

The Kids Are All Right – But How Are Your Teachers?

Dr. Cathi Miller, PhD &
Dr. Keena Mosley, EdD

A Leader's Guide to Supporting Educator
Wellbeing and Reducing Teacher Turnover



Dr. Cathi Miller



Welcome & Introduction



Dr. Keena Mosley



Welcome & Introduction



1. Center Director/Administrator
2. ECE Trainer/Mentor
3. Home Based Program/Family Child Care Owner
4. Classroom Teacher
5. Other

Poll: Who is in the Room?



✓ Explore how well-being, professional connection & retention are linked
✓ Apply practices that reduce educator isolation & support well-being
✓ Create custom leadership strategies for you and your program

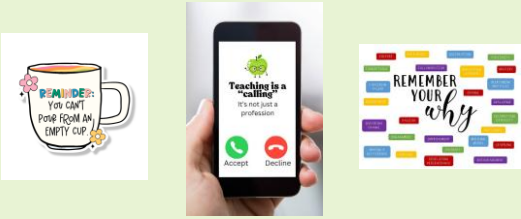
About This Session — What We're Here to Do



Developmentally Appropriate Practice...for adults?

Naming & Reframing the Issue





Naming & Reframing the Issue



Researchers

What's Going On? Depends on Who You Ask.



Administrators

What's Going On? Depends on Who You Ask.

Share in the chat:

What is your top concern about your new hires TODAY?

Open Share: Top Admin Concerns





Trainers/Professors

What's Going On? Depends on Who You Ask.



Trauma Stewardship

Trauma Experts

An Everyday Guide to Caring for Self While Caring for Others

Laura van Dernoot Lipsky with Connie Burk
Foreword by Jon R. Conte, PhD

What's Going On? Depends on Who You Ask.



Professional Development & Professional Community

What does your staff need?

1. Mostly professional development (trainings, workshops, one-off sessions)
2. Mostly professional community (ongoing relationships, peer support, belonging)
3. A mix of both
4. Not yet sure

Poll — Program Temperature Check: Ask Yourself



1. Peer Connection & Reflective Practice
2. Recognition & Everyday Culture
3. Communication & Belonging
4. Ownership & Autonomy
5. Individual Well-Being Support

What's Already Working In Your Program?

What Can We Do? Five Ways to Build Teacher Community





Peer Connection & Reflective Practice

The work is emotionally demanding and can be isolating without a supportive peer network.

What Can We Do? Five Ways to Build Teacher Community





Recognition & Everyday Culture

What Can We Do? Five Ways to Build Teacher Community





Communication & Belonging:

Everyday channels that keep teachers connected to each other

What Can We Do? Five Ways to Build Teacher Community





Ownership & Autonomy

Give teachers real decision-making power, not just tasks

What Can We Do? Five Ways to Build Teacher Community



Individual Well-Being Support

Community strategies work best paired with real capacity-building

What Can We Do? Five Ways to Build Teacher Community

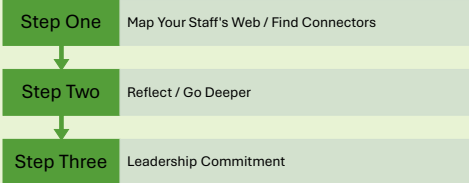


Step One Map Your Staff's Web / Find Connectors

Step Two Reflect / Go Deeper

Step Three Leadership Commitment

Blueprint: Building a Caring Community of Teachers



Step One:

What is already working in your program?

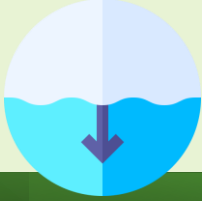


Blueprint: Building a Caring Community of Teachers



Step Two:

Reflect / Go deeper



Blueprint: Building a Caring Community of Teachers



Step Three:

Leadership Commitment

What can you do today?
... in 2-4 weeks?
...in 6 months?

What will you do when barriers come up — and who can hold you accountable?



Blueprint: Building a Caring Community of Teachers



Share your commitment in the chat!

Open Share: Leadership Commitment



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Learn. Grow. Leap.

BLUEPRINT FOR BUILDING A CARING COMMUNITY OF TEACHERS

Action-Planning Worksheet — take this from webinar to your program

You've heard a lot today. Now it's time to put it into practice. Work through the three steps below to build your own web of support — for your teachers, and for yourself.

STEP 1

Map Your Staff's Web

Start with what's already working in your program.

Who are the natural connectors on your team — the people others already turn to?

What relationships, traditions, or informal supports are already working well?

STEP 2

Reflect & Go Deeper

Build on those strengths to see what's still needed.

Where are the gaps or unmet needs you can see now that you've mapped your web?

Which strategy or idea from today feels like the best fit for one of those gaps?

STEP 3

Leadership Commitment

Guided action planning — including a commitment to yourself.

What can you do today?

What can you do in 2 weeks?

What can you do in 6 months?

When barriers come up, what will you do — and who holds you accountable?

What is the plan for you? (This web of support is for you too, not just your teachers.)



Ideas I Heard Today That I Want to Try

Jot down anything from today's session — big or small — that you'd like to bring back to your program.
