

**Research on
Analyzing and evaluating the Opportunities and Challenges
of various approaches to the wellbeing of School staff**

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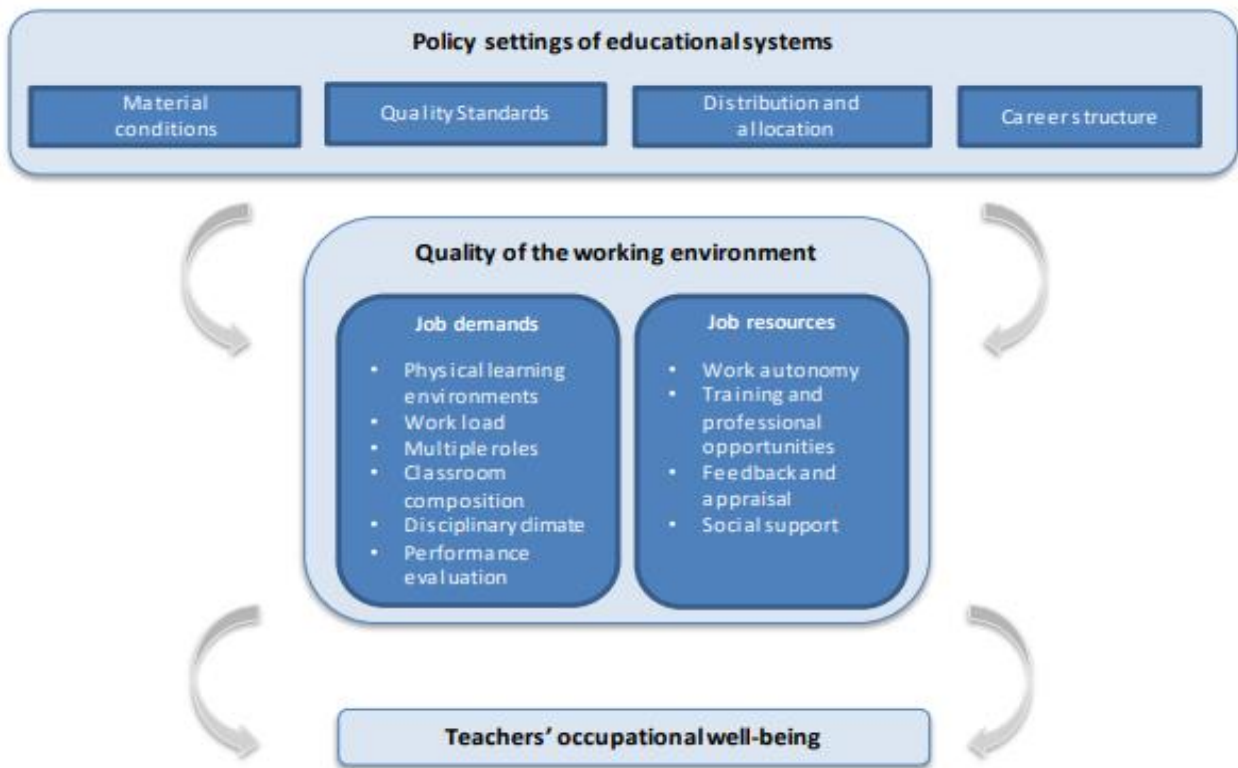
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Introduction:

Undoubtedly, teachers/ instructors play vital role in making successful life. Everyone who has been educated directly or indirectly by teachers' witness success in life. Teachers are the one who have soft corner and love children after parents. But teaching is very stressful, ever changing and demand lots of innovation in delivery of concepts, need lots of after job time works and at a same time less supported professions. Due to high stress and ever changing teaching scenario it requires less availability of quality teacher or high burden of work on quality teachers. In reality there are more than 40% of school teachers fell high level of work stress and problem in maintaining work life balance. Now a day's lots of importance are given on students well-being and very less focus has been given to the teachers' wellbeing. In addition to that whenever teachers' well-being is taken into consideration it is very briefly defined by the policy maker and sometimes neglected. (Roberts A., Kim H) it is also said that the teachers who are more into stress are less likely to make good relationship with their students. Often well-being is classified as good health or absence of bad health or no stress however well-being can be characterized by more than that.



(Source: Gallagher, K., Roberts, A. M., & Rousseau, M. (2018, June).



Source: Research conducted by Viac C. and Fraser P

The above is the model discussed by Viac C. and Fraser P in their research (2021) in their paper titled Teachers' Well-being: A framework for data collection and analysis, in this author has tried to identify the variables which can be analyzed and help to understand how schools or institute can understand wellbeing of staff. The authors has mentioned social support and disciplinary climate

along with the proper and well allocated work load of staff play important role in the well-being of staff.

Topic 1

- Teachers' are less satisfied with life as compare to general public because of occupational stress.
- Due to high work load and work life balance problems teachers' wellbeing are not adherent

In support

In the article written by Pronk N., Kottke T., Lowry M., Katz A., Gallagher J., Knudson S., Rauri S., Tillema J. (2016) has defined well-being of teachers can be measured or variables to define wellbeing of teachers are physical, emotional and mental, career, Financial, Community, Social and Interpersonal. According to the researchers wellbeing is highly associated with the above variables.

Characteristics of Respondent

Characteristics I	N (5)
Sex	
Women	16026
Men	7541
age, Y	
18-30	2357
30-38	5656
39-49	8421
50-58	6580
Above 58	1782

Teaching	
58th grade	45
Senior school	158
Diploma	2040
Training	4736
College	3300
Bachelor's degree	8430
Masters studies	4860
Profession	
Admin	2249
Manufacture	1163
Teaching	11455
Sales	766
Service	1552
Craft	890
Scholar	75
Technician	2381
Retired	20
Other	2879

By looking into the above table extract from the above researchers', it also supports the statement that the highest level of stress can be observed in Teaching and second highest level in training.

It has also been found that the wellbeing problems in teachers are more specifically in Male teachers as compare to Female teachers. So male teachers have more stress as compare to female because of dual responsibility at work place as well as to run family, specifically in developing countries like India, Srilanka where majority of earning burden to run family is on male members. (Masféty V., Dedieu C., Seidel C., Nerrière E., Chan Chee C., (2006)

There are various tools which can be used or provided to teachers in order to provide better working atmosphere/ wellbeing. According to various experts using proper technology or providing training how to use technology in proper way will lead to well-being program for teachers. This is because during the COVID-19 time, blended learning mode was highly required as well as demanding by various parents and schools, at that time many teachers are not fully aware about the use of technology so to provide helping hand or training in using the new changes in teaching considered as well-being for teachers.

Utilize a variety of technology options.

The idea of digital technologies having a positive influence on teacher wellbeing (Passey D. 2021) which highlights uses of digital technologies which support teacher wellbeing. Well-being of teachers can be studied by considering psychological, social and physical sources. Various researchers have conducted study on the same and it was found that majority of teachers find themselves into stress and from which majority of are senior teachers. It was also found that most of them are unable to convert mood into relax mood and which contributes majorly into negative work life balances, there are behavioral and psychological effect on mental health of school teachers which affect the contribution to their work in class.

Digitalization is necessity but the sudden digitalization during COVID 19 situation creates troubles for making work life balance and switching role from off line to online in teaching.

While using digital technology in recent years, there are many challenges faced by teachers in implementation of the technology.

1. Having less access to internet facility in many developing or underdeveloped countries which makes teaching ineffective. The hard work of teachers in utilization of these technologies were not noticed by many stake holders (School Management, Parents, Society and Students)
2. Another challenge teacher faced in utilizing digitalization in teaching by Underdeveloped or Developing countries were there was lack of discipline during the online classes and teachers were not having control to measure sincerity in teaching learning.

Evidence from Passey,D. (2021) there are of teachers from the total sample of more than 3000, 72% described themselves as stressed (increasing to 84% for senior leaders), 74% considered the inability to switch off and relax to be the major contributing factor to a negative work/life balance, 78% experienced behavioral, psychological or physical symptoms due to their work, and 51% of school teachers attributed work symptoms to pupil/student behavioral issues.

Proper allocation of Work load: Teachers are always occupied in teaching as well as other academic works. By providing proper work load to teachers can also be considered as well-being program by teachers. Management by understanding the demanding schedule of work and burden to design syllabus as per the changing world and corporate needs, management can also give proper level of work to teachers and allow them time to grow and develop personally.

Topic 2

- Is demanding and ever changing work leads to less motivation in teachers and well-being?
- Is it school which is responsible for wellbeing of Teachers and staff? Does age of teachers also affect the well-being?

Out of many professions it is very much clear that job/ profession of teacher require very much active in learning new things in the education because after learning by teachers they need to make students use of them. Learning new things require prior or sometimes after working hours of hard work and preparing training plan to teach others. Learning or preparing after working hours ultimately leads to work life balance problems. Problems like health problem, improper rest, making regular hours of job and fulfilling daily work at place. These problems lead to financial needs, health check-ups, lack of socialization due to longer working commitment. The main root of all these are more demanding and ever changing working needs for teachers.

There are other options to improve well-being of teachers and other staff members. For non-teaching staff training from the experienced and well knowledgeable teacher is always beneficial. From the experience of teacher and counseling from the teachers non-teaching staff can get stress free and relaxed. At a same time experienced teacher also require support and help from others to manage their work life balance and well-being at work place.

Support from Top management and Leaders: Constant support from leaders of school and top management definitely be a good part which can increase the motivation in teachers and improving well-being in teachers. The evidence from research also suggested that teachers who are in longer service in the schools or education institute receive better support from management and leaders as compare to new or less duration of service hours.

The following are the facilities which can be provided by schools for their staff members.

1. **Health Points and club affiliations:** Providing health center benefits/ discounts were once considered as non-monetary benefits for the employees. Institute taking care of health of teachers and professors considered as positive aspects from the well-being point of view. But every employee may not consider it as beneficial, for those who are young or already healthy may not value the well-being facilities and so there are chances of considering this as forceful activities rather than well-being facilities. Providing Yoga center or Mentor for Yoga can be positive for the health of teachers but it may not be the same point of view for teachers, teachers who are uncomfortable or not seeing much advantages in Yoga, may not consider it as well-being facilities provided from management or school side.

Strength of Health or Yoga Faculties

- Because of having Health facilities at Working place or providing health facilities nearby place lead to good health of staffs and building positive mind sets at work place. Proper health helps in maintaining good interpersonal relationship.
- Good health of employees means less absent at workplace and better working environment
- It builds good working productivities and staff can focus better in working place.
- Promotes increased physical activity, which can lead to better productivity and focus at work
- Providing well-being facilities encourages other staff to have healthy and better life styles.

Limitations

- Health facilities may not be attractive or considered as well-being facilities for those who are physically good at health or for those who are not seeing health as primarily important.

2. Nutritional education

Researchers found, in a survey of 15 million patients, that 39% put on weight during the pandemic. Whether employees work from home, onsite, or within a hybrid model, maintaining healthy eating habits improves their productivity, health, and happiness. Nutritional education remains a cost-effective opportunity to encourage the formation of these habits — no matter where employees work and eat.

Strength:

- Allows employees to achieve healthier weights (and reduce healthcare costs)
- Encourages healthy choices and lifestyles
- Potentially an effective and low-cost wellness program option

Limitations

- Employees resistant to change don't have the support and tools they need to succeed

3. Health screenings and health risk assessments

The most recent Kaiser Family Foundation survey found that organizations are beginning to take a closer look at their health screening and risk assessment offerings. With the hope of achieving better results, 32% of small organizations and 43% of large organizations have made adjustments to their available biometric screening programs since the beginning of the pandemic.

Strength:

- Identifies health risks connected to choices, histories, habitual behaviors, and more
- Evidence-based support can be recommended
- Helps employees become accustomed to monitoring their own health

Limitations

- Is generally ineffective when disconnected from a comprehensive care plan
- Does not require employees to take any immediate action to improve their health
- Employers must be careful not to violate HIPAA, GINA, or ADA standards

4. Fitness and health competitions

The results of employer-sponsored fitness and health competitions can be difficult to quantify beyond anecdotal stories. It's best to consider the pros and cons of this incentive in light of your professional culture.

Strength:

Creates friendly competition which encourages engagement

Boosts morale and adds fun to health goals

Leads to goal-setting and accountability

Limitations

Sustaining participation and enthusiasm can be difficult

May be isolating for uncompetitive people or foster unintended resentment based on varied results

Liability of employee injuries during a company-sponsored event

Conclusion:

Affirmative teaching is the requirement of affirmative mindset in a education system. A happy and cheerful mind can contribute more in the field of education. Teachers who are at the base of building nation need to be happy and energetic so as to transfer the knowledge and energy to the students. Happiness and Health are two interconnected and lead to transfer positivity to the Youth. By understanding various research and article it has been understood that well-being program in any working area is necessary so as to achieve productivity in the output. As far as teaching institution is concern, the well-being program which are used by many schools and institutions like Health care facility, Club facilities at discounted price, nutrition education, food habits all contribute and consider in a positive way by teachers and students. The application of these facilities and use of these facilities can be different from person to person. Health care facility can be considered good and welcoming if person is of middle or old age but the same facility cannot be advantageous for person who is young and healthy. Nutritioion and food habit program can be consider as good well-being program and value management for organizing such program but for the person who is food lover and like taste in food may not value the program and for them this is not consider as well-being program. Based on research conducted by Prelip M., Erausquin J., Slusser W., Vecchiarelli S., Weightman H , Lange L. and Neumann C. (2006) there is strong evidence regarding tools used by schools for well-being of staff and the perception of school staff regarding it. As per teachers they perceive nutritional value as highest which is 46% followed by healthy eating habits 28%, teachers

also believed that their role to motivate and teach parents regarding nutritional value which is 14% weightage, also eating healthy food is also valued by teacher in the survey. Apart from these teachers have also reported that school children also follow the nutritional value because of their teachers are following. Regarding students data, it was also reported by teachers that the highest number of minutes students give for nutritional value is 23% which accounts for 31 -45 minutes per week.

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