Educators increase their coping skills and reconnect with their motivational purpose with new energy and tools to support all students.

Situation

The signs could not be more evident- educator mental health support is at critical need in schools across the country. The compassion fatigue, overwhelm, stress, absenteeism – and resignations – are adding up. Teachers are reporting higher rates of depression and anxiety, and principals are unsure how to help.

Mental health supports for educators are not all equal. In fact, the most popular approaches, such as a keynote speaker or team-building event, are unlikely to create lasting change in wellbeing.

Schools need a solution that offers short, self-paced lessons - that are supported with a balance of encouragement and accountability - that allow educators to learn and reflect at whatever rate they choose. Flexible tools should include personalized coaching or a system to prompt educators to keep going when participation slows

Study Details

From September 1, 2021-August 30, 2022, 255 educators participated in EmpowerU's Educator resilience training and self-care study designed to support educators and their well-being during summer months to rebuild their confidence.

Educators opted-in to take this course as a part of their professional development program.

Titles of participants included

- Superintendent, Assistant Superintendent/ Director of Teaching & Learning
- Principal (HS, MS, and Elementary all represented)
- Special Education Teacher or General Education Teacher
- School Psychologist/Counselor

Results

The outcomes of this program far surpass other measurements for similar programs.



of educators who started the program completed the self-paced program in full.



of educators made goal progress pre to post using the pre to post measurements



would recommend the program to another educator

Was the course helpful for educator personal growth and resilience?



of educators thought the program improved their mental health

- "This course has helped me be more self-aware, be more forgiving to myself, and remember my why. I feel more connected and hopeful."
- "Teaching is a high stress career that leads to burnout and compassion fatigue. This course helps me transform my thinking and remind myself of why I chose this career."
- "I realized I'm a student who needs to grow alongside my students."

Was the course helpful for their support of student wellbeing and mental health?



thought the program helped them better support student mental health and wellbeing.

- "I am more aware and also realize how to share different strategies with my students. We all learn differently, so what may work for me, may not work for my students. This will help me share different strategies and just be more mindful."
- "My absolute greatest improvement or gain is the fact that I now feel like I have a better, healthier control over my anxiety and stress. I have tools and skills to use when I feel it coming on too strong. I also have the tools to help my students with this as well."

We know that students learn best from educators who are emotionally healthy and mentally well. And the pandemic years have shown all of us that overwhelmed teachers are far more likely to take a leave of absence or leave the profession.

Our communities depend on educators for teaching and learning today – laying the groundwork for a vibrant local economy in the years ahead. School leaders who invest in educator mental health support are positioned to retain talented teachers and make a lasting difference in the health of their community.

"The course allowed me to reflect on why I became an educator in the first place and why I still do this work after 28 years."

SUPERINTENDENT AFTER TAKING EMPOWERU'S EDUCATOR COURSE