



NASDAP 2015 Conference

NATIONAL ASSOCIATION OF SECONDARY DEPUTY AND ASSISTANT PRINCIPALS

Hosted by ASDAPA 5th – 7th August 2015



New Zealand
Wellbeing Awards 2013



Innovation Award

Sancta Maria College

In recognition of promoting the health and wellbeing of their employees
to the highest standard

Tony Duncan
Heart Foundation
Chief Executive

Louise Schofield
HAPINZ Inc
Chairperson





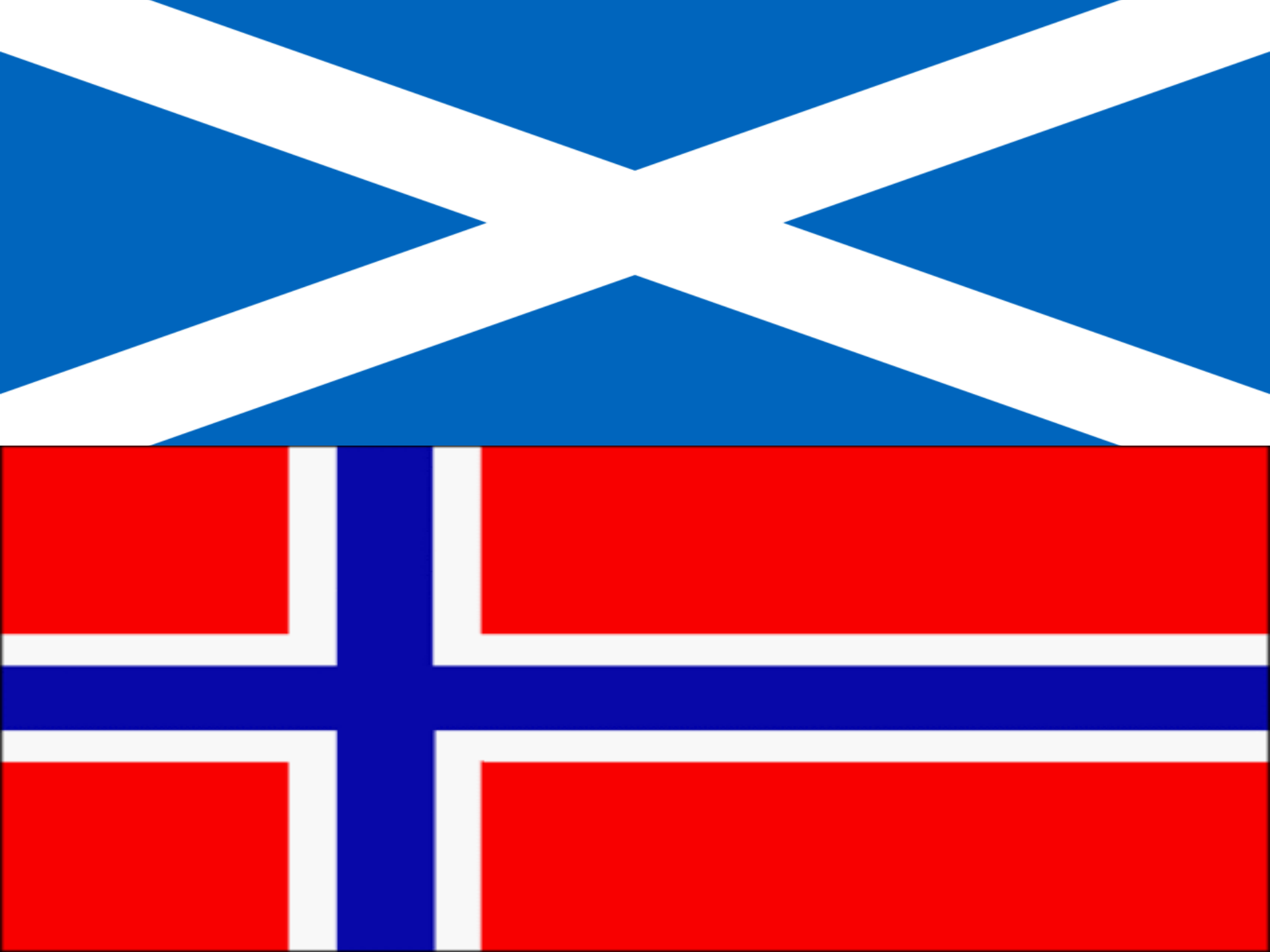
























Ian Vickers, Assistant Principal Sancta Maria College, Auckland

- **32 years of teaching in schools**
- **20 years of teaching in New Zealand**
- **My teacher wellbeing journey and 'drum banging' commenced in late 2011**



Teacher Wellbeing : **The green shoots of a culture change**



**He aha te mea nui o te ao?
He tangata! He tangata! He tangata!**

**What is the most important thing in any
organisation?**

It is people! It is people! It is people!

ALL the people, not just students

**So You Want To
Be A Well
Teacher?**



The Wellbeing Journey So Far

- Early 2011, the early deaths of two principal friends – both outstanding leaders
- July 2011, teacher wellbeing focus group formed at Sancta Maria College (SMC)
- Jan 2012, launch of SMC Teacher Wellbeing programme and resource 'Good New Habits Book'. 53 minute presentation!
- Began discussions with key educational leaders. 'Building a bridge whilst walking on it'
- 2012 onwards, spreading the word through presentations - schools, conferences, internet radio, educational websites and printed articles

The Wellbeing Journey So Far

- 2012 SMC Review – sickness rates down by 27% across the four terms, staffroom vibrant and buy in from the majority
- Discussions with MoE, NZSTA and teacher / principal unions – the wheels turn very slowly but at least are turning!
- From Jan 2013, SMC rolls out a whole staff wellbeing programme.
- Horror stories roll in from teachers and principals countrywide around health, stress and burnout issues
- Principals' union responds to past NZCER reports around major wellbeing concerns

The Wellbeing Journey So Far

- **SMC wins national Heart Foundation / HAPINZ workplace wellness award for their staff wellbeing programme**
- **7000 e-mails received from concerned and interested educators worldwide**
- **Meetings with Peter Hughes and Hon Hekia Parata. The wheels still turn very slowly!**
- **'Good New Habits Book' now in about 800 schools nationwide**
- **ERO reports – wellbeing in our schools**
- **Green shoots of a permanent culture change are now evident**
- **2015 Sabbatical – much more to come!**

The Wellbeing Journey So Far

- **TRIGGERS!**

Introducing a wellbeing programme fully resourced will fail unless it is supported by a continuous reminders emphasis involving personal triggers – what ‘things’ remind a person during each working day to look after their wellbeing?

Needs brain work and this is the HARD part!!

Personal wellbeing must become a high priority each day!

The Wellbeing Journey So Far

'The Good New Habits Book'

Examples of weekly themes:

- **Avoid Procrastination Week**
- **Stop for Lunch Week**
- **Avoid Using E-Mail Week**
- **Laughter Week**
- **Breathe Properly Week**
- **Reflection Week**

The Wellbeing Journey So Far

'The Good New Habits Book'

Examples of weekly themes:

- Tidy your workspace up/ staffroom spruce up
- Medical WOF / Flu injections / massage – neck / shoulder
- Great Lake Challenge
- Eye tests / physio / fresh fruit platters
- Developing the staff workplace wellness programme as a sustainable and integral part of school life. Must not be driven by one person!

The Wellbeing Journey So Far

'The Good New Habits Book 2015'

If you would like a free electronic copy of this resource please e-mail me at:

i.vickers@sanctamaria.school.nz

Feel free to customise the resource so that it suits the culture and ethos of your school.

**Teacher Wellbeing Pop Up
Commenced Monday 20th July
for 12 consecutive school days**

Facebook.com/ Teacher Wellbeing NZ

AND

Youtube – Teacher Wellbeing NZ

TRCC Conference www.trcc.org.nz

‘Teachers’ Refresher Course Committee’

‘Wellbeing in Schools: Growing safe and peaceful learning communities’

Quality Hotel Parnell, Auckland
6th - 8th October



What part can you play to help develop a significant culture change in our profession?



Start a teacher workplace wellbeing / wellness programme at your school in 2016.

A one stop shop of resources to kick start a programme will be available on the Teach NZ / MoE website in September – Ian Vickers Sabbatical Resources

What part can you play to help develop a significant culture change in our profession?

Be disobedient and jump out of your safe zone!

Thank you for listening and a good afternoon to you all.

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