

**The importance of a
Positive
School Environment for
effectiveness and
wellbeing**

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Positive / effective school environment

Definition

An environment that provides a consistently high quality of educational service, in a respectful, cooperative, caring and informal atmosphere.

The Wellbeing of Staff

- ▶ Encapsulated in how they feel about themselves (their sense of self-worth, self-belief)
- ▶ Directly related to experiences and relationships at work
- ▶ Influenced by a sense of belonging, connectedness, competence and autonomy

Enhancing Student Wellbeing

- ▶ Greater association between education and enjoyment
- ▶ Recognising students as individuals with individual needs
- ▶ Building a caring environment in the classroom
- ▶ Managing student behaviour appropriately
- ▶ Using encouragement for motivation

Enhancing Staff Effectiveness through:

- ▶ Encouraging positivity & addressing negativity
- ▶ Communicating in an open, inclusive and assertive manner
- ▶ Welcoming initiative and innovation
- ▶ Providing recognition and feedback
- ▶ Managing and resolving conflict
- ▶ Not taking yourself too seriously

Critical Success Factors for Effective Leadership

- ▶ Awareness of responsibilities in relation to upholding & promoting standards of behaviour and relationships
- ▶ Standards set & clearly articulated

Reviewing Vision and Mission Statements

- ▶ Vision..... outlines what is aspired to
- ▶ Mission....outlines how those aspirations will be realised
- ▶ Image based language
- ▶ Reflecting a shared purpose
- ▶ Communicated to everyone

Self-Awareness

- ▶ Minimising the gap between how you view yourself and how others view you

Reflective Practice

- ▶ “An unexamined life isn’t worth living” (Socrates 450)BC
- ▶ Two steps of doing and one step of stopping and asking: How am I doing? (Kitt, one night in bed)

Reflective practice

Essential for:

- ▶ Examining how we do things
- ▶ Examining why we do things that way
- ▶ Learning better ways of doing things
- ▶ Changing the way we do things

Interpersonal Behaviour & Relationships

- ▶ **Are Performance issues not optional extras**
- ▶ **Impact on physical & psychological health & well-being, quality of service, motivation, job satisfaction, morale and stress**

Emotional & Social Intelligence

- ▶ Positive disposition generally
- ▶ Getting on well with others generally

Emotional Intelligence

- ▶ The Six Seconds rule is a very important element of understanding emotions

Social Intelligence in Leaders is the ability:

- ▶ To act wisely in human relations (Thorndyke, 1920)
- ▶ To make others feel the better for an encounter with you
- ▶ To show empathy and understanding
- ▶ To acknowledge that your leadership is only as good as those around you
- ▶ To admit to another person's idea being better than yours
- ▶ To respond rather than react

Stress and interpersonal relationships

▶ Toxic relationships are considered to be as major a risk factor for disease & death as smoking, physical inactivity, obesity, high blood pressure or cholesterol.

Personal Effectiveness & Well-being

- 1** Increasing Self-awareness
- 2** Building & Maintaining Positive Relationships
- 3 -** Not taking yourself too seriously!

Don't take yourself too seriously!

- **Don't talk down to anyone**
- **Diffuse rather than escalate**
- **Don't interpret ...consider a range of options and ask**
- **Address behaviours without personal comment**
- **Adopt a win-win attitude in conflicts with staff, students or parents**
- **Let go**