

Teacher Well-being

A report on stress and well-being amongst lower secondary school teachers in the EU highlights that:



close to 50% of teachers experience stress in their work (variation in EU Member States ranges from 90% to 20%)



key sources of stress: admin work, excessive marking, classroom management, heavy teaching load, and addressing parental concerns



22% to 24% of teachers reported that stress has a negative impact on their physical and mental health



increasing teacher well-being: opportunities for collegiality and collaborative work, increasing teacher autonomy and meaningful professional learning opportunities

Eurydice, 2021

Teacher well-being

“Well-being may relate to different aspects of the teaching profession: workload; work environments; working conditions; sense of safety; peer and institutional support; relational aspects with learners, parents, colleagues and other stakeholders; and appreciation from the wider community” (Eurydice, 2021)

4 types of teacher well-being

Subjective



satisfaction with self and work, positive affect, sense of meaning or purpose

OECD, 2020

Physical and mental



teachers as healthy and satisfied people and professionals

Cognitive



effective cognitive functioning such as being able to focus on work and self-efficacy

Social



quality social interactions with others such as students, parents, colleagues and administration

Teachers' and Learners' well-being:



Higher teacher well-being is associated with higher student well-being and higher student academic performance

Harding et al, 2019, Briner and Dewberry, 2007



Supporting teachers to address burnout promotes their well-being and that of their students

Twum-Antwi et al., 2019

An integrated personal-ecological perspective of teacher well-being



What teachers can do

- 1 Develop social and emotional and resilience competences
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- 2 Have collaborative relationships with colleagues and participate actively in professional learning communities
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- 3 Maintain a healthy work-life balance
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- 4 Engage in stress management activities and strategies including mindfulness
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- 5 Make use of staff support structures and resources and have a good social support network
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- 6 Set boundaries
[LEARN MORE](#)
- 7 Develop and follow a self-care plan, including physical, emotional and social care
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What school leaders and educational authorities can do

- 1 Ensure adequate working conditions, including balanced workload, safe and healthy work environment
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- 2 Promote appreciation and recognition of the teaching profession
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- 3 Provide opportunities for active participation within a democratic and inclusive culture
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- 4 Provide professional learning opportunities according to teachers' needs
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- 5 Provide opportunities for teachers to develop and make use of their strengths and expertise
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- 6 Provide academic, emotional and social support
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- 7 Increase teacher autonomy
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- 8 Provide mentoring and coaching for newly qualified teachers
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- 9 Provide psychological support to teachers experiencing difficulties
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