

Developing Social & Emotional Competence in Teachers

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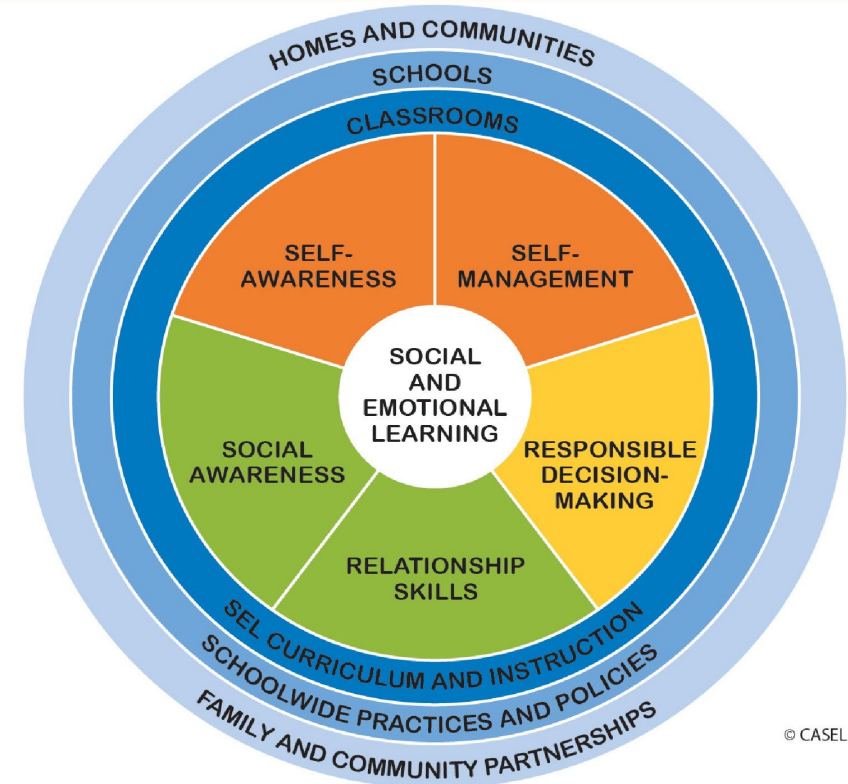


Activate Your Thinking

- ❖ Think about your favorite teacher
 - ❖ What qualities did they have that made them your favorite?
- ❖ What are some of the non-academic barriers you think we face as educators?
 - ❖ What gets in the way of student learning?
- ❖ What do you know about Social Emotional Competency?

What is Social Emotional Learning

Social and emotional learning (SEL) is the process through which children and adults understand and manage emotions, set and achieve positive goals, feel and show empathy for others, establish and maintain positive relationships, and make responsible decisions. (casel.org 2019)





5 competencies of SEL

1. **Self-awareness:** Know your strengths and limitations, with a well-grounded sense of confidence, optimism, and a “growth mindset.”
2. **Self-management:** Effectively manage stress, control impulses, and motivate yourself to set and achieve goals.
3. **Social awareness:** Understand the perspectives of others and empathize with them, including those from diverse backgrounds and cultures.
4. **Relationship skills:** Communicate clearly, listen well, cooperate with others, resist inappropriate social pressure, negotiate conflict constructively, and seek and offer help when needed.
5. **Responsible decision-making:** Make constructive choices about personal behavior and social interactions based on ethical standards, safety, and social norms.



The Neuroscience behind SEL: Executive Functioning

While it is theoretically not possible to improve intellect, it is possible to assess and develop executive functioning skills. Improving executive functioning skills is consistently correlated with increased academic and vocational success, reduction of negative symptoms (anxiety and depression), and increases in self-esteem and confidence.

Why is social emotional learning important?



Increased Academic Achievement

According to a 2011 meta-analysis of 213 studies involving more than 270,000 students, those who participated in evidence-based SEL programs showed an 11% point gain in academic achievement.



Improved Behavior

Studies show decreased dropout rates, school and classroom behavior issues, drug use, teen pregnancy, mental health problems, and criminal behavior.

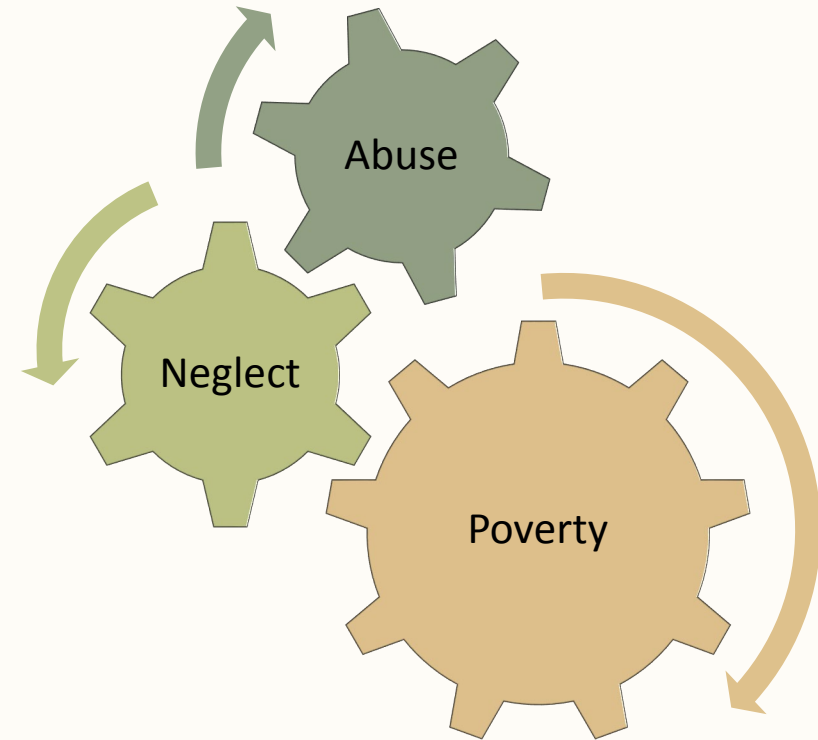


Strong Return on Investment

A review of six SEL interventions in evidence-based SEL programs showed that for every dollar invested there was an economic return of 11 dollars.

Barriers to meeting students Social & Emotional needs

- ❖ What is happening outside of school?
- ❖ Culture and climate of School
- ❖ Toxic Stress
- ❖ Skills and Teacher self regulation



Caring for yourself First

Put the Oxygen Mask
On YOURSELF First!





What is compassion fatigue

- ✓ normal displays of chronic stress resulting from the care giving work we choose to do
- ✓ A state of tension and preoccupation with the individual or cumulative trauma of clients as manifested in one or more ways including re-experiencing the traumatic event, avoidance/numbing of reminders of the event, and persistent arousal.
- ✓ The natural consequence of stress resulting from caring for and helping traumatized or suffering people or animals.

The ABC's of Prevention

A= Awareness

B= Balance

C= Connections





Awareness

Know the signs and
symptoms of
compassion fatigue

Individual Signs and Symptoms

- ✓ Intrusive thoughts and images associated with the student problems and pain
- ✓ Obsessive or compulsive desire to help students
- ✓ **Work issues encroaching on personal time**
- ✓ Perception of students as fragile and needing your assistance
- ✓ Receives or voices an unusual amount of complaints
- ✓ **Bottled up emotions/silence-not talking about difficulties**
- ✓ **Loss of enjoyment/cessation of**
- self-care activities**
- ✓ Loss of hope/sense of dread working with certain students
- ✓ Loss of sense of competence/efficacy
- ✓ Isolation/withdrawal from friends or family
- ✓ Secretive self-medication/addiction (alcohol, drugs, work, sex, food, spending, etc.)
- ✓ **Increased anxiety**
- ✓ Impulsivity/reactivity
- ✓ Increased perception of
- demand/threat (in both job and environment)- overwhelmed
- ✓ **Increased frustration/anger**
- ✓ Difficulty concentrating
- ✓ Change in weight/appetite
- ✓ Problems with sleep; Reoccurrence of nightmares and flashbacks
- ✓ **Chronic physical ailments such as gastrointestinal problems and recurrent colds**
- ✓ Chronic fatigue- mentally & physically
- ✓ High absenteeism

Signs of fatigue among staff

- ✓ Inability for teams to work well together
- ✓ Desire among staff members to break rules
- ✓ Aggressive behaviors among staff
- ✓ Inability of staff to complete assignments and tasks
- ✓ **Inability of staff to respect and meet deadlines**
- ✓ Lack of flexibility among staff members
- ✓ **Negativism towards management**
- ✓ Strong reluctance toward change
- ✓ Inability of staff to believe improvement is possible
- ✓ **Lack of a vision for the future**

Balance

Prioritize Self Care



I Can...

- Work as a team
- Take a “Mental Health Day” when needed
- Laugh, joke, have time to unwind
- Have a holistic approach to taking care of myself – mind, body, feelings, spirituality
- Make time for reflection with supervisor and peers
- Read materials and go to workshops and training seminars related to compassion fatigue
- Be assertive with feelings and concerns; let people know my limits
- Process, talk things out. Talk to a health care professional if needed.
- Have a safe work environment
- Stay organized





Connections

Build a positive support system that supports you and does not contribute to your stress.

Talk out your stress with your support system

Build Adult
Capabilities



Improve Child
Outcomes



Programs & Practices for Teacher Stress Reduction

Cultivating Awareness and Resilience in Education (CARE) The Garrison Institute

- Reduces stress and enliven inner resources teachers need to help students flourish socially, emotionally and academically e.g. Mindfulness activities

The Inner Resilience Program (IRP)

- Mission: Cultivate the inner lives of students, teachers and schools by integrating Social and Emotional Learning (SEL) with contemplative practice e.g. retreats, professional workshops, stress reduction sessions and parent workshops

Stress Management and Relaxation Techniques (SMART)

- Evidence based personal renewal programs designed for ECE-12 settings
 - Concentration, attention and mindfulness
 - Understanding and regulation of emotions
 - Empathy, compassion and forgiveness

Wish Outcome Obstacle Plan (WOOP)

- Identifying your Wish, imagining the Outcome, anticipating the Obstacle, and developing a specific Plan.

Let's Practice





Localized Trainings Offered in Belize

- ❖ Advancing the benefits of Mindfulness – Teacher Trainer Workshop
- ❖ Mindfully Dealing With Trauma in an Academic Setting
- ❖ Strategies for Building a Caring and Supportive Classroom Environment
- ❖ Teacher Self-Care
- ❖ Social Issues and Stress Management
- ❖ Promoting Emotional Wellbeing in Primary Schools
- ❖ Approaches to Teaching Personal Development and Managing Relationship
- ❖ Creating a Positive School Climate



Opportunities to Explore more

- ❖ ACE- Trauma Schools
- ❖ Mindfulness: practices, rituals & routines
- ❖ Emotional Quotient
- ❖ Positive Behavior Intervention Solutions
- ❖ Multi-Tiered Systems of Support

Sources

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Thank You!

"If your compassion
does not include yourself,
it is incomplete."

- Jack Kornfield

