

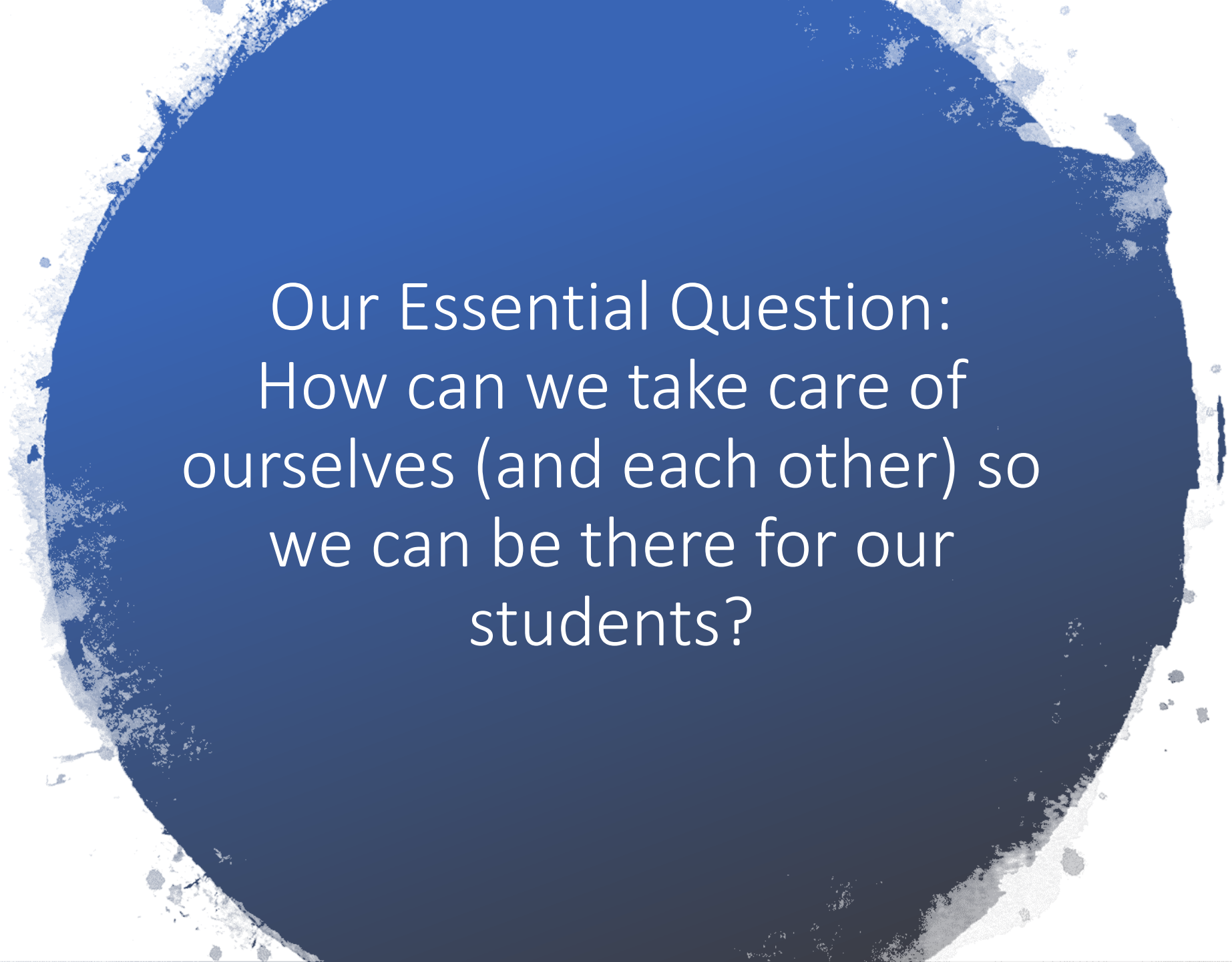
The background of the slide is a large, abstract watercolor splash. It features a mix of orange, red, and blue hues, with the colors blending into each other. The splash has a textured, painterly appearance with visible brushstrokes and splatters. The text is centered within the splash.

Beyond the Bubble Bath: Self and Collective Care

GearUp October 20, 2020

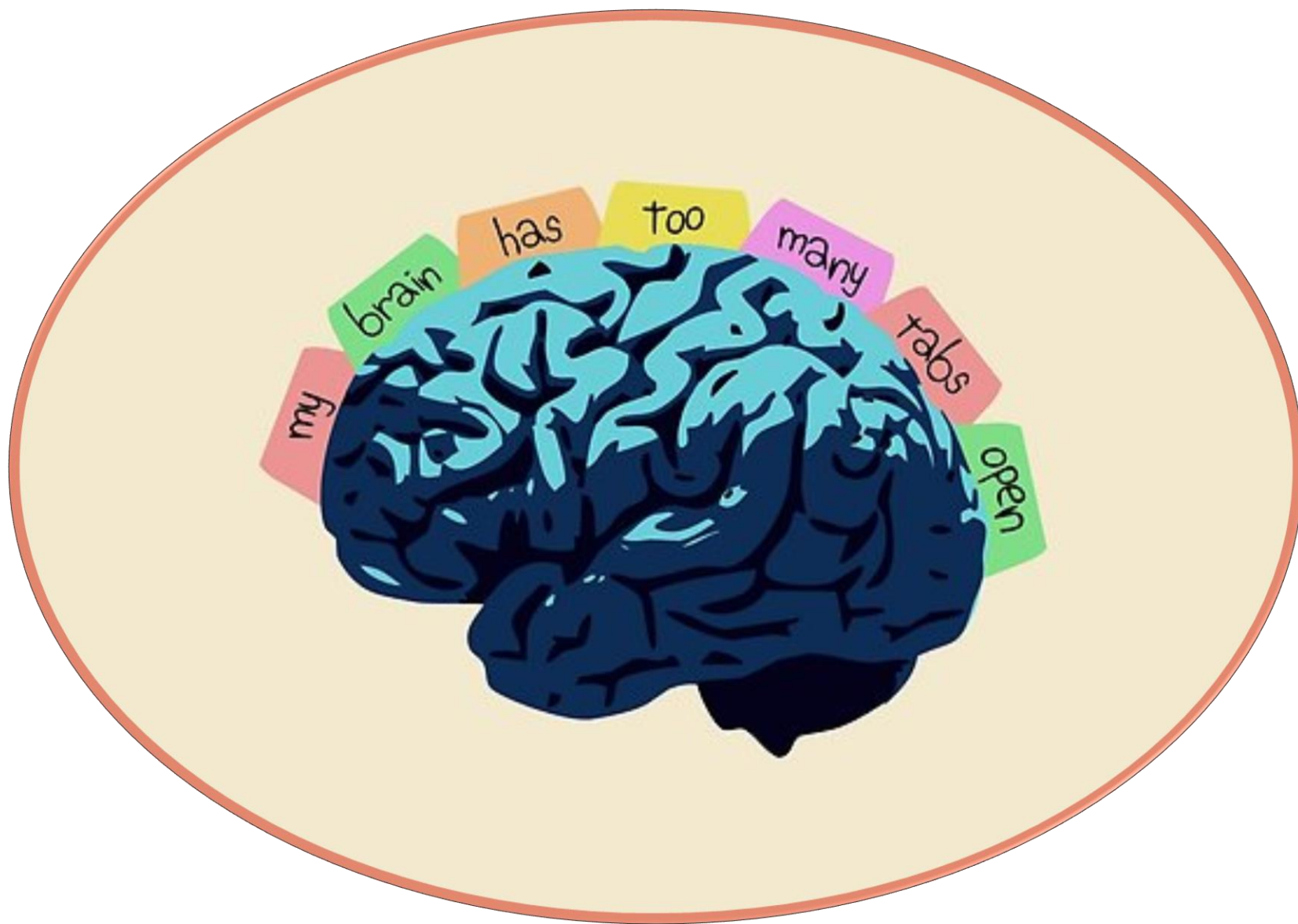
Lara Kain

larakain1@gmail.com



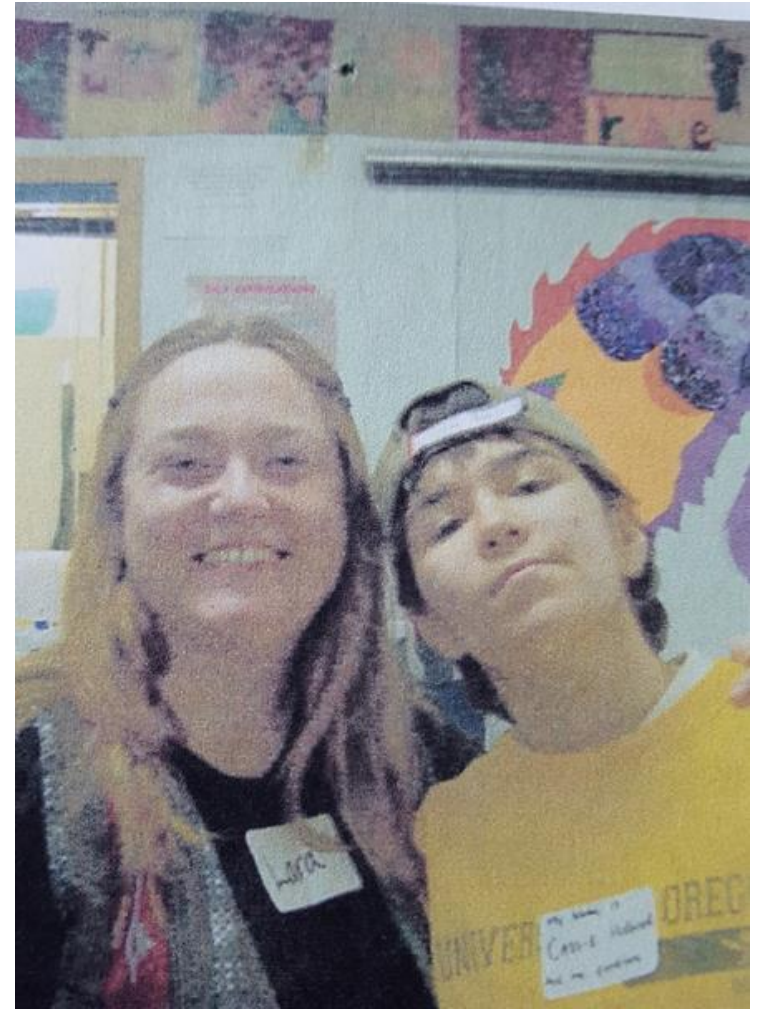
Our Essential Question:
How can we take care of
ourselves (and each other) so
we can be there for our
students?







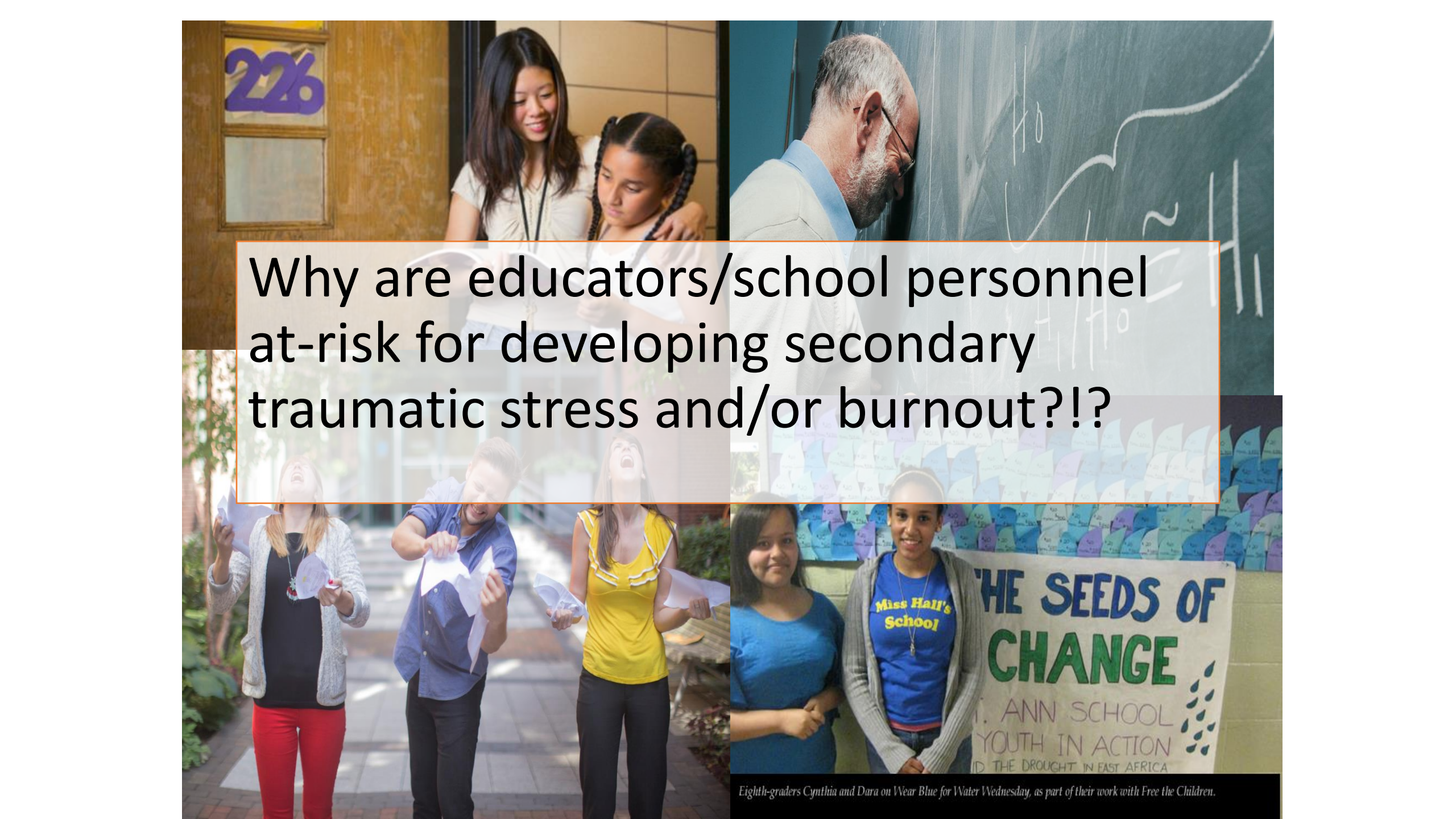
THIS WORK IS DEEPLY PERSONAL



EPIC FAIL

SELF CARE





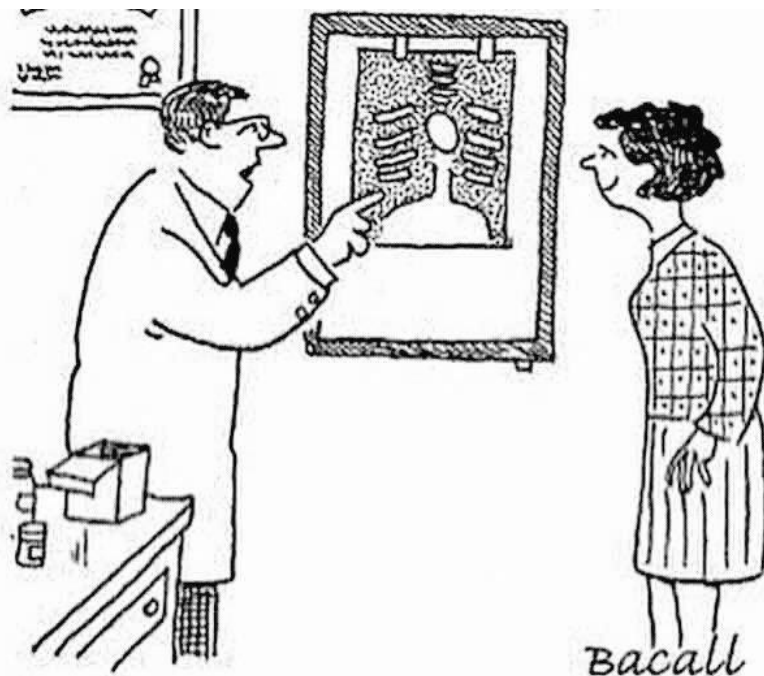
Why are educators/school personnel at-risk for developing secondary traumatic stress and/or burnout?!?

Eighth-graders Cynthia and Dara on Wear Blue for Water Wednesday, as part of their work with Free the Children.



Challenges to Self-Care

- **Insufficient Recovery Time**
- **Unresolved Personal Trauma**



*"Your heart is slightly larger than
the average human heart, but
that's because you're a teacher."*

Positive relationships with youth can sometimes cause us to feel overwhelmed.....

It is emphasized over and over that the youth-adult relationship is an important protective factor and builds resilience.

That is a huge responsibility that can sometimes feel overwhelming.



**WITH GREAT POWER
COMES GREAT
RESPONSIBILITY.**

SPIDERMAN

The Cost of Caring

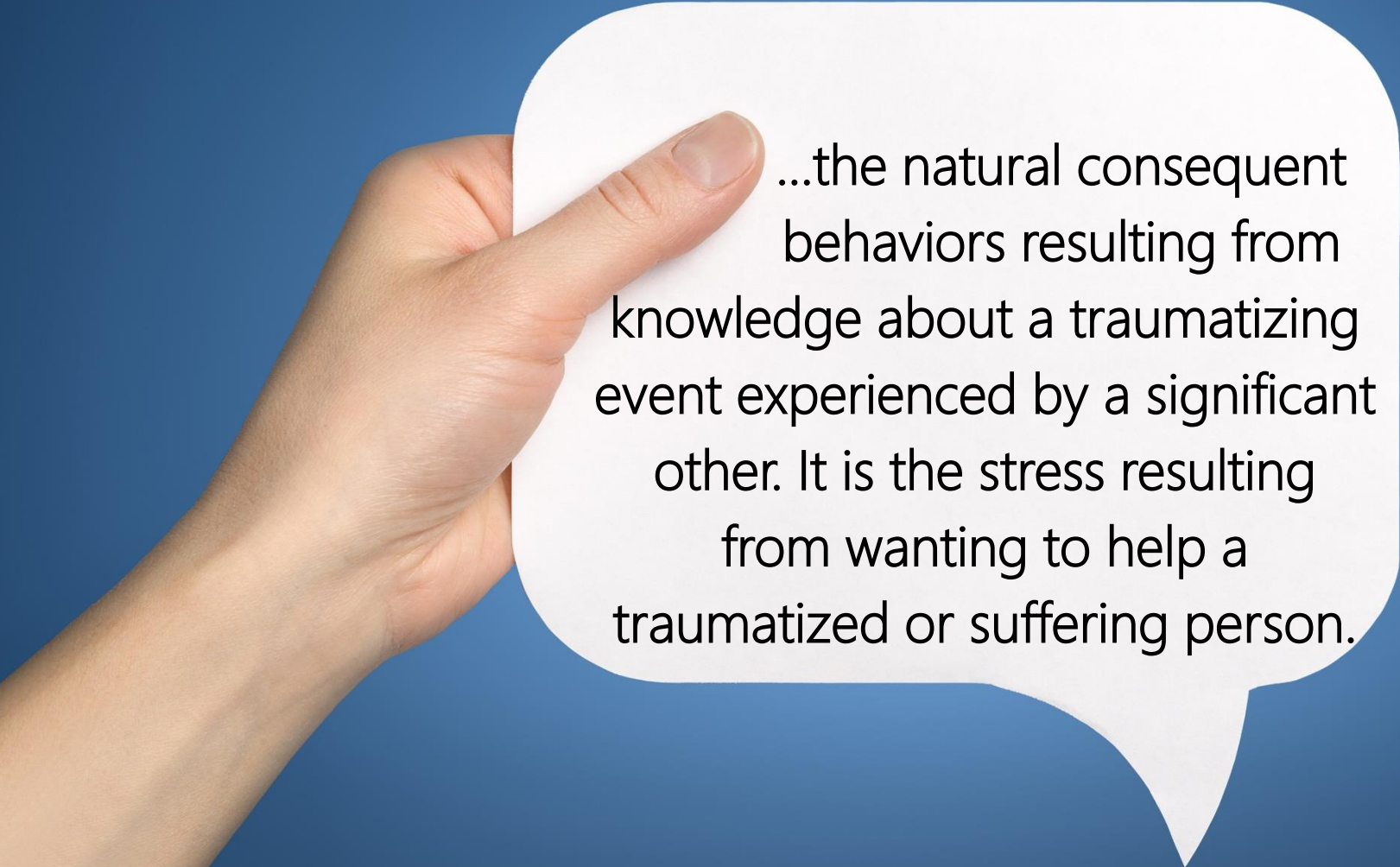
. “The expectation that we can be immersed in the suffering and loss daily and not be touched by it is as unrealistic as **expecting to walk through water without getting wet.....We burn out not because we don’t care but because we don’t grieve.** We burn out because we’ve allowed our hearts to become so filled with loss that we have no room left to care.” -Remen in Mathieu (2012, p.7)



What is it that we are talking about?

Secondary Trauma,
Compassion Fatigue, and Burnout

Secondary/Vicarious Trauma is...

A hand is shown holding a white speech bubble with a tail pointing towards the bottom right. The speech bubble contains text defining Secondary/Vicarious Trauma. The background is a solid blue color.


...the natural consequent behaviors resulting from knowledge about a traumatizing event experienced by a significant other. It is the stress resulting from wanting to help a traumatized or suffering person.



Vicarious Trauma

- VT Changes your world view, its cumulative.
- It is not the one bad story that finally pushed you over the edge---its is the 100's of stories.
- Where do all the stories go?

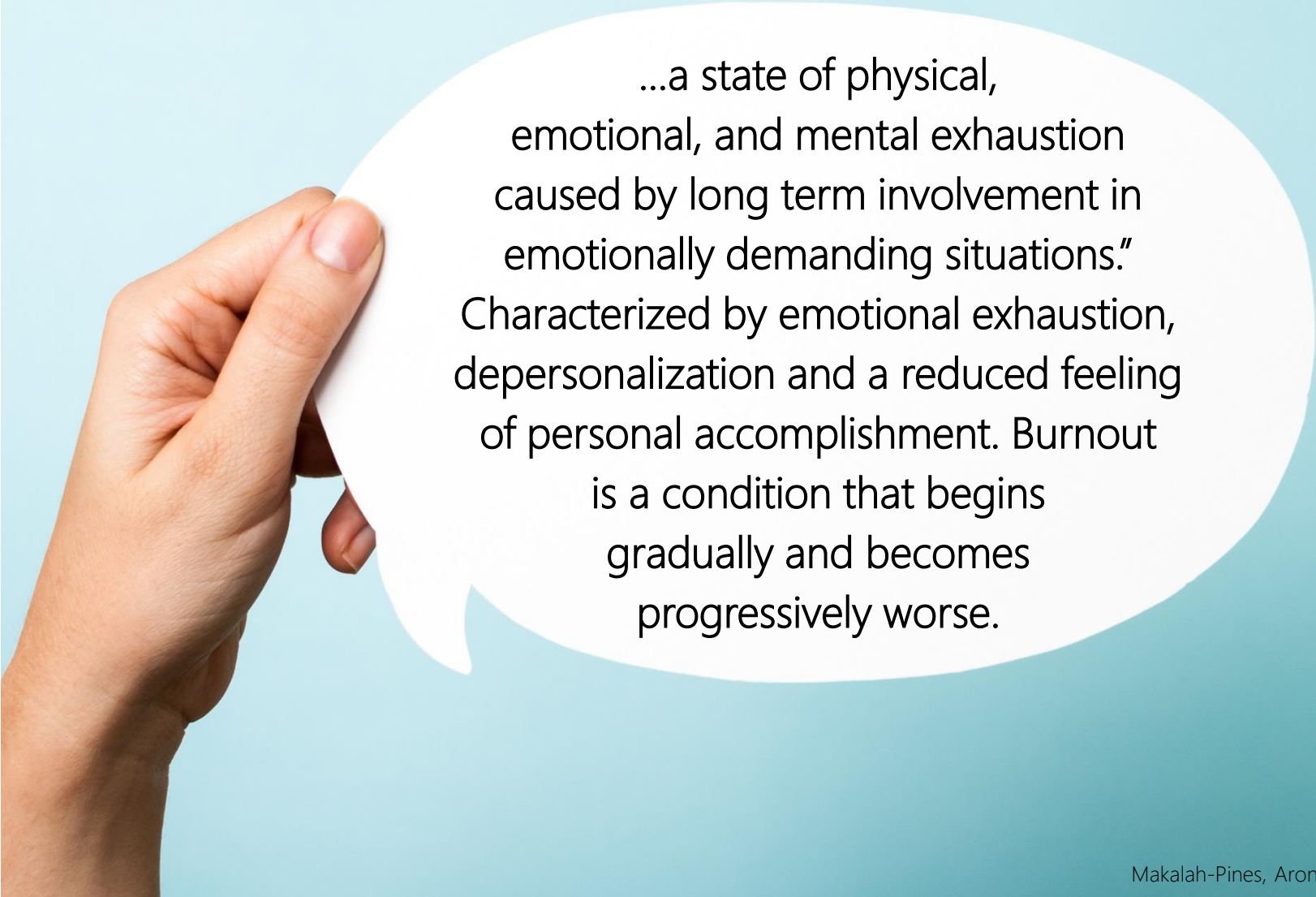
Françoise Mathieu www.compassionfatigue.ca

A hand with a grey and white patterned sleeve is holding a large, yellow, speech-bubble-shaped card. The card contains text about compassion fatigue. The background is a solid maroon color.


...the emotional residue
or strain of exposure to working with
those suffering from the consequences
of traumatic events. It differs from
burn-out, but can co-exist. Compassion
Fatigue can occur due to exposure on
one case or can be due to a
“cumulative” level of trauma.

Compassion Fatigue is...

Burnout is...

A hand is shown on the left side of the frame, holding a white speech bubble. The speech bubble contains text defining burnout. The background is a solid light blue color.

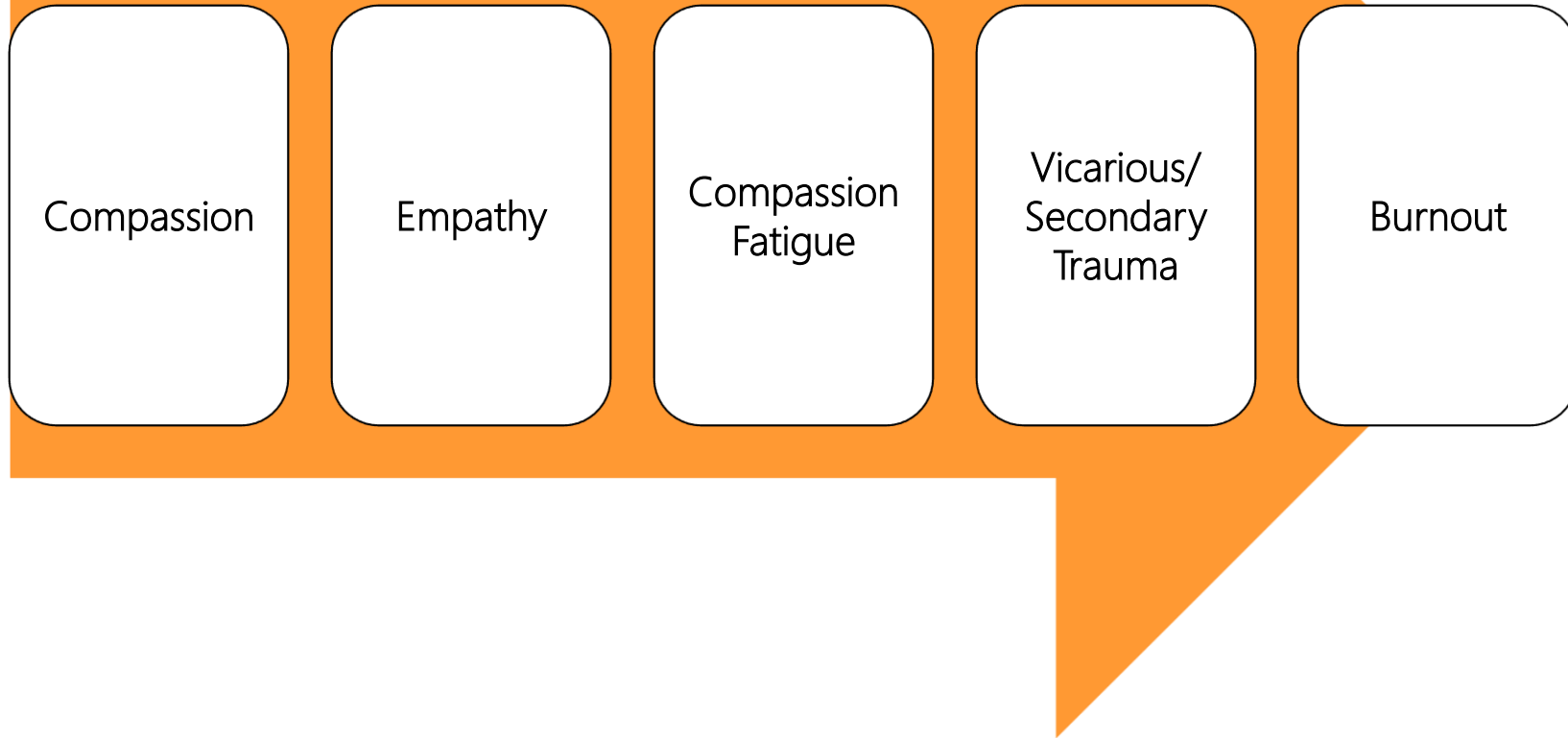
...a state of physical, emotional, and mental exhaustion caused by long term involvement in emotionally demanding situations." Characterized by emotional exhaustion, depersonalization and a reduced feeling of personal accomplishment. Burnout is a condition that begins gradually and becomes progressively worse.



Some symptoms of Compassion Fatigue and Burnout

- Insomnia • Headaches • Increased susceptibility to illness • Somatization and hypochondria • Hives • Shoving stress down the body • Exhaustion • Gut issues /acid reflux

Mathieu, Françoise (2012) www.compassionfatigue.ca



Progression of Burnout

- **Compassion Satisfaction:** the satisfaction that is derived from doing work that helps others, and it has been found to protect against the development of Compassion Fatigue in helping professionals
- **Vicarious Resilience:** a process “characterized by a unique and positive effect that transforms helping professional in response to client trauma survivors’ own resilience
- Prevention & resilience are built when individual and organizational workforce wellness practices become routine.
- **Be hard on systems, but soft on people.**

- Teaching is one of the top jobs associated with stress-related health problems
- Teacher stress and burnout contributes to high teacher turnover, which impacts school climate, disrupts continuity, and destabilizes learning environments
- Traditional behavior management strategies are often ineffective in addressing behavior related to trauma and teachers may lose their sense of efficacy



Why is This Important?



- Teacher self-awareness and self-management is important: emotions, balance, coping in action, holding compassionate conversation while being in potentially emotionally provocative situations is stressful.
- School climate is among the most important factors in whether teachers stay or leave.
- A positive climate for students enables teachers to focus on teaching and be more effective.


Why is This Important?

Compassion fatigue, vicarious trauma and burnout can have a strong impact on organizations:

- Horizontal violence
- Lack of cohesiveness
- Unkindness
- Scapegoating
- Bullying
- Sabotage
- Infighting

Source: Dorado (2013). Self-Care for Educators: Coping with Stress in School. UCSF Healthy Environment and Response to Trauma in Schools (HEARTS). Child and Adolescent Services, Department of Psychiatry. University of California, SF.

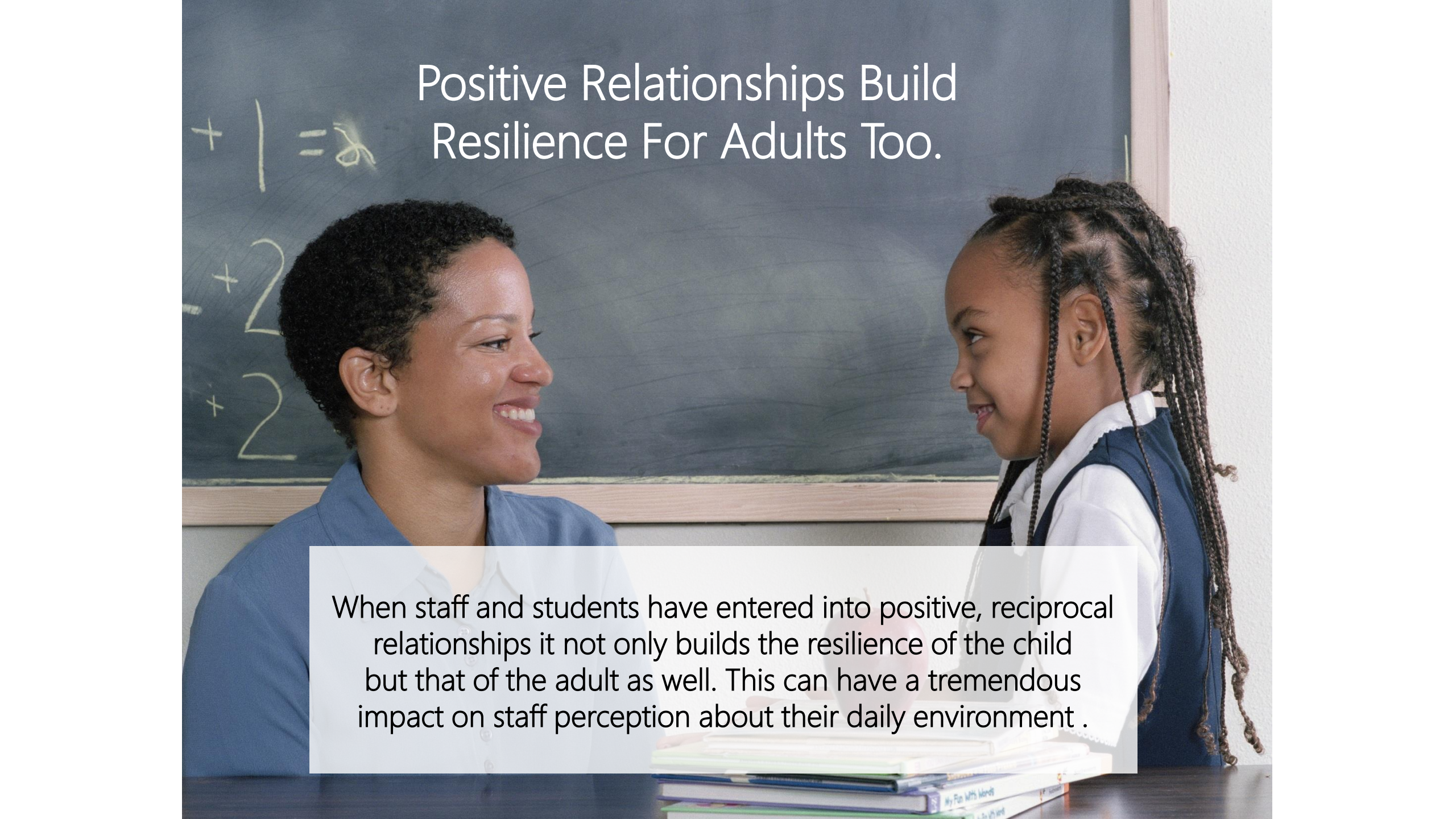




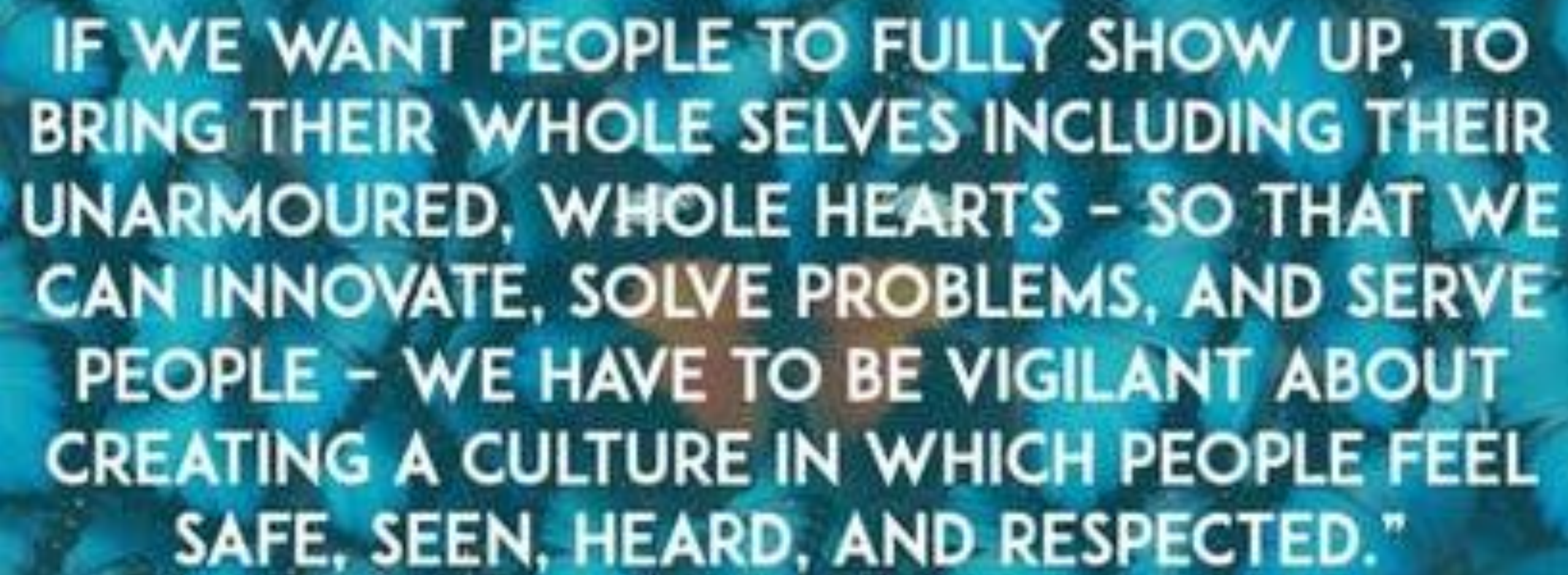
Relationships are
important between
adults in the building.

- A primary mediating factor for ongoing stress for students is the social cohesion of the adults in their environment. (Wingo et al., 2010)
- The positive resilience building relationships cannot be between teacher and students only, but also between teacher and fellow teacher.
- School leadership has a role and responsibility in fostering that culture, but so do teachers themselves.

Positive Relationships Build Resilience For Adults Too.

A photograph of a smiling Black female teacher and a young Black female student with braids, both smiling at each other in a classroom. The teacher is on the left, wearing a blue shirt. The student is on the right, wearing a white shirt and a dark blue vest. In the background is a chalkboard with some math problems written on it. In the foreground, there is a stack of books on a desk.

When staff and students have entered into positive, reciprocal relationships it not only builds the resilience of the child but that of the adult as well. This can have a tremendous impact on staff perception about their daily environment .

The background of the image is a dense, textured pattern of blue butterflies. The butterflies are in various shades of blue, from light to dark, and are oriented in different directions, creating a sense of movement and depth. The overall effect is a vibrant, monochromatic design.

IF WE WANT PEOPLE TO FULLY SHOW UP, TO
BRING THEIR WHOLE SELVES INCLUDING THEIR
UNARMoured, WHOLE HEARTS – SO THAT WE
CAN INNOVATE, SOLVE PROBLEMS, AND SERVE
PEOPLE – WE HAVE TO BE VIGILANT ABOUT
CREATING A CULTURE IN WHICH PEOPLE FEEL
SAFE, SEEN, HEARD, AND RESPECTED.”

~ *BRENÉ BROWN*



In order to improve the experience for those we serve we must pay attention to our own well being.

As schools journey toward trauma-informed and resilience-oriented practices, we often focus on improving students' behavior and improving their outcomes. In order to meet their needs, supporting our own resilience and wellness is essential. We cannot be there for them if our 'buckets' are empty.

Self-Care has been defined as providing adequate attention to one's own physical and psychological wellness. Beyond being an aspirational goal, engaging in self-care has been described as an "ethical imperative" and is part of the APA's Ethics Code (2002).



“First put on your own oxygen mask before assisting those around you.”

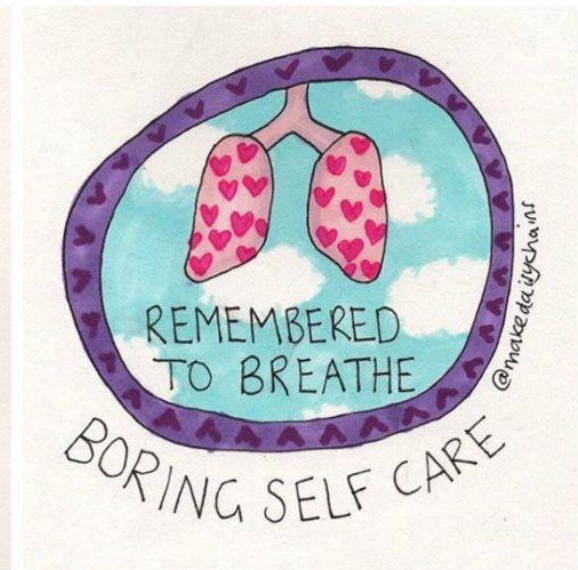
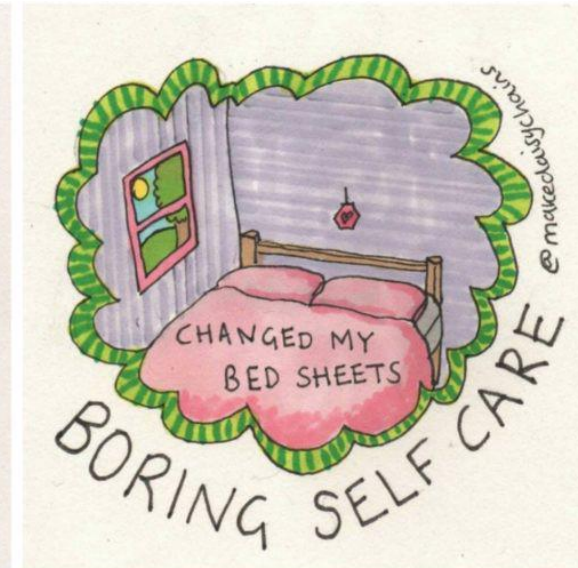
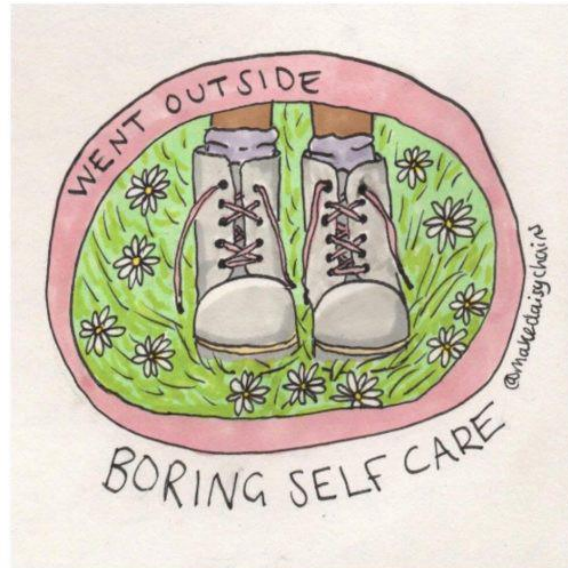
Staff Self Care



Adapted from "Self-Care Assessment Worksheet" from *Transforming the Pain: A workbook on Vicarious Traumatization* by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing or Social Change (2013)

Suggestions for practicing professional wellness:

1. **Physical Self-Care:** Exercise/Nutrition/Sleep
2. **Emotional Self-Care:** Dealing with feelings in a healthy way through journaling/friends/counseling
3. **Psychological Self-Care:** Improving your mind and understanding yourself through reading for pleasure/continuing education
4. **Social Self-Care:** Spending time with family and friends/belonging to groups and communities
5. **Financial Self-Care:** Spending/Saving responsibly
6. **Spiritual Self Care:** prayer, spirituality, meditation, step, self-reflection, nature



OPINION

Fight Burnout and Compassion Fatigue With Lots of Self-care Ideas

By Larissa Krause

Posted on November 29, 2017



[See Comments](#)



For years I have sought out with fierce determination conversations, books and articles such as this. Articles with titles like “5 Steps To Wellness,” “7 Must-Have self-care Tips” or “10 Ways for a Healthier You.”

From peer-reviewed articles to O Magazine, I sift through pages with critical eyes looking for that aha moment where I find something new to

SEARCH



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Two Kinds of Self-Care

Feel good self-care: the kind that gives you immediate gratification and nourishes your soul, like **laughing with a friend who just gets it, getting a massage, taking in a deep breath, organizing your desk, drinking more water, snuggling with your puppy**, etc. This kind of self-care we can creatively coin the feel good self-care. It's the one most of us think of when someone asks us what we do for self-care.

<https://youthtoday.org/2017/11/fight-burnout-and-compassion-fatigue-with-lots-of-self-care-ideas/>

Smart self-care: The second category we'll call smart self-care, which I have affectionately nicknamed the sucky self-care. A solid truth I've come to understand is that smart self-care is not something we feel like doing, but it's the kind of self-care we are starving for.

Smart self-care is about cultivating strategies to address things like **healthy boundaries, vulnerability, toxic relationships, reactiveness, numbing, scarcity, failure, success, etc.**

<https://youthtoday.org/2017/11/fight-burnout-and-compassion-fatigue-with-lots-of-self-care-ideas/>

“We already know how to find strategies, so that isn’t the real question.

The real question is:

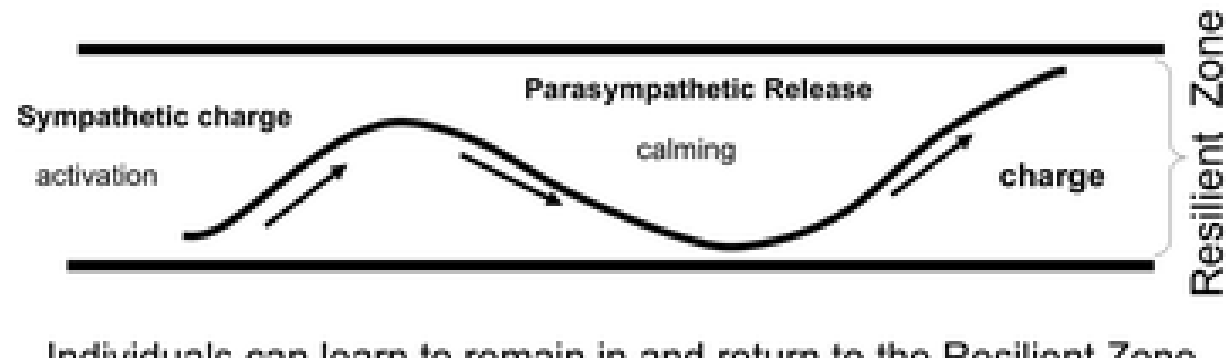
What gets in the way of feeling authentically well for you?”

Share your answer with your breakout room

<https://youthtoday.org/2017/11/fight-burnout-and-compassion-fatigue-with-lots-of-self-care-ideas/>

The Resilient Zone

In the "Resilient Zone" individuals have the best capacity for:
Flexibility and adaptability
Pro-social behavior
Executive functioning
Being responsive rather than reactive



The Functional Zone: Resilient Zone

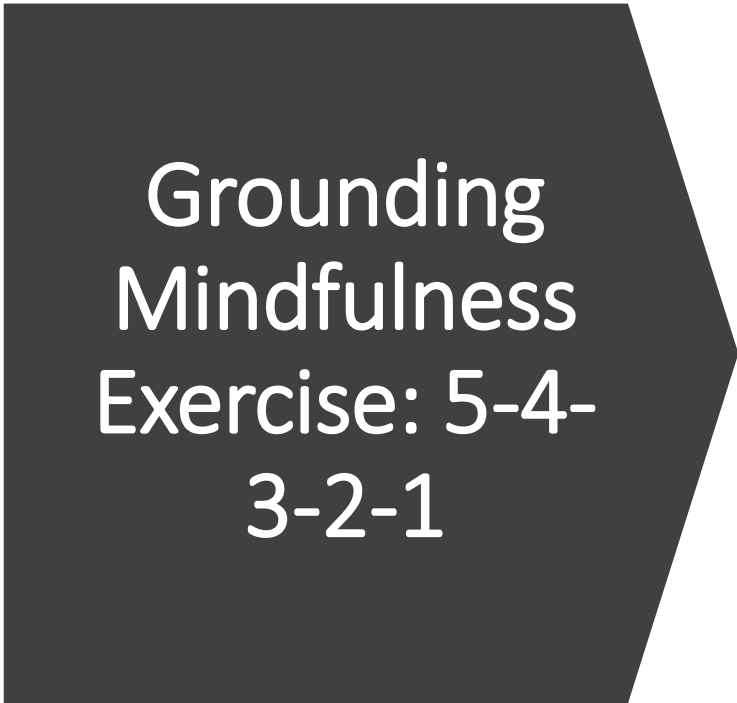


Strategies for Self-Regulation

- **Breathe** (exhale slowly and feel the sensations in your body)
- **Move** (exercise, tap your foot, bounce your leg, get up and walk if you can)
- **Touch** (Self Holds)
- **Play and Laugh, a LOT**

Ways you can be mindful every day!





Grounding Mindfulness Exercise: 5-4- 3-2-1

This exercise helps you shift your focus to your surroundings in the present moment and away from what is causing you to feel anxious. It can help interrupt unhealthy thought patterns.

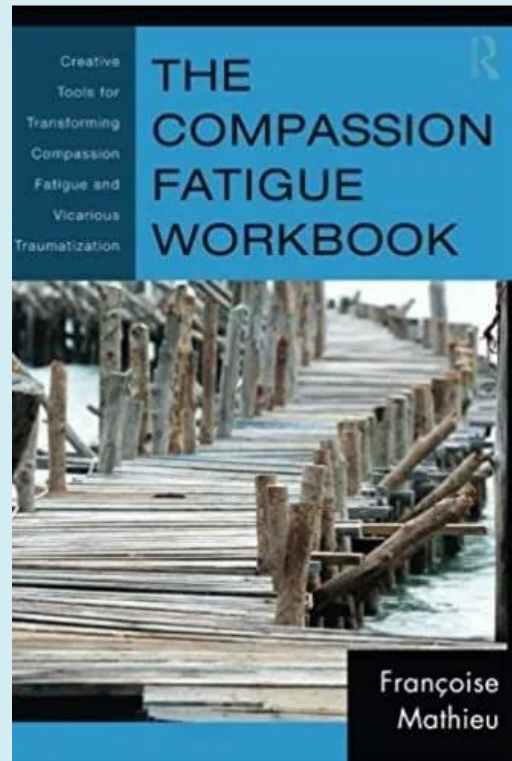
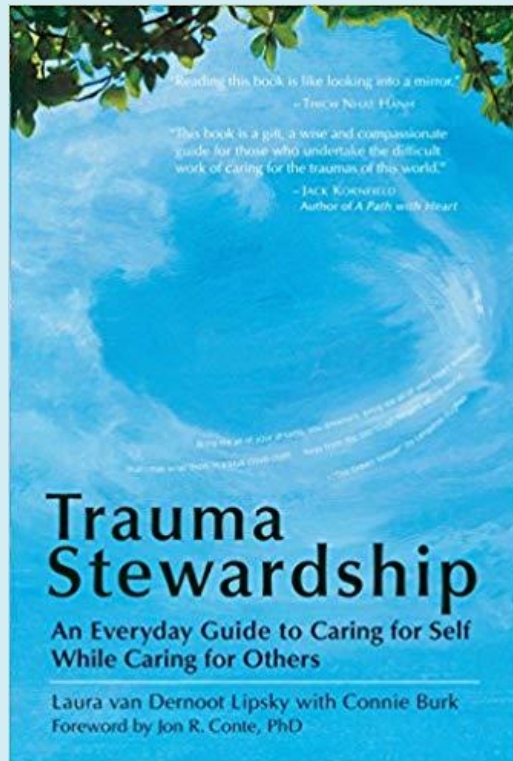
Sit quietly and slowly notice:

- 5 things you can see
- 4 things you can physically feel
- 3 things you can hear
- 2 things you can smell
- 1 thing you can taste

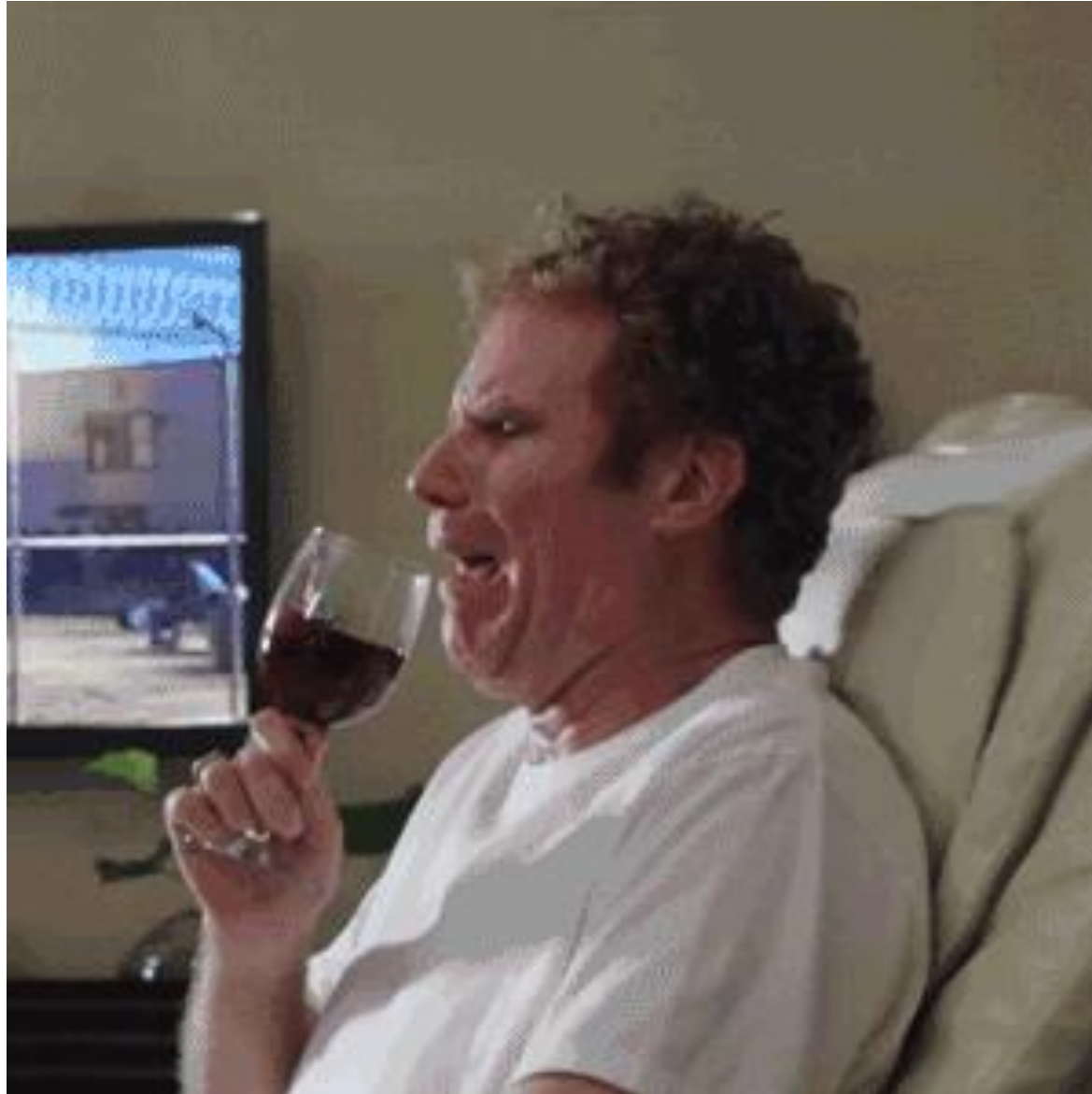
Remember try not to judge what you notice or your intruding thoughts as 'good' or 'bad', just notice them and move on

Sit upright, rest your hands on top of your thighs, and make sure you're comfortable.

If you have difficulty focusing and your mind starts to wander, totally normal, bring your attention back to your breathing.



- Trauma Stewardship, by Laura Van Dernoot Lipsky
- Compassion Fatigue Workbook, by Françoise Mathieu



Sometimes, the
“self-care” mandate
just doesn’t work

No matter how hard
we try.



Envisioning Collective Care

- . *Discuss briefly:*
- . *Wellness at my organization...*
- . *Looks like...*
- . *Feels like...*
- . *Sounds like...*
- . *Etc.*

Components of Collective Care

Attention to:

SELF

ORGANIZATION

SYSTEM



Principle Ideas

- Clarity of Vision
- Continuity of Practice

What is collective care? How can policies and practices support our wellbeing?

It is essential to make this a priority!

- Be intentional
- Set into policies and strategic plan
- Align budget to allow for employee wellness activities to be a priority



What is collective care?
How can school policies and practices support our wellbeing?

Examples From the Field

- Create an employee interest survey, find out what employees want
- Samples can be found here
- SCHOOL EMPLOYEE WELLNESS: A Guide for Protecting the Assets of Our Nation's Schools
http://www.dhpe.org/page/Programs_SEW This is a comprehensive guide that provides information, practical tools and resources for school employee wellness programs.

Practices that support staff wellness

- Accessing support networks
- Seeking support from your colleagues
- Institute a buddy system
- Engage in “debriefing” and develop formal opportunities to connect with colleagues (“what is it like for you to teach?” “what is most difficult or challenging for you?” what is most rewarding when working with students with a trauma narrative, or who get dysregulated?” “What do you need right now?” “How can we be of most help?”)
- Identify areas of professional inquiry and get trained in areas to boost your competency
- Provide community building activities
- Organizational (school & district based)
- Schedule emotional check-ups (norm sharing during team meetings)
- Provide on-going supervision and growth mindset-oriented feedback
- Encourage professional development and training (balancing training that focuses on students’ welfare with training that focuses on educators’ welfare)

Example of Best Practice From the Field

Individually, identify two practices on the Self-Care Wheel that you commit to practice over the next week.

****Choose practices that align to your personal interests and best practices****

Share your selections with your Compassion Partner and why they are best for you.
Repeat this step for both partners.



Partners in Compassion




Find your partner in compassion. Discuss how you have been taking care of yourself lately and your plan for self care in the next month.



Check In- Check out

Text a colleague at the beginning and end of every day



Wellness Wednesdays

- Dedicated time for wellness activities, attempting to continue virtually by supporting and encouraging each other to commit to an activity at home.

What is collective care?
How can school policies and practices support our wellbeing?

Examples From the Field

Prioritize budget or apply for grants to create a break room where school employees can recharge.

- Indirect Lighting
- Comfortable Seating
- Yoga Mats
- Aromatherapy
- Paint warm colors on the walls

What is collective care?
How can school policies and practices support our wellbeing?

Examples From the Field

Encourage and make space for group activities and team building.

- Lunch time walks
- Afterschool Yoga
- Book groups
- Regular celebrations and positive acknowledgement

Next Steps YOU Could Take...

Right Away

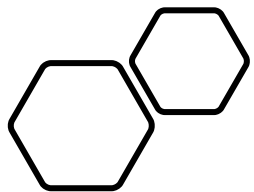
- Identify 'partners in compassion' who you can go to when stress levels are high
- Share self-care strategies with staff

Going Forward

- Explore interest in a collective care culture/activities with employees at your site, do an interest survey
- Build a leadership team to drive the work

Kaiser Permanente — with input from researchers, unions and administration associations — developed a **Guide to School Employee Well-Being Through Collaboration**. This resource provides a roadmap for unions and school district administrators at all levels to work together to build successful employee well-being initiatives.

https://thrivingschools.kaiserpermanente.org/wp-content/uploads/2017/06/KP_School_Employee_Wellbeing_web.pdf



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