



## Developing Leaders Notes

Date: June 15, 2022

Session Title: The Burnout Cure & Mental Health in Schools

Focus Area: Skilled Staff

### MAASE Focus Areas:

*We will align and organize the strategic priorities and work of MAASE to focus on the following elements:*

<i>High Quality Student Evaluations</i>	<i>Specially Designed Instruction</i>	<i>Skilled Staff</i>	<i>Program Evaluation</i>
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Through the platforms of:

Association Partnerships	Legislative Action and Advocacy	Professional Learning	Membership Services
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EdCamp is an open format where group members share thoughts to help one another in implementation of "real life" practice. These notes reflect the thinking of someone in the group but do not represent an official position on behalf of MAASE. Anyone using this as a resource is encouraged to use their best judgment in interpreting the suggestions.

MAASE EdCamp Format:

1. Clarify the Problem of Practice to Solve
2. Collaborate around the Problem of Practice by offering suggestions and resources
3. Give feedback to the committee on how to improve next time

### Notes:

#### Clarifying the Problem of Practice:

- Large turnover in staff - how do we support them to avoid burnout?
- With the increased capacity for new staff - how do we not burnout our existing staff without causing them strain?
- How do we ensure that we're feeding the existing staff so they still feel valued?
- Lack of experience in teaching - how to coach?
- How do we manage our own stress as administrators and practice self care?
- We have to do something different! How do we reset, review what's going on in education and make changes?
- Increase of initiatives - overload
- How could we be more involved with legislators?

#### Solutions:

- Practicing self-care
  - Connection made to yesterdays PL of the computer and charger - providing visual to awareness with staff
- Give one, take one initiative - help individuals navigate
- Exhaustion is a result of an agency issue
- Reviewing responsibilities of the role, what is required of your degree and identify those tasks that could be shifted to those that are less qualified to lessen the workload
- Need to identify the conditions that are causing the burnout
- Have to be aware of what is going on in society to plan ahead and address it before we hit the wall
- Be active, engage in conversation at the local, state, and national level
- How do we utilize the ladder and cup analogy shared in yesterday's PL to tackle this work?
- Importance of social connection (ie. potluck, health challenges, a meet up, dinner)
- MAASE has a legislative action committee

- Consider attending the Legislative Action Summit in DC (July)
- How do we leverage organizations to advocate?
- Can training be provided to MAASE members to identify how we can do this work collectively? How can we do this work more than once a year? (legislative action)
  - Strategic plan specifically with the legislative action committee
  - Be on the lookout for information that may come out regarding any realignment of the finance and legislative committee
- Can we get more awareness of opportunities available to engage with legislators?
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