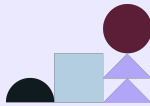


Resilience in Leadership Navigating Stress and Burnout: *Supporting Colleagues, Supporting Staff, Supporting Ourselves*

NYSOSS
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Our mission

**Cartwheel is a
trusted mental
health partner to
schools, students,
and families.**



Cartwheel serves districts across NY State



15
New York school districts
and BOCES partnerships
(growing to 30+ by fall '25)

40,000+
Students enrolled across
school partners

150+
Licensed clinicians on
Cartwheel's team
available via telehealth
(Medicaid-approved!)

3



- **No waitlists** 1-1 therapy, psychiatry, parent guidance, group therapy, family therapy, referral to IOP/PHP
- **100% equitable** All insurances, all languages, extended hours
- + **Family supports** 1-1 bilingual case manager for every family, and educational community workshops
- ▲ **School supports** Clinical Program Manager for you and your team
Staff Therapy
- ◆ **Visibility & data** Portal to refer students, track progress, collaborate with clinicians, and review realtime impact data

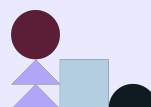
School-centered clinic with no waitlists

- 1-1 individual therapy
- 1-1 parent guidance
- Psychiatric evaluations
- Medication management
- Family therapy
- Referral Intensive Outpatient Program
- Staff therapy



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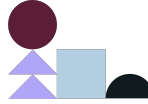
Learning Objectives

- Understand the signs of stress and burnout, and learn how to create intentional moments for reflection and mindfulness to reduce immediate stress
- Explore and practice empathetic leadership strategies to foster a supportive and resilient school environment
- ✚ Identify and implement self-care techniques to promote long-term resilience and prevent burnout in yourself and your teams

What else would you like us to explore today?

Agenda

Welcome
Understanding Stress and Burnout
Part 1: Building Awareness and Slowing Down
Part 2: Creating a Supportive Environment with Empathy
Part 3: Prioritizing Self-Care for Leaders
Building Resilience Together



Why are we talking about stress & burnout?



SHARE OUT

What are primary drivers of **stress & burnout** for educational leaders?

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Primary drivers of stress & burnout

What are your biggest worries and/or stressors?



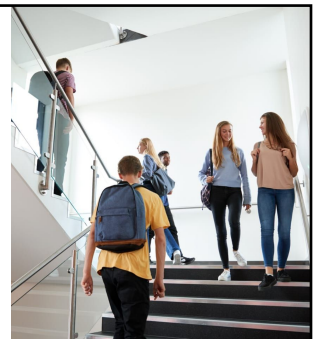
- Heavy workload, long hours
- Excessive multi-tasking
- Saying yes to everything
- Fear of delegating
- Lack of work/home life separation
- Sacrificing personal life (time with family, mental energy, social events)
- Lack of breaks throughout the day - back to back meetings
- Over-filtering in conversation
- Lack of think-time
- Giving to others
- Pressure to perform without the safety of being able to take a risk
- Feeling of having limited control

Why we care

Stress, especially chronic and/or recurrent levels of stress, can have notable negative, lasting impacts.

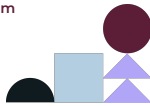
Areas of impact:

- physical health
- immune health
- emotional health
- learning, memory
- self esteem
- anxiety, mood
- work performance
- parenting, relationships



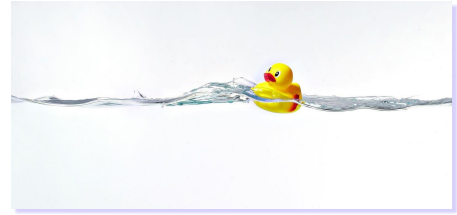
Signs of increased stress

Changes in appetite or sleep
Difficulty focusing or concentrating
Decreased motivation, memory difficulties
Increased irritability or negativity
Shutting out family, friends, colleagues, social withdrawal
Increased anxiety or rumination
Decreased interest in hobbies/activities
Feelings of sadness or overwhelm
Increased difficulty completing tasks
Increased avoidance
Physical symptoms: headaches, fatigue
Increased use of alcohol, other substances



Stress can also be hard to see

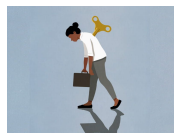
Stanford "Duck Syndrome"



burn-out

/ˈbɜːn.aʊt/
According to the APA

"physical, emotional or mental exhaustion, accompanied by decreased motivation, lowered performance and negative attitudes towards oneself and others."



Burnout in school leaders

- **Prevalence of Burnout:** 56% of superintendents feel burned out, with many citing increased stress from budget constraints and personnel shortages.¹
- **Work-Life Balance:** Over 70% of school leaders struggle to maintain a work-life balance, contributing to feelings of burnout.²
- **Mental Health Impact:** Almost half of school leaders experience high levels of stress, which can lead to burnout and other mental health issues.³
- **Turnover Rates:** A quarter of superintendents plan to leave their positions within the next three years, with burnout and job dissatisfaction being major reasons for their decisions.⁴

¹NASS (2021) ²Educational Administration Quarterly (2020)
³AASA ⁴AASA (2021)



Burnout in school staff

- **Prevalence of Burnout:** 50% of school staff report experiencing burnout, with many citing overwhelming workloads and emotional exhaustion as key factors.¹
- **Work-Life Balance:** Over 60% of educators struggle to maintain a healthy work-life balance, with many working evenings and weekends.²
- **Mental Health Impact:** Nearly 40% of school staff report experiencing high levels of stress, contributing to burnout, anxiety, and depression.³
- **Turnover Rates:** More than 20% of teachers plan to leave the profession within the next five years, with burnout and job dissatisfaction cited as the primary reasons.⁴



¹National Education Association (2022) ²Education Week (2023)
³American Federation of Teachers (2022) ⁴Learning Policy Institute (2021)











of school leaders believe additional support and resources could help mitigate burnout and improve job satisfaction¹

¹Institute of Educational Leadership

Protecting against stress & burnout

Every bit counts and there is no one right way



-  Prioritize self-care
-  Set boundaries
-  Delegate responsibilities
-  Utilize support networks (PLCs)
-  Seek out mentorship
-  Engage in well-being PD
-  Check in with yourself
-  Engage in mindfulness practices

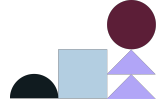
How do you protect against stress and burnout?

Self-Reflect & Write Down

How can you tell when stress levels are getting too high?

How do you support your teams?

How do you support yourself?



Part 1: Building Awareness and Slowing Down



How we work and live

We often go through each day on autopilot or occupied by the busyness of work and life.



Mindfulness

Being fully present in the moment,

observing thoughts and feelings

without judgment



Mindfulness

Reduces stress

Improves mental well-being

Improves focus

Enhances emotional regulation

Improves decision-making

Promotes resilience

Sources: APA, Harvard Medical School, Mindful Awareness Research Center, UCLA, J. Occup Health Psychol



Integrating Mindful Moments

Ways to incorporate mindfulness into your and your team's daily schedules

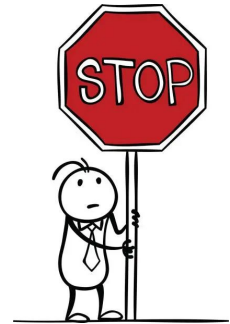
- + Icebreaker: "How Are You Really Feeling?"
- Mindful Breathing at the Start of Meetings
- ◆ "Gratitude Moment" to Close Meetings
- ▲ "5-4-3-2-1" Grounding Exercise During Transitions



The STOP Method

A reminder to slow down and tune in before acting

- **S: Stop** – Stop. Take a brief pause.
- **T: Take a Breath** – Take a deliberate and mindful breath, focusing on inhalation and exhalation.
- **O: Observe** – Acknowledge your thoughts, feelings, and the environment without judgment.
- **P: Proceed Mindfully** – Proceed with intentionality, choosing a response consciously.



4 Cs of Communication

To support self-awareness, mindful communication & team cohesion

Stay **Calm**

Be **Curious**

Demonstrate **Compassion**

Voice **Concern**

For you team, and for yourself!



The Resilience Project, Newton-Wellesley Hospital

Part 2: Creating a Supportive Environment with Empathy



Building a Positive Team Culture

Ways to support growth and and resilience

- ◆ Set clear, realistic expectations.
- + Expect and acknowledge stress, setbacks, disappointments.
- Reframe failure.
- ▲ Support growth & purposeful practice.
- Include personal check-in, temp check.
- Create space for peer 1:1's and/or small groups.
- ◆ Communicate faith and optimism.



Active Listening & Validation

Two important ways to support effective communication and create a supportive space

Active Listening is the practice of fully focusing on and engaging with the speaker to understand their message

- Give your full attention.
- Show you're listening.
- Demonstrate you've heard.
- Respond thoughtfully.

Validation is the act of acknowledging another person's feelings, thoughts, or experiences as important.

*"I can see why you'd feel frustrated. It makes sense."
"It sounds like a really tough situation for you."
"I understand that this is important to you, and I respect your point of view."*



Anchoring in Empathy

Leading with empathy creates a tone and culture of support and safety

- Assuming good intentions
- Noticing the positive
- Responding with kindness
- Utilizing a mantra

"Assume good intentions, and respond with kindness."

"My team isn't giving me a hard time, they're having a hard time."

"I am here to listen, support, and understand."

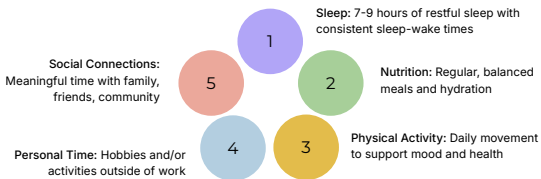


Part 3: Prioritizing Self-Care for Leaders



Remembering the Basics

Small daily habits that support your well-being and protect against stress



Leading by Example

Model and support self-care practices that promote well-being and resilience



- Model healthy habits
- Make a habit of getting away from your office/desk – and your support your team doing the same
- Encourage regular breaks and connection with others
- Support school-based wellness activities and initiatives
- Create opportunities to connect outside of school in low-pressure settings
- Use accountability partners for self-care
- Connect with your WHY

Building Resilience Together



Building Resilience Together

Things to remember for our team and for ourselves

Educational leaders and school staff are at real risk for stress & burnout.

Knowing our vulnerabilities, leading with compassion, and having a practice of self-care can decrease risk, and prevent unnecessary stress and burnout.

- Recognize your stressors.
- Remember your why.
- Work to fill your cup.
- Utilize your community.
- Never worry alone.
- Take care of you.
- Remember every bit counts and there is no one right way.



Looking ahead

- What's one takeaway you want to hold onto from today?
- What one thing could you commit to doing differently going forward **for yourself?**
for your team?



THANK YOU!

Visit us
www.cartwheel.org

 **Cartwheel**



Interested in learning more?



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