

Wellbeing

Professional

Development

For 2020

Making PLD Choices Easier

Welcome

What sort of training will best fit your Kāhui Ako and school's needs? We know how hard it is to decide so we have created three different Professional Development Bundles of training, products and services. Our experience working with hundreds of diverse schools across Aotearoa New Zealand, informs these bundles. They are designed to match different levels of school commitment, activity, and budget.

Email us for further information or bookings for next year to sally@nziwr.co.nz.

In addition to these PLD options, we encourage you to send leaders and staff to the Wellbeing in Education Conferences in 2020, Auckland (6-7th April), and Christchurch (2-4th April) www.wenzconference.nz.



NEW ZEALAND INSTITUTE OF
**WELLBEING &
RESILIENCE™**

This one-year PLD bundle is suited to larger schools or Kāhui Ako (KA) making a significant and long-term commitment to wellbeing.

Getting Started (see page 5)

- The Case for Wellbeing in Education (90 min/all staff)
- Practical Strategies to Protect & Promote Wellbeing in Your Whānau (90 min/community)
- Navigating Wellbeing Change (half-day/wellbeing team).

NZIWR™ Whole-school Wellbeing Benchmark Survey (all staff)

- Staff survey on wellbeing knowledge, skills, and practices; strengths-based knowledge and practices; wellbeing policies and practices; concerns and challenges
- Identifies areas of strengths and priorities for action
- We suggest repeating this annually to track progress.

Two Full-days of PLD (see page 6)

- 1. Building Engagement & Relationships through a Strengths-based Approach;**
 - 2. Building Resilient Minds**
- Staff attending to be agreed.

Two Half-day Wellbeing in Action Webinars (see page 7)

- 1. What is a wellbeing model and why should a school use one?**
 - 2. Thinking Traps and Learned Optimism**
- Wellbeing Leads/team
 - Includes online breakout rooms for activity and discussion.

Wellbeing Mentoring

Two 60-minute online/phone sessions during the year to support wellbeing implementation in your school (Wellbeing Lead/Team).

Bite-Size Learning [10 episodes]

- Designed to support Wellbeing Leads run on-going wellbeing PLD in staff meetings (can also be adapted as lessons for the classroom)
- Brief videos from NZIWR™ team plus activity guides and worksheets.

Annual Progress Review (half-day)

- Opportunity for schools to share wellbeing activities across different areas of the school, departments and teams (across-school sharing for Kāhui Ako)
- Staff review of strengths, areas for improvement and priorities for action
- NZIWR™ advice on next steps.

Bundle B —

All On Board

This one-year PLD bundle is suited to larger schools or Kāhui Ako (KA) making a significant and long-term commitment to wellbeing, with less staff PLD time available.

- **Getting Started** (see page 5)
- **The Case for Wellbeing in Education** (90 min/all staff)
- **Practical Strategies to Protect & Promote Wellbeing in Your Whānau** (90 min/community)
- **Navigating Wellbeing Change** (half-day/wellbeing team).

NZIWR™ Whole-school Wellbeing Benchmark Survey (all staff)

- Staff survey on wellbeing knowledge, skills, and practices; strengths-based knowledge and practices; wellbeing policies and practices; concerns and challenges
- Identifies areas of strengths and priorities for action
- We suggest repeating this annually to track progress.

One Day PLD: Building Engagement & Relationships through a Strengths-based Approach (see page 8)

- Staff attending to be agreed.

One Half-day Wellbeing in Action Webinar (see page 8)

What is a wellbeing model and why should a school use one?

- For Wellbeing Leads/team
- Includes online breakout rooms for activity and discussion.

Wellbeing Mentoring

- Two 60-minute online/phone sessions during the year to support wellbeing implementation in your school (Wellbeing Lead/Team).

Bite-Size Learning [6 episodes]

- Designed to support Wellbeing Leads run on-going wellbeing PLD in staff meetings (can also be adapted as lessons for the classroom)
- Brief videos from NZIWR™ team plus activity guides and worksheets.

Annual Progress Review (half-day)

- Opportunity for schools to share wellbeing activities across different areas of the school, departments and teams (across-school sharing for Kāhui Ako)
- Staff review of strengths, areas for improvement and priorities for action
- NZIWR™ advice on next steps.

Bundle C —

Making Headway

This one-year PLD bundle is suited to smaller schools or Kāhui Ako (KA) with a limited budget who want to make headway on wellbeing PLD.

Getting Started (see page 5)

- The Case for Wellbeing in Education (90 min/all staff)
- Practical Strategies to Protect & Promote Wellbeing in Your Whānau (90 min/community)
- Navigating Wellbeing Change (half-day/wellbeing team).

NZIWR™ Whole-school Wellbeing Benchmark Survey (all staff)

- Staff survey on wellbeing knowledge, skills, and practices; strengths-based knowledge and practices; wellbeing policies and practices; concerns and challenges
- Identifies areas of strengths and priorities for action
- We suggest repeating this annually to track progress.

Two Half-day Wellbeing in Action Webinars (see page 9)

1. Taking a Strengths-based Approach

2. Belonging and Inclusion

- For Wellbeing Leads/team
- Includes online breakout rooms for activity and discussion.

Bite-Size Learning [4 episodes]

- Designed to support Wellbeing Leads run on-going wellbeing PLD in staff meetings (can also be adapted as lessons for the classroom)
- Brief videos from NZIWR™ team plus activity guides and worksheets.

Annual Progress Review (half-day)

- Opportunity for schools to share wellbeing activities across different areas of the school, departments and teams (across-school sharing for Kāhui Ako)
- Staff review of strengths, areas for improvement and priorities for action
- NZIWR™ advice on next steps.

Getting Started

The Case for Wellbeing: The What, Why and How of Building Whole-school Wellbeing 90 min (all staff)

Outline

This one hour session has been specifically created to introduce busy educators to the science and practice of whole-school wellbeing/hauora. Schools often come to us committed to promoting wellbeing, but they don't yet know where to start. This first session will introduce your staff to the way NZIWR™ works: how we blend science with real-world practice, explaining why wellbeing is important for schools, what science can tell us about wellbeing and how different schools are going about promoting hauora currently.

Learning Outcomes

- An understanding of what wellbeing is (and the role that mental wellbeing plays in our every-day lives and relationships)
- Key findings from wellbeing science relevant to school contexts
- How different schools are going about promoting wellbeing
- What staff can expect to happen in the year ahead as your school embarks on their whole-school wellbeing journey
- Other sources of resources and information.

Practical Strategies to Protect & Promote Wellbeing in Your Whānau 90 min (wider community)

We know there's no point in schools taking wellbeing seriously if their whānau and wider community don't understand the need. We also know that every school is different, and that considering context and culture is vital when it comes to promoting wellbeing. This one-hour session therefore introduces the community to key scientific findings around wellbeing in a relatable way. We will facilitate discussions around what wellbeing means to you, strategies to promote personal and collective wellbeing and look forward together to anticipate what taking a whole-school approach to wellbeing might mean for your particular community.

- An understanding of what wellbeing is (and the role that mental wellbeing plays in our every-day lives and relationships)
- An appreciation of why promoting whole-school wellbeing is urgent and important
- Key findings from wellbeing science relevant to school contexts
- How different schools are going about promoting wellbeing
- What parents can expect to happen in the year ahead as your school embarks on their whole-school wellbeing journey
- Other sources of resources and information for whānau to follow up with.

Navigating Wellbeing Change Half-day (wellbeing team)

Having worked with hundreds of schools over the last ten years, the team at NZIWR™ has co-created a process for designing and implementing sustainable wellbeing initiatives in schools. This does not happen over-night, nor will it solve all your challenges! The evidence does show, however, that following certain best-practice guidelines and processes will ease the journey for your whole community, and particularly your wellbeing team. This practical workshop will introduce those responsible for leading wellbeing change to the strategies and approaches demonstrated to work well in schools. This session will include time for participants to experience the activities and build confidence to lead this process for the school.

- Overview of NZIWR™'s Navigating Wellbeing Change process
- Processes for building buy-in and establishing foundations, these include:
- The Wellbeing Audit (demonstrating how a Wellbeing Audit can be carried out simply and efficiently in your school)
- The Wellbeing Inquiry (staff map progress to date and use Appreciative Inquiry process to identify where/when/how students/staff are currently flourishing)
- Establishing priorities for the first year: what schools should focus on and why it's important to make slow, steady, progress that involves staff, students and community
- Predictable stages of concern and change management.

2 full days of PLD
(staff & wellbeing leads)

Day 1: Building Engagement & Relationships through a Strengths-based Approach

| Outline | Learning Outcomes |
|--|---|
| <p>Embedding a strengths-focus is at the heart of building a culture that supports wellbeing. This session introduces the science and practices of adopting a strengths-based approach in schools. We also explore how strengths can be used to build relationships and support an inclusive school climate.</p> | <ul style="list-style-type: none"> • What strengths are and why they matter • Why strengths spotting in yourself and others is a foundational skill for wellbeing • How positive relationships and school connectedness lead to both improved learning and better behaviour for all students • How to develop wellbeing 'implicitly' in our classrooms, sports fields, arts and pastoral care programmes • Strategies to promote positive student behaviours and cope with challenging ones. |

Day 2: Building Resilient Minds: managing perfectionism, stress, and anxiety

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| <p>Ever wondered why some people cope with set-backs and failure better than others? Our beliefs around improvement and learning have a massive impact on personal and collective resilience. Believing we cannot do something affects how we approach activities, problems and challenges, the effort we put in and our tenacity. This module reviews the research and best-practice around growth and fixed mindsets, but goes beyond that to also consider the impact of self-compassion and forgiveness on persistence and performance.</p> | <ul style="list-style-type: none"> • Where do your personal fixed and growth mindsets reside and what is the impact of those on yours and others' performance, resilience and wellbeing? • How deeper learning and success are associated with self-compassion and failure • Tools for developing self-compassion and growth mindsets in ourselves and others • An understanding of good stress/bad stress • Strategies to tackle stress, anxiety and perfectionism in schools. |
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2 half-days

Wellbeing in Action Webinars

(wellbeing team)

What is a wellbeing model and why should a school use one?

Outline

A wellbeing model is an over-arching framework that highlights and communicates the multi-dimensional nature of wellbeing. Most models include physical, emotional/mental, social, and spiritual/meaning and purpose. This session provides an overview of widely used wellbeing models in education, the rationale for using one in your school, with opportunity for discussion on which models will be suited to each school. Models discussed:

- Te Whare Tāpa Whā
- PERMA-V
- Five Ways to Wellbeing
- The Mental Fitness Model.

Learning Outcomes

- An understanding of why having a wellbeing model is important
- Review different wellbeing models (compare and contrast; discuss suitable 'fit' for your school's context, values and culture)
- Discover how schools in NZ and internationally have adapted theoretical wellbeing models to better fit with their school context.

Thinking Traps & Learned Optimism

Thinking Traps are overly rigid patterns in our thinking that can interfere with our performance and approach to problems. We cannot always control what happens to us, but we can control our thoughts and actions (response). Being able to look at situations from different perspectives (mental agility) supports resilience. Thinking traps get in the way. This module introduces teachers to common Thinking Traps identified by psychology and the specific ways of thinking that have been shown to overcome them. This session also looks at the science of optimism, one of the most fascinating skills for resilience.

- Being able to identify common 'Thinking Traps' and the consequences of our internal beliefs about events
- Why understanding and spotting Thinking Traps is a key resilience competency
- 'FAT' thinking strategies for avoiding Thinking Traps
- An appreciation of the importance of 'realistic optimism' for wellbeing, physical health and emotional health
- An understanding of 'Explanatory Style' and how to combat overly negative thinking.

1 full day of PLD

Building Engagement & Relationships through a Strengths-based Approach

(staff & wellbeing leads)

Outline

Embedding a strengths-focus is at the heart of building a culture that supports wellbeing. This session introduces the science and practices of adopting a strengths-based approach in schools. We also explore how strengths can be used to build relationships and support an inclusive school climate.

Learning Outcomes

- Participants will learn what strengths are and why they matter
- Why strengths spotting in yourself and others is a foundational skill for wellbeing
- How positive relationships and school connectedness lead to both improved learning and better behaviour for all students
- How to develop wellbeing 'implicitly' in our classrooms, sports fields, arts and pastoral care programmes
- Strategies to promote positive student behaviours and cope with challenging ones.

1 half-day

Wellbeing in Action Webinar

What is a wellbeing model and why should a school use one?

(wellbeing team)

Outline

A wellbeing model is an over-arching framework that highlights and communicates the multi-dimensional nature of wellbeing. Most models include physical, emotional/mental, social, and spiritual/meaning and purpose. This session provides an overview of widely used wellbeing models in education, the rationale for using one in your school, with opportunity for discussion on which models will be suited to each school. Models discussed:

- Te Whare Tāpa Whā
- PERMA-V
- Five Ways to Wellbeing
- The Mental Fitness Model.

Learning Outcomes

- An understanding of why having a wellbeing model is important
- Review different wellbeing models (compare and contrast; discuss suitable 'fit' for your school's context, values and culture)
- Discover how schools in NZ and internationally have adapted theoretical wellbeing models to better fit with their school context.

2 half-days

Wellbeing in Action Webinars

(wellbeing team)

Taking a Strengths-based Approach

Outline

Embedding a strengths-focus is at the heart of building a culture that supports wellbeing. Learn how your school can implement the strategies and practices demonstrated to improve engagement, wellbeing, relatedness, autonomy, competence, and organisational climate. This module introduces the science and practices of taking a strengths-based approach, sharing tools and strategies from a strengths programme that has been scientifically-validated in Aotearoa New Zealand, plus best-practice pedagogy from around the world.

Learning Outcomes

- Participants will identify personal strengths
- Understand what strengths are and why they matter
- Why strengths spotting in yourself and others is a foundational skill for wellbeing
- How to support strengths use in ourselves and others
- Discuss the challenges of acknowledging and valuing your own strengths.

Belonging and inclusion: What does that look like in my school?

Humans thrive in communities where we enjoy positive relationships with each other; we are each other's environments. Consequently, how we are at school affects those around us and we all have the ability to improve our daily work lives for one another. Research demonstrates that supportive, nurturing relationships play a vital role in enabling wellbeing for students, staff and whānau. This module focuses on how we can build positive relationships at school (and home) and includes strategies for building inclusion and belonging, and positive communication tools shown to build wellbeing and relationships.

- What do belonging & inclusion look like in your school, team and classrooms?
- Understand the impact of social exclusion
- Understand the difference between inclusion and belonging
- Communication strategies for strengthening relationships.

Professional Development Bundles

Content Overview

| Programme Element | Bundle A Accelerated Momentum | Bundle B All On Board | Bundle C Making Headway |
|--|-------------------------------------|--------------------------|-------------------------------|
| Getting Started | | | |
| The Case for Wellbeing in Education | ✓ | ✓ | ✓ |
| Practical Strategies to Protect & Promote Wellbeing in Your Whānau | ✓ | ✓ | ✓ |
| Navigating Wellbeing Change | ✓ | ✓ | ✓ |
| NZIWR™ Whole-school Wellbeing Benchmark Survey | ✓ | ✓ | ✓ |
| Full Day Professional Learning & Development | ✓ 2-days | ✓ 1-day | |
| Wellbeing in Action Webinars | ✓ 2 sessions | ✓ 1 session | ✓ 2 sessions |
| Wellbeing Mentoring | ✓ 2 sessions | ✓ 2 sessions | |
| Bite-size Learning | ✓ 10 episodes | ✓ 6 episodes | ✓ 4 episodes |
| Annual Progress Review | ✓ | ✓ | ✓ |