

The Clarion Call for Fighting Leader Burnout and Promoting Self-care while Succeeding in Uncertain Times

The COVID pandemic paired with the already existing issues of unprepared students and teachers, bias mandated curricula rubrics, overused/ abused testing mandates, and unruly parents has opened our eyes to the need of social emotional support. The need is loud and evident but the one person who needs it the most, the school leader, is tasked with providing that support for others. Research shows that effective school leadership is strongly associated with improved student achievement. Despite this point principals are tasked with much more than student achievement. Leaders are attentive to students' academic and social emotional well-being; building relationships; building capacity; demonstrating instructional, managerial, and cultural leadership within a site; while juggling their own lives. This is an obvious clarion call for social emotional balance for school leaders especially those operating in low-performing schools.

This presentation will highlight strategies for school leaders who are tasked with taking schools to the next level while making sure to, "Leave no Leader Behind." Teacher leaders, assistant principals, principals and district leaders will be provided strategies to keep themselves refreshed and alert as they provide environments that are conducive to high academic achievement.

Goal is to rejuvenate, to speak life, to empower....

"There is a Superhero in all of us, we just need the courage to put on the cape."

Goals

This workshop will focus on understanding how to:

- **G** Sustain your emotional well-being
- Sustain a balanced environment
- Sustain a successful professional environment
- Sustain your passion

You Earned that "S" on Your Chest.....

Listen as an ally Speak from awareness Suspend certainty Celebrate diversity What happens in Myrtle Beach ... Mind the schedule Stay engaged NCDLP

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MIDDLE SCHOOL SCIENCE (19 years old)

- BA Microbiology/Chemistry
- Middle Grade Science, Social Studies, Health

ASSISTANT PRINCIPAL (25 years old)

- Comprehensive High School (CFHS)
- 4 years
- MS in Secondary Biology & MA School Administration

PRINCIPAL (29 years old)

- Doctoral Degree in Educational Leadership
- Expanded alternative school education in CCS -5 years
- Westover HS (Comprehensive High School)

FAMILY

3 children (ages 20, 15, 9)

FLAWS/SACRIFICES

Type A Personality

FAITH

• No only means next!



Temperature Check

Table experience

Dynamic Learning Environment Defined

A dynamic learning environment is characterized by change, activity and progress. It is intentionally designed to meet the needs of all students while challenging them to enhance existing skills, interests and understandings, as well as meaningfully building new ones.

~Peace Wapiti Public School Division

Educator Burnout has become a bigger focus for research in the last 5 years. New statistics attempt to capture teacher and administrator numbers.

What do the statistics say....

About half a million (15% of) U.S. teachers leave the profession every year (Seidel, 2014). More than 41% of teachers leave the profession within five years of starting, and teacher attrition has risen significantly over the last two decades (Ingersoll, Merrill, and Stuckey, 2014)

Why?

One in five school principals is overwhelmed by workplace stress, a survey has found, with an expert saying the results point to a "looming crisis".

Key points:

- Survey found almost half of principals have faced threats of violence at work
- One in three experienced actual violence
- Half of all principals worked 56 hours a week, 27% worked up to 65 hours

How do we as Educators sustain our Emotional Well-Being?

What are the effects of an Educator on our school environment if we are not emotionally stable?

ADDRESS OR SUPPRESS OUR EMOTIONS....

Leaders, Teachers, Students



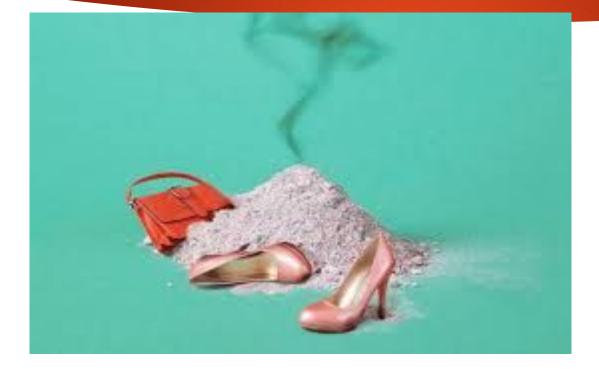
Student Balanced Environment

Physical Safety Social Relationships- positive w/boundaries Recognize Diversity Between and Within Emotional Environment Academic Support

Teacher Balanced Environment

Positive school culture- includes correction Differentiated professional development Family-friendly policies in the workplace Encourage teacher innovation

Teachers/Leaders who have not yet found a balance within themselves will also fail at finding a balance between heart and results



Avoid Burnout

How do you return to the place of stability and sustainment?

You Need You-Take Time for Yourself- to do list Control What You Can Control "Unplug"- not to do list Regulate your Emotions Go on a Vacation Meditate Read Therapy

How can you maintain balance for your students/staff? How can you maintain and sustain

How can you maintain and sustain yourself?

SUSTAINING PASSION

Steps to get it together/reignite your passionpersonally/ professionally

Remember your why Remember that you are your biggest advocate Build your own professional network Stop giving CPR to dead things

SUSTAINING PASSION

Life is going to hit you... remember your <u>Why!</u>

Is your Why greater than...

Dr. Vernon Lowery

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