

Mental Health Among Educators

**Understanding, Supporting,
and Sustaining Well-being
in the Profession**



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Coach | Educator | Facilitator

Before we begin

This workshop explores topics related to stress, burnout, and mental health. These conversations can sometimes feel **personal or sensitive**.

You are encouraged to:

- Share only what you feel comfortable sharing.
- Take breaks or step out at any time — **your well-being comes first**.

Let's create a **safe, brave and respectful environment** for ourselves and each other.



Bio

- Social worker
- Teacher
- Principal
- Education Manager
- Standards Manager
- Coach & Facilitator
- German
- Burnout



Agenda

- Warm-Up
- Statistics
- Common Mental Health Challenges
- Mental Health Factors
- Mental Health Tools
- Resources

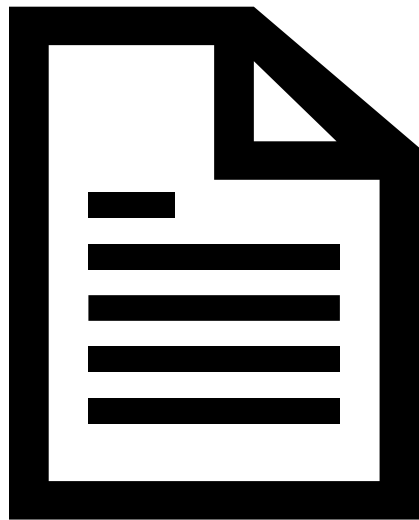
Note: There will be a 15-minute break.



Warm-Up Part 1

Your turn:

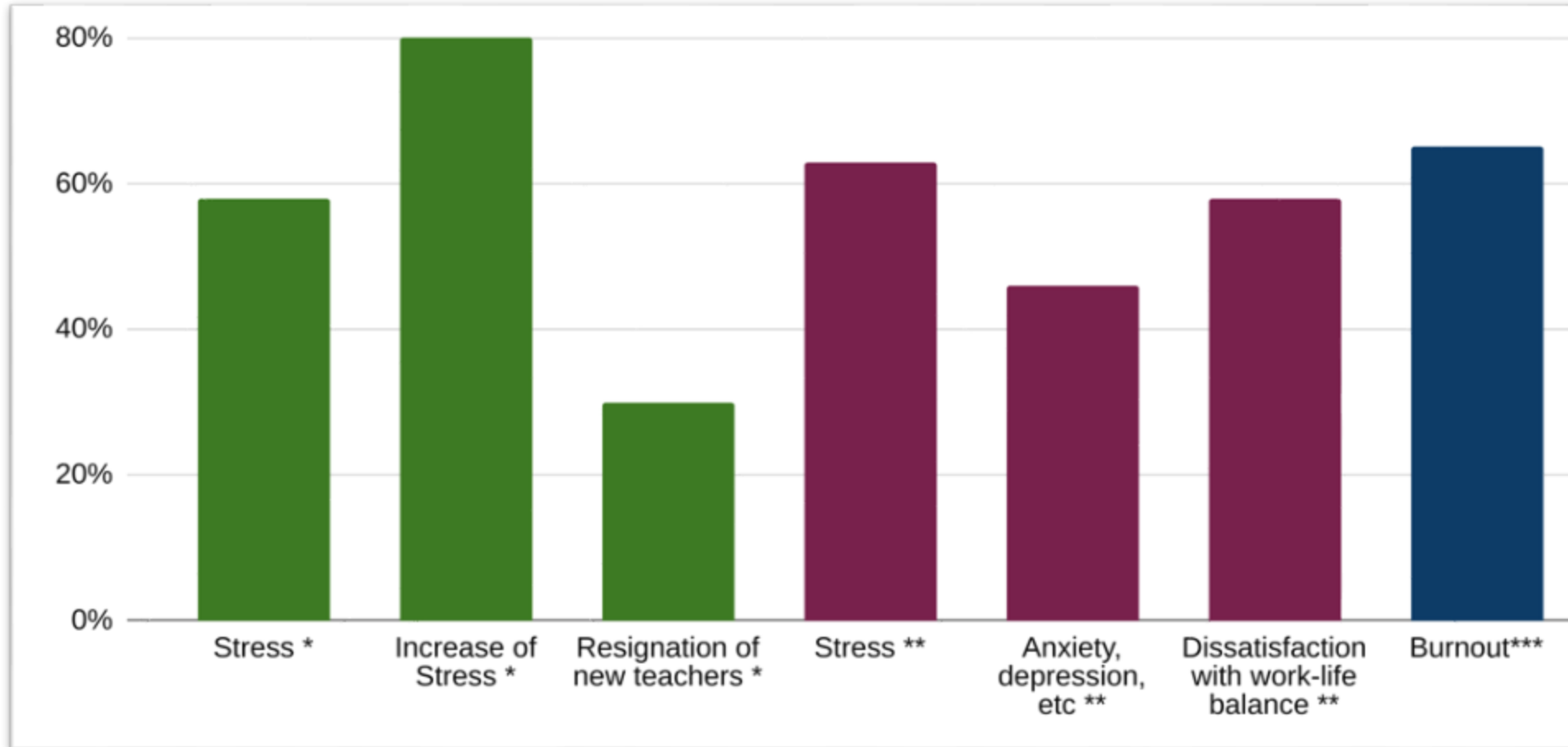
Write a paragraph about "Why I became an educator/technician!".



Warm-Up Part 2: Mental Health Survey



Mental Health Crisis in Education



* Well at Work by EdCan Network

** Education International, 2023 International Barometer on Education Staff

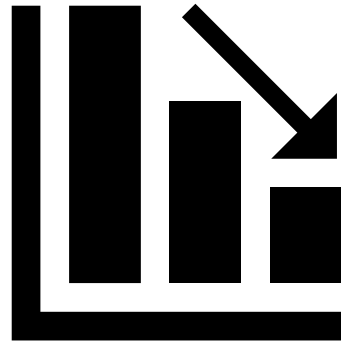
*** EdCan Network, Pan-Canadian Trends in K-12 Workplace Wellbeing, 2025



Consequences

Poor mental health effects:

- Learning outcomes and student success
- Staffing (sick leave, resignation, early retirement)
- Healthcare costs



Common Mental Health Challenges

Stress (25%)

- good stress (eustress) versus bad stress (distress)

Anxiety Disorder (10%)

- excessive and persistent worry that interferes with daily functioning
- several different kinds of anxiety disorders

Depression (5-10%)

- sadness, loss of interest in usual activities, changes in appetite, sleep
- decrease in activities or social withdrawal, thoughts/ plans of suicide

Insomnia (10%)

- persistent trouble getting to sleep or staying asleep that affects daytime functioning

Burnout (30%)

- chronic workplace stress
- energy depletion or exhaustion
- mental distance and negativity towards job, reduced professional efficacy



Mental Health Factors



Positive mental health is important for all Canadians, including those living with mental illness.

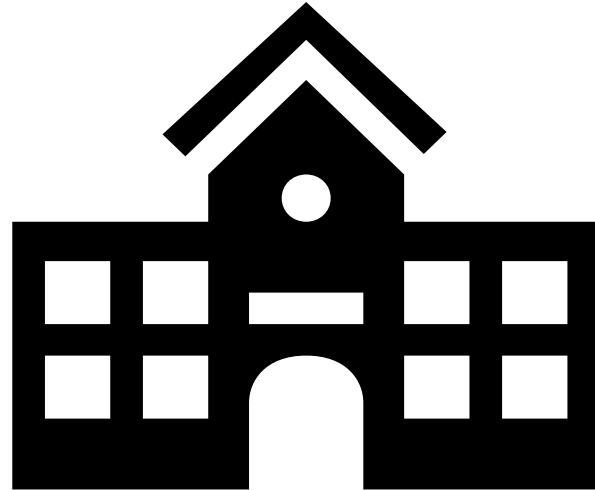
Image Source: ©All rights reserved. Public Health Agency of Canada modified: 2016-01-20. Adapted and reproduced with permission from the Minister of Health, 2025. Available at: Monitoring positive mental health and its determinants in Canada: the development of the Positive Mental Health Surveillance Indicator Framework - HPCDP: Volume 36-1, January 2016 - Canada.ca



Mental Health Factors

Your turn:

What factors of your work life do you find the most stressful?
(Think-pair-share)



Solutions

- System-level changes
- Access and financial support for mental health resources and counseling
- Positive and supporting school community
- Training in emotional resilience and mental health

My goal for today:

For each of you to identify one practical step you will take to support your mental well-being or contribute to a culture of support at your school.



Mental Health Tools

Your turn:

What strategies or tools do you use to manage stress and support your mental well-being?

(Snowball)



Mental Health Tools

- Mindfulness
- Writing Tools
- Work-Life Balance
- Reframing
- School Community



Mindfulness

Mindfulness means noticing what's happening right now — in your body, your mind, and around you — without getting lost in thoughts about the past or future.

Examples:

- Breathing
- Meditation
- Nixsen
- Mindful eating, walking, listening
- Grounding Practices (such as 5-4-3-2-1)
- Body scans
- Physical mindful exercises

If you do mindfulness correctly, you will always fail.



Mindfulness

Your turn: Select one of the following techniques to practice for a few minutes.

- Breathing
- Meditation
- Nixen
- Mindful eating, walking, listening
- Grounding Practices (such as 5-4-3-2-1)
- Body scans
- Physical mindful exercises



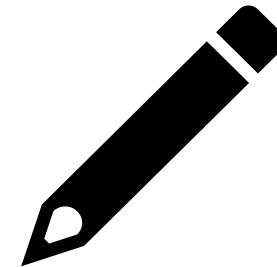
Source: <https://youtu.be/1dgR2tnKxMA>

Writing Tools

Writing exercises are a powerful tool, as they help to slow down, offer release, process thought, and create clarity.

Examples:

- Journaling/ 3-minute brain dump
- Feel good folder
 - "Why I became an educator/technician!"
 - Daily/ weekly gratitude check ins
 - Wins of the week/month
 - Thank you notes



Focusing on solutions and positive events gives energy.



Work-Life Balance

Demands of job go far beyond the classroom.

Examples:

- Setting boundaries (say "no")
 - Time
 - Workload
 - Emotional
- Strategies
 - Leave work at school/notification
 - Doorknob/ "Car breathing"
 - Prioritize energizers

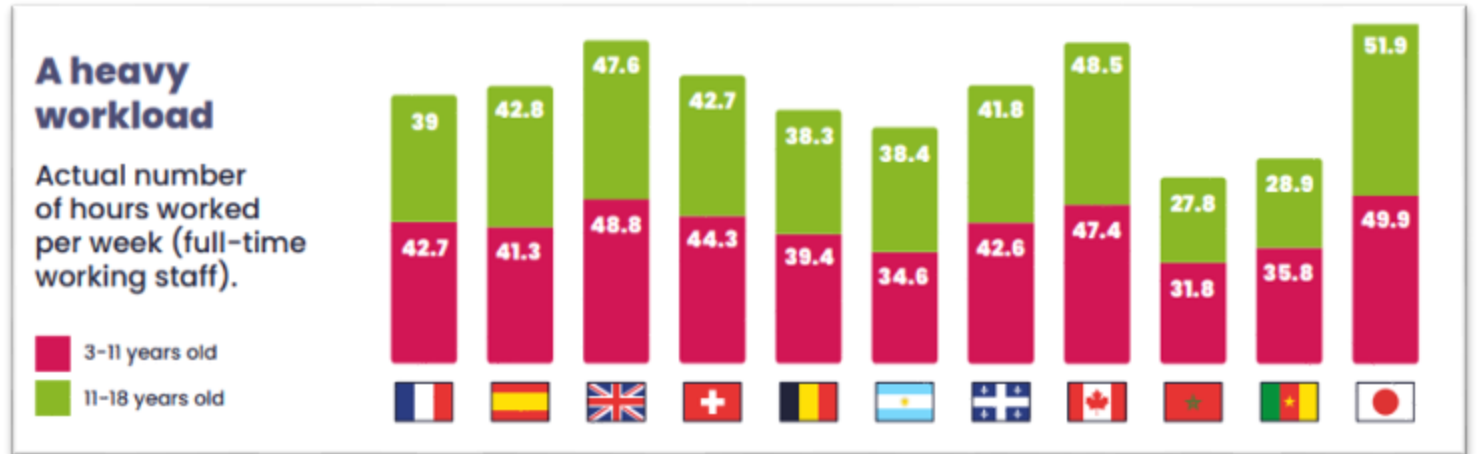


Image source: <https://www.educationsolidarite.org/wp-content/uploads/2023/09/IBEST23-Info-international-EN.pdf>

Work-Life balance is not selfish, but essential.

Your turn: How can you improve your work-life balance? (*Think-pair-share*)



Reframing

Reframing is the mental practice of looking at a situation in a new or more helpful way — without ignoring the facts, but changing the perspective.

Examples:

- Objectivity
- Expectation
- Accepting thoughts/feelings
- Smile for 20-30 sec



Use your rationality and take control over your thinking and behaviour.



Reframing

Your turn:

Reframe the thoughts below into a more positive way of thinking.

(Think-pair-share)

Examples:

- I always make mistakes.
- This is too hard.
- I struggle with anxiety more than others.
- This one child really gives me a hard time.
- Some kids don't listen to my instructions.
- This one parent really does not trust me and always questions my interventions.



School Community

Building relationships and sharing stories with colleagues provides emotional support, fosters collaboration, reduces stress, builds resilience and creates accountability.

Examples:

- Culture of Support
- Team Meetings
- Peer Mentoring
- Mental Health/ Wellness Buddies
- Staff Appreciation and Recognition



Focusing on solutions and positive events gives energy.

Your turn: How can you contribute to a culture of support at your school?
(Think-pair-share)

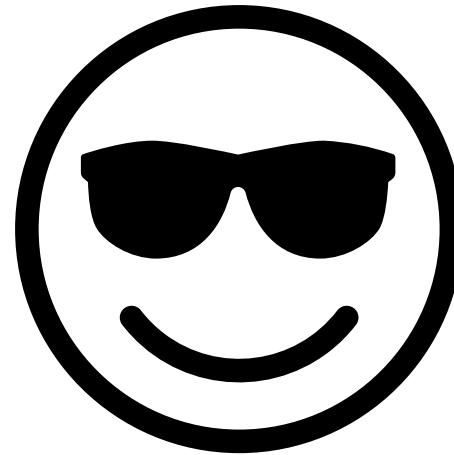


School Community

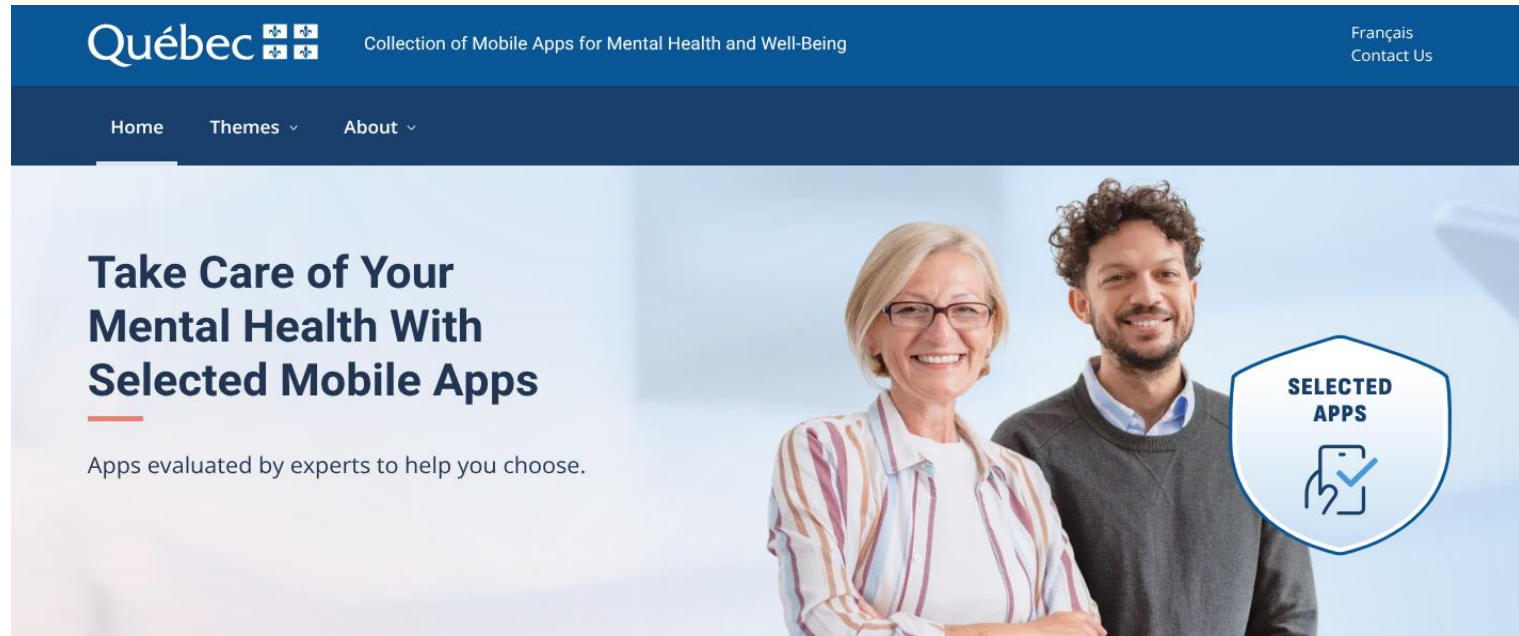
Your turn:

In your groups, give one compliment to the person sitting to the left of you.

- Work quality and results
- Skills and expertise
- Work ethic and reliability
- Problem-solving and initiative
- Teamwork
- Communication and interpersonal skills
- Leadership and mentoring
- Attitude and professionalism



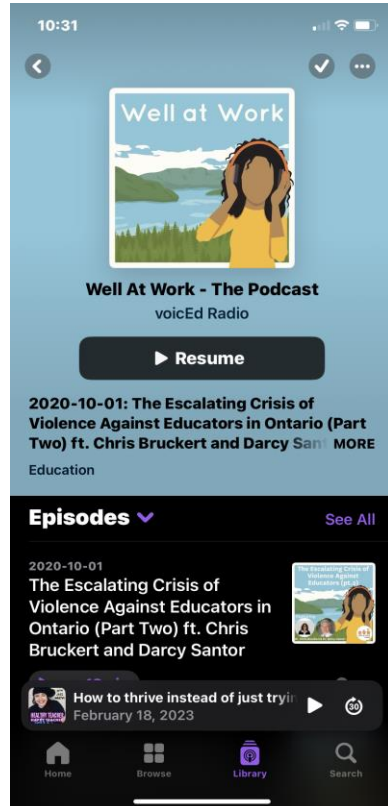
Resources- Apps



www.appmentalhealth.ca
www.appsantementale.ca



Resources- Podcasts



Well at Work
free



Resources- Others

K-12 Well at Work Developed by the EdCan Network, Well at Work supports education leaders across Canada to develop comprehensive, systemic, and data-driven approaches to workplace wellbeing to improve K-12 workplace wellbeing for the long term.

MHRC Report The report presents data from MHRC's (Mental Health Research Canada) partnership with Pollara Strategic Insights for a qualitative initiative and national polling project titled "Understanding the Mental Health of Canadians through COVID-19 and Beyond".

MHCare Toolkit The Mental Health Care at Work website is the result of a collaborative initiative led by Canadian researchers and supported by national health organizations. It offers a Teaching Toolkit , a comprehensive resource designed to support the mental health and well-being of education professionals in Canada.

EdCan Report This report explores current trends in K-12 workplace wellbeing, compiled from Canadian and international research, conversations with Canadian educators, and the EdCan Network's 2025 pan-Canadian K-12 Workplace Wellbeing Survey.



Takeaway

Your turn:

Identify **one** practical step you will take to support your mental well-being or contribute to a culture of support at your school.

Share it with your colleagues and write it on the flipchart belonging to your school.

Example of SMART Goals:

Birte: Door knob/ "Car breathing"(3x per week) ☐ ☐ ☐

Nico: Compliment (1x per week) ☐ ☐ ☐

Shaughn: Niksen (3x per week) ☐ ☐ ☐



Questions and Answers

Further Offers:

One-on-One Coaching

Goal Setting Workshops

Women Retreats/Digital Detox

10% off for educators!

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Feedback



Slide Deck

