

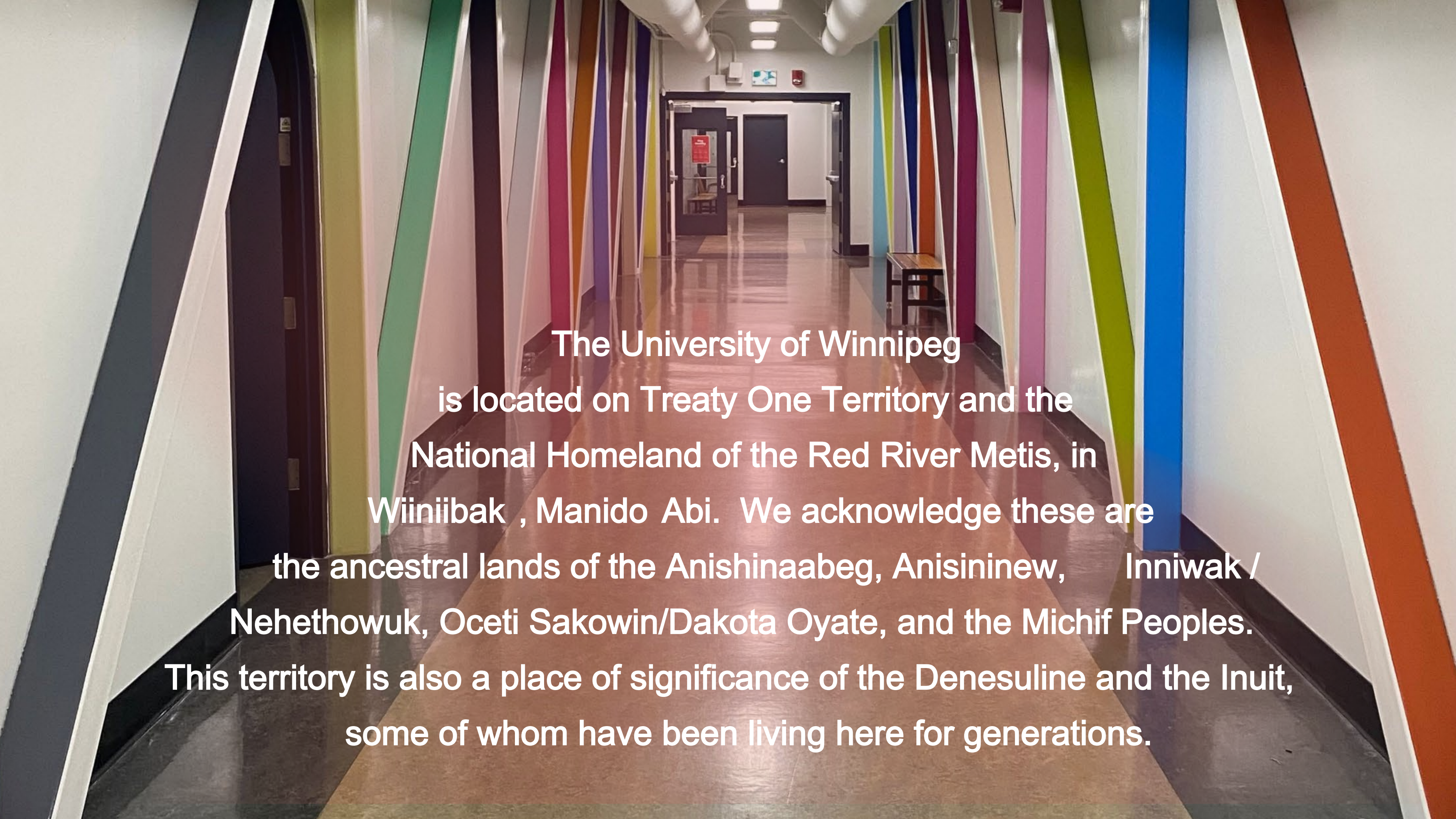
**Strengthening
Educator**

Well-Being for Sustainable Schools



THE UNIVERSITY OF
WINNIPEG

Dr. Lesley Eblie Trudel
Dr. Laura Sokal
Faculty of Education

A long, brightly lit hallway with a polished floor and walls decorated with colorful vertical stripes. The hallway leads to a glass door at the end. The text is overlaid on the center of the image.

The University of Winnipeg
is located on Treaty One Territory and the
National Homeland of the Red River Metis, in
Wiiniibak , Manido Abi. We acknowledge these are
the ancestral lands of the Anishinaabeg, Anisininew, Inniwak /
Nehethowuk, Oceti Sakowin/Dakota Oyate, and the Michif Peoples.
This territory is also a place of significance of the Denesuline and the Inuit,
some of whom have been living here for generations.

Today



Well - come



Situating

- ⊖ Timeline
- ⊖ Urgency
- ⊖ Balance



Exploring

- ⊖ Tension
- ⊖ Demands
- ⊖ Overload
- ⊖ Findings
- ⊖ Patterns
- ⊖ Reorientation
- ⊖ Commitment



Activating

- ⊖ Synergy
- ⊖ Resources
- ⊖ Possibility



Honouring

- ⊖ Care
- ⊖ References

Well - come

& being-well

Today

Well - come

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Honouring

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Well - come

Activity



- How did you define staff well-being?
- Did you apply that same definition to your own well-being?

Today



Well - come



Situating

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Honouring

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- ⊖ References

Well - come

Activity



Today



Well - come



Situating

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Activating

- Action
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Honouring

- Care
- References

Well - come

Activity

- What has changed for you?
- What is one thing you wish you had known about well -being that you now know.

Today



Well - come



Situating

- ⊖ Urgency
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Activating

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Honouring

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- ⊖ References

Well - come

Activity



Today

 Well - come

 **Situating**

 Timeline

 Urgency

 Balance

 **Exploring**

 Tension

 Demands

 Overload

 Findings

 Patterns

 Reorientation

 Commitment

 **Activating**

 Synergy

 Resources

 Possibility

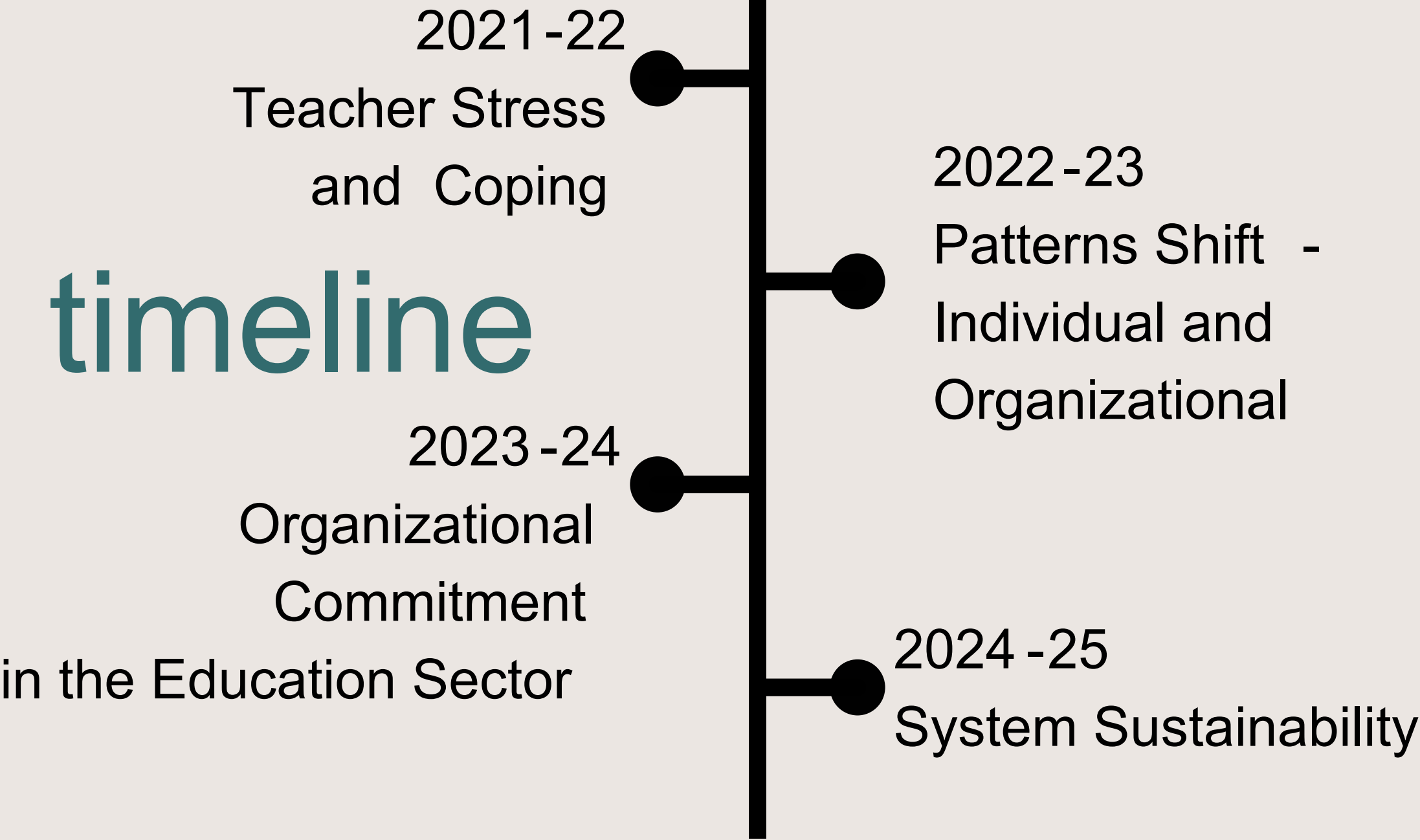
 **Honouring**

 Care

 References

Situating

the timeline



Today

 Well - come

 **Situating**

- ⊖ Timeline
- ⊖ **Urgency**
- ⊖ Balance

 **Exploring**

- ⊖ Tension
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- ⊖ Overload
- ⊖ Findings
- ⊖ Patterns
- ⊖ Reorientation
- ⊖ Commitment

 **Activating**

- ⊖ Synergy
- ⊖ Resources
- ⊖ Possibility

 **Honouring**

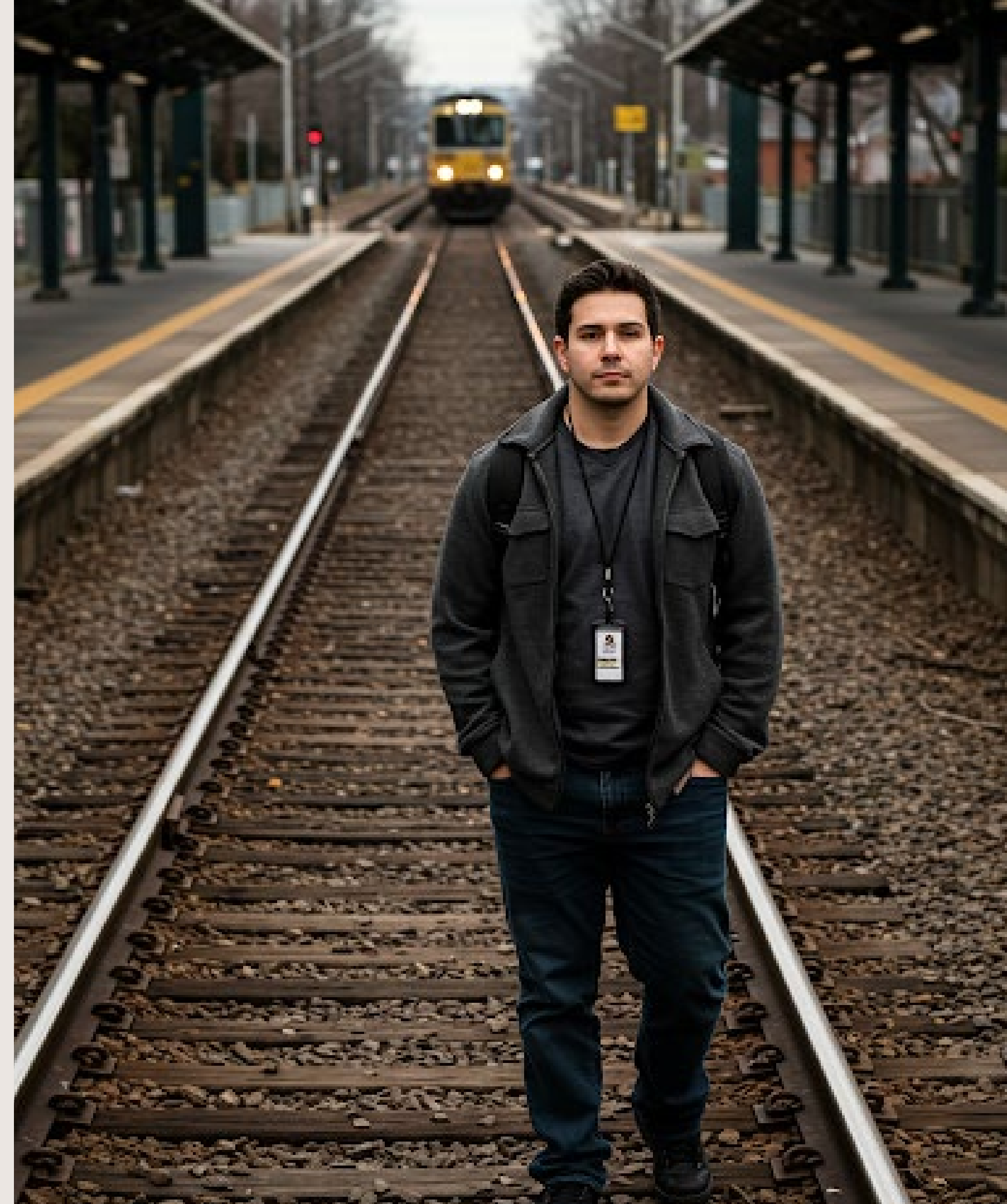
- ⊖ Care
- ⊖ References

Situating

Why this?

Why now?

A Call to Action



Today



Well - come



Situating

= Timeline

= Urgency

= Balance



Exploring

= Tension

= Demands

= Overload

= Findings

= Patterns

= Reorientation

= Commitment



Activating

= Synergy

= Resources

= Possibility



Honouring

= Care

= References

Situating

Balance



Today

Well - come

Situating

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- ⊖ Urgency
- ⊖ Balance

Exploring

- ⊖ Tension
- ⊖ Demands
- ⊖ Overload
- ⊖ Findings
- ⊖ Patterns
- ⊖ Reorientation
- ⊖ Commitment

Activating

- ⊖ Synergy
- ⊖ Resources
- ⊖ Possibility

Honouring

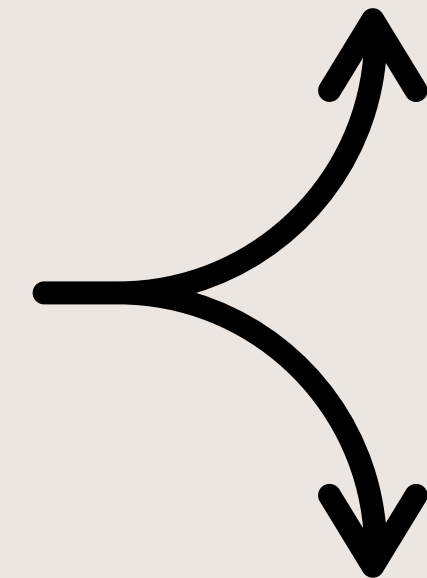
- ⊖ Care
- ⊖ References

Exploring

Tension



Eustress



Distress

Today

Well - come

Situating

- = Time line
- = Urgency
- = Balance

Exploring

- = Tension
- = **Demands**
- = Overload
- = Findings
- = Patterns
- = Reorientation
- = Commitment

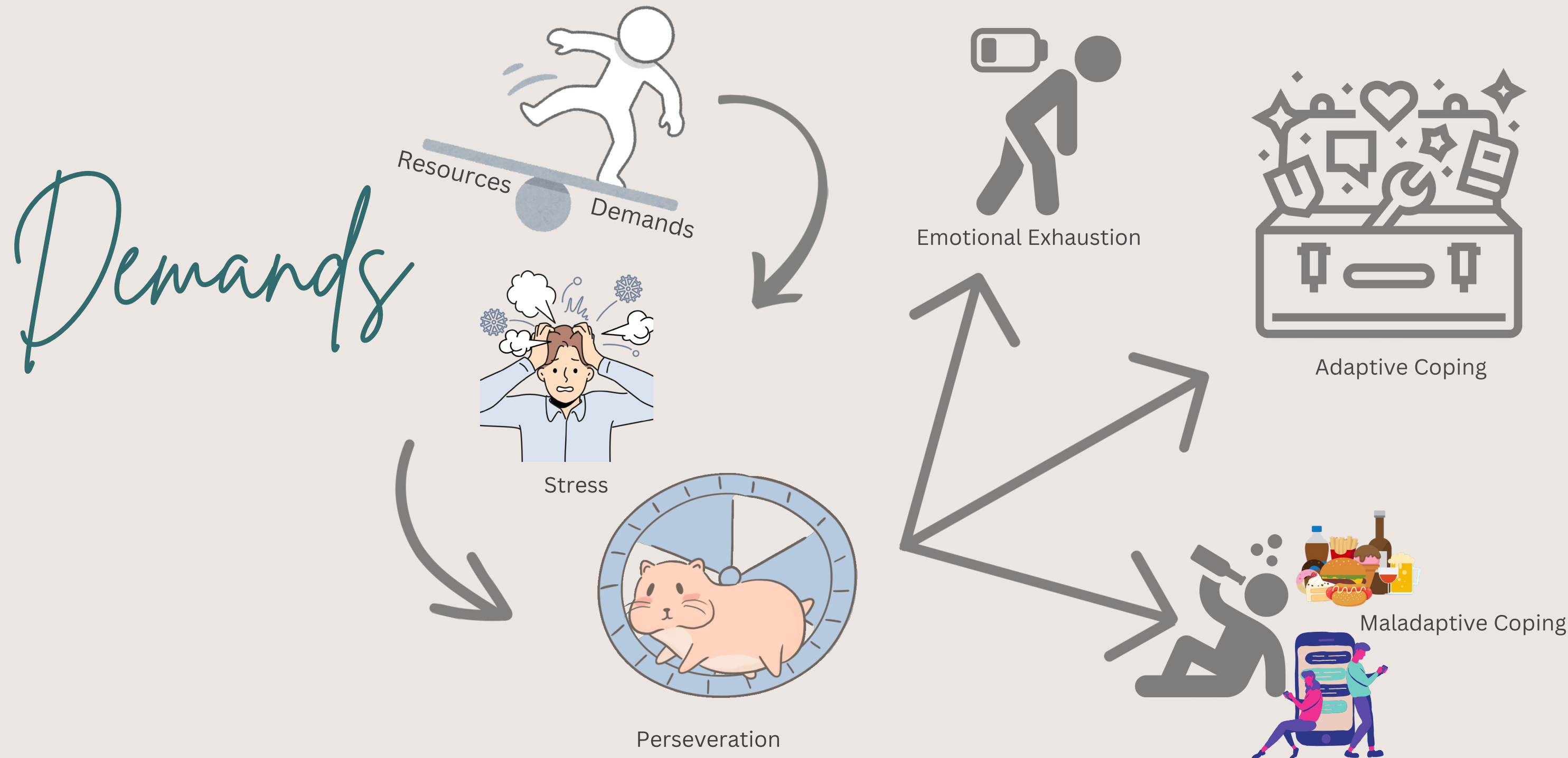
Activating

- = Action
- = Resources
- = Possibility

Honouring

- = Care
- = References

Exploring



Today

Well - come

Situating

-  Timeline
-  Urgency
-  Balance

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-  **Overload**
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-  Reorientation
-  Commitment

Activating

-  Action
-  Resources
-  Possibility

Honouring

-  Care
-  References

Exploring

Overload

- 58% of educators perceive large increases in academic needs
- 60% of educators perceive large increases in social needs
- 63.5% of educators perceive large increases in behavioural needs

Today



Well - come



Situating

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Exploring

- ⊖ Tension
- ⊖ Demands
- ⊖ Overload
- ⊖ Findings
- ⊖ Patterns
- ⊖ Reorientation
- ⊖ Belonging



Engaging

- ⊖ Action
- ⊖ Resources
- ⊖ Possibility



Honouring

- ⊖ Care
- ⊖ References

Exploring

Findings

1/3 of Canadian educators in
2025 report
rarely or never
meeting all their students'
needs



Today



Well - come



Situating

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Exploring

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- ⊖ Overload
- ⊖ Findings
- ⊖ **Patterns**
- ⊖ Reorientation
- ⊖ Commitment



Activating

- ⊖ Action
- ⊖ Resources
- ⊖ Possibility



Gratitude

- ⊖ Care
- ⊖ References

Exploring Activity

Pick your
puzzle piece

A graphic showing four interlocking puzzle pieces arranged in a diamond shape. The pieces are light gray with dark gray outlines.

Today

Well - come

Situating

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- ⊖ **Patterns**
- ⊖ Reorientation
- ⊖ Commitment

Activating

- ⊖ Action
- ⊖ Resources
- ⊖ Possibility

Honouring

- ⊖ Care
- ⊖ References

Exploring *Patterns*

- Rest
- Support
- Balance
- Boundaries
- Joy



Today

Well - come

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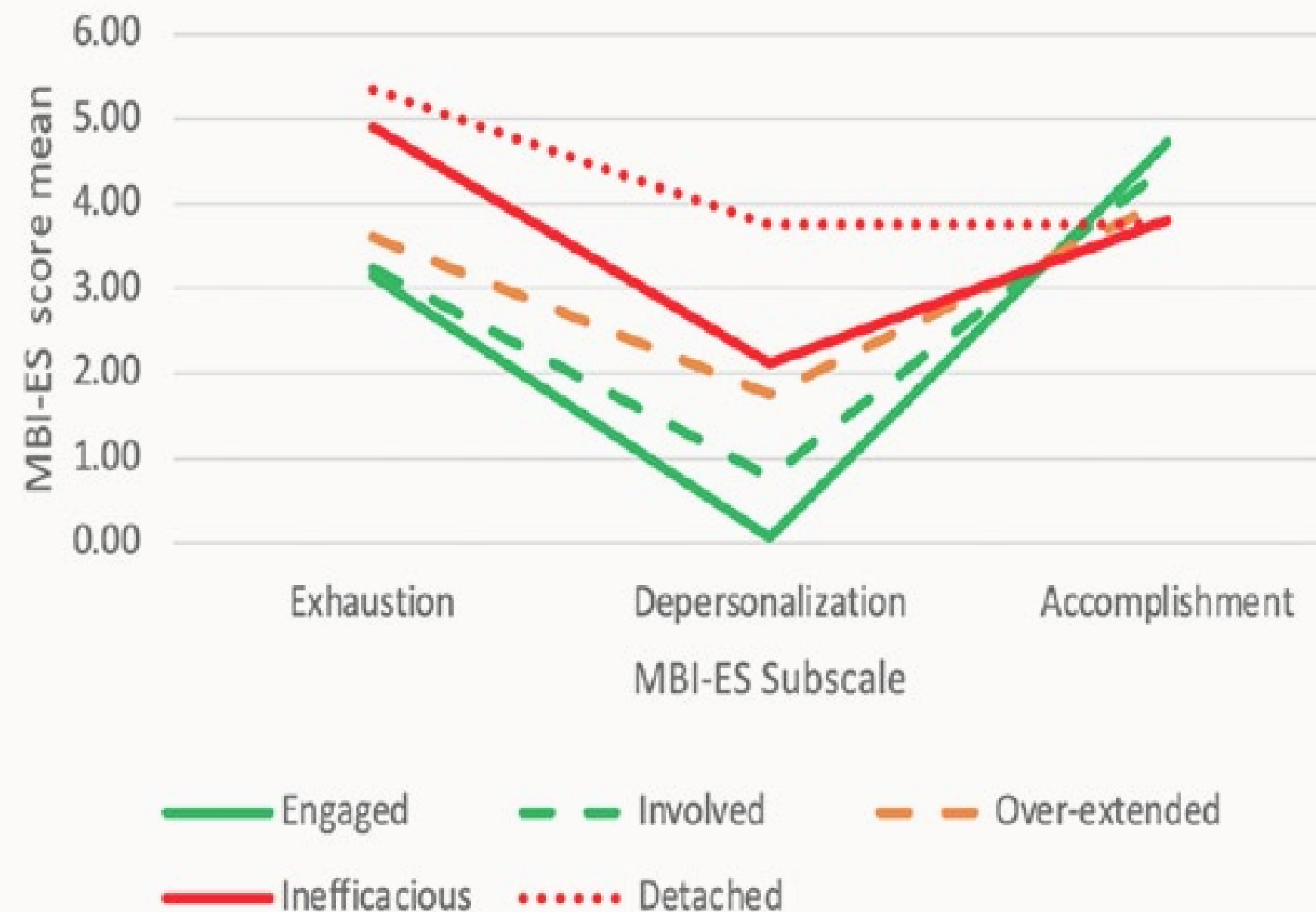
Activating

- Action
- Resources
- Possibility

Honouring

- Care
- References

Exploring the Data



Today

 Well - come

 **Situating**

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 **Exploring**

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 **Activating**

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- ⊖ Resources
- ⊖ Possibility

 **Honouring**

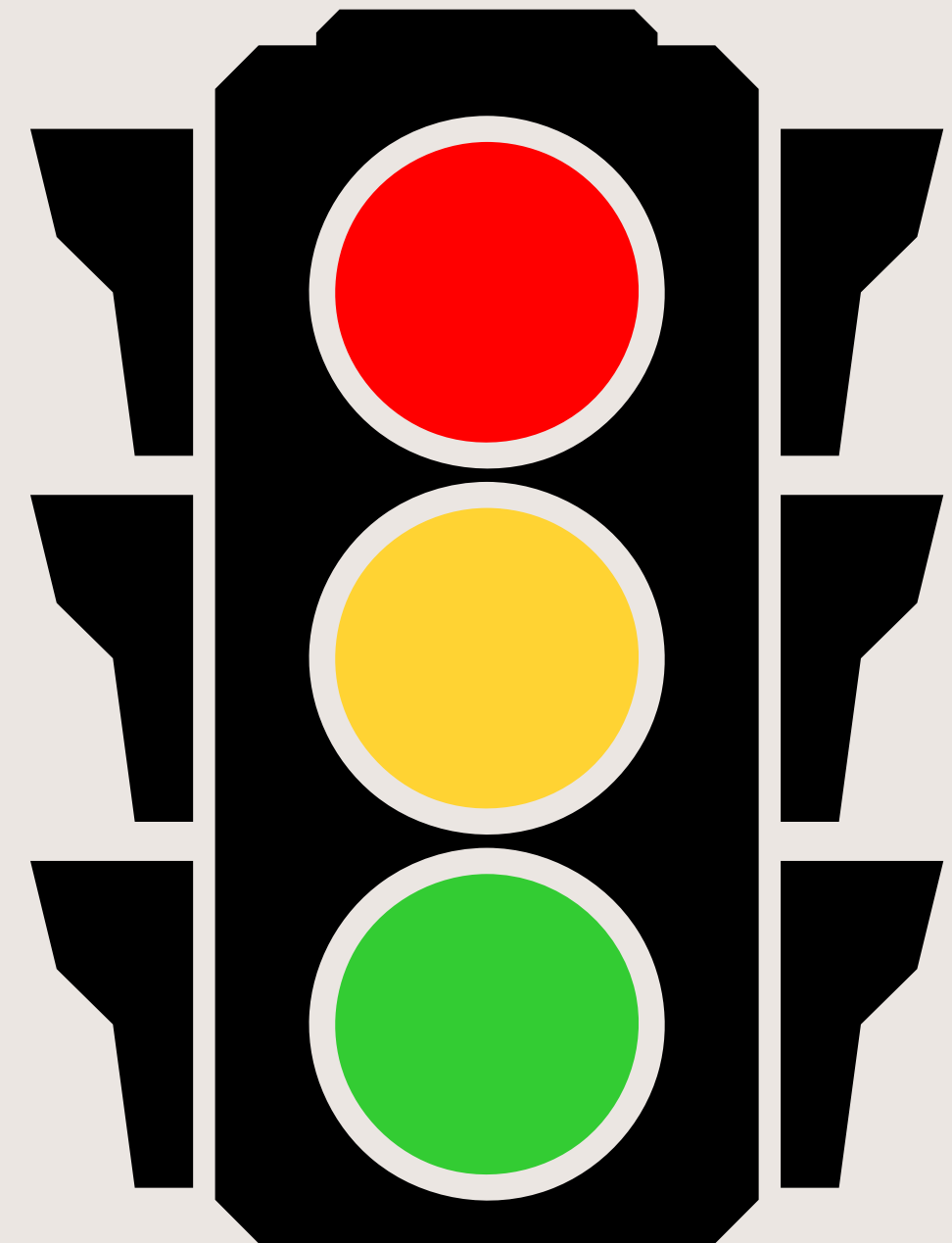
- ⊖ Care
- ⊖ References

Exploring the fit

In the red zone?

The amber zone?

The green zone?



Today

 Well - come

 **Situating**

-  Urgency
-  Timeline
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 **Exploring**

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-  Demands
-  Overload
-  Findings
-  Patterns
-  **Reorientation**
-  Commitment

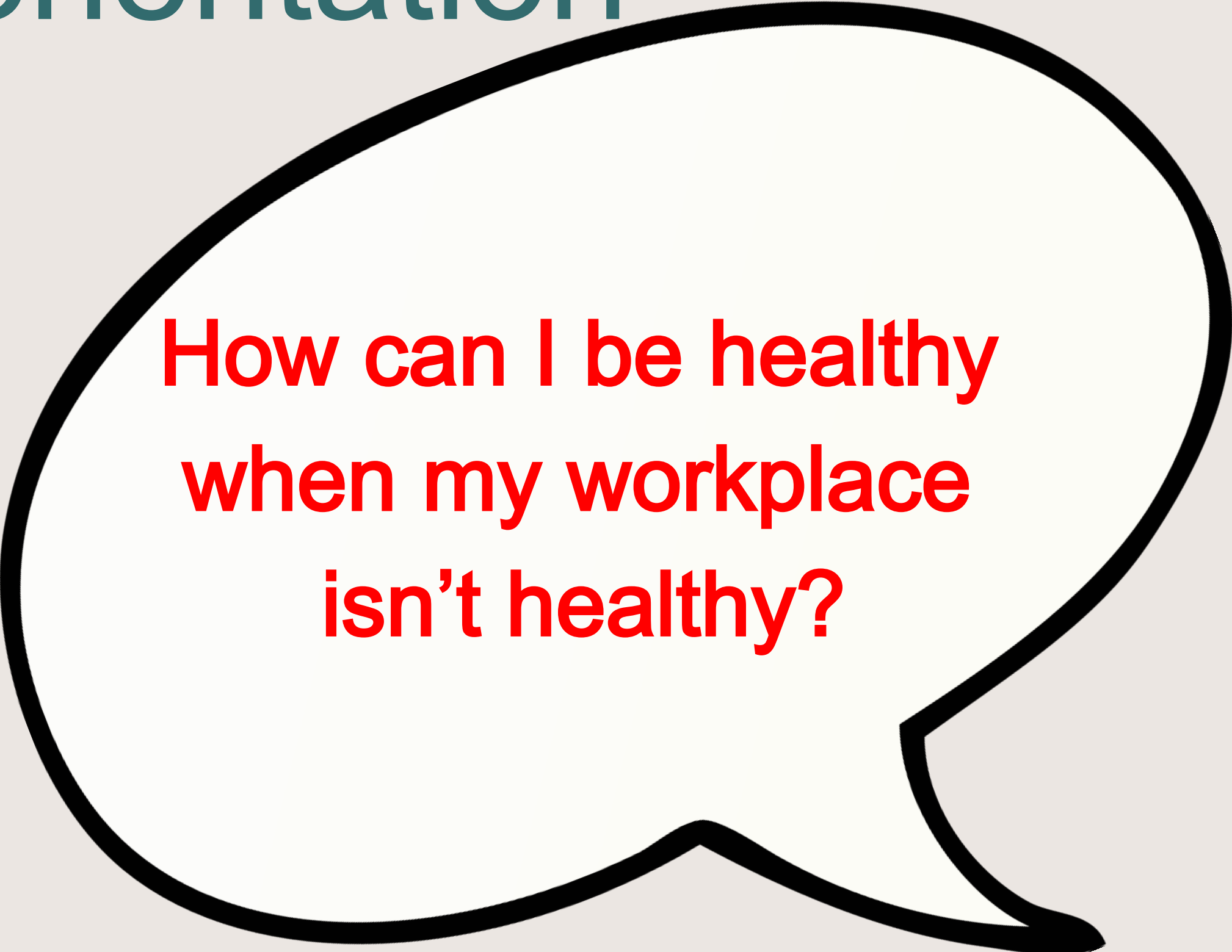
 **Activating**

-  Synergy
-  Resources
-  Possibility

 **Honouring**

-  Care
-  References

Exploring Reorientation



**How can I be healthy
when my workplace
isn't healthy?**

Today

 Well - come

 **Situating**

- ⊖ Urgency
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 **Exploring**

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- ⊖ **Commitment**

 **Activating**

- ⊖ Synergy
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- ⊖ Possibility

 **Honouring**

- ⊖ Care
- ⊖ References

Exploring

Commitment

[Home - Care For All In Education](#)



Today

 Well - come

 **Situating**

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 **Activating**

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 **Honouring**

-  Care
-  References

Exploring

Commitment

In 2024 / 25, among the Manitoba educators we surveyed

- **30 %** of clinicians
- **23%** of teachers,
- **20 %** of principals,
- **20 %** of educational assistants
- **20 %** of superintendents

reported looking for new jobs **OUTSIDE** of the education sector **due to dissatisfaction with their jobs**

Today

 Well - come

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 **Activating**

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 **Honouring**

- ⊖ Care
- ⊖ References

Exploring Commitment



Influences on Job Search Behaviours

Today

Well - come

Situating

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Exploring

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Activating

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Honouring

-  Care
-  References

Exploring Commitment

- For **teachers** , increasing *Well-being* by 1 point (on a 0 -5 scale) multiplies the odds of staying by **150.83%**.
- For **EAs**, increasing *Connectedness* by 1 point (on a 0 -5 scale) multiplies the odds of staying by **140.97%**.
- For **principals** and **superintendents** , increasing *Connectedness* by 1 point (on a 0 -5 scale) multiplies the odds of staying by **131.49%**.

Today

 Well - come

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 **Honouring**

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- ⊖ References

Activating

Now
what?



Today

Well - come

Situating

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Activating

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Honouring

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Multi -Level Collaboration

Community



Today

 Well - come

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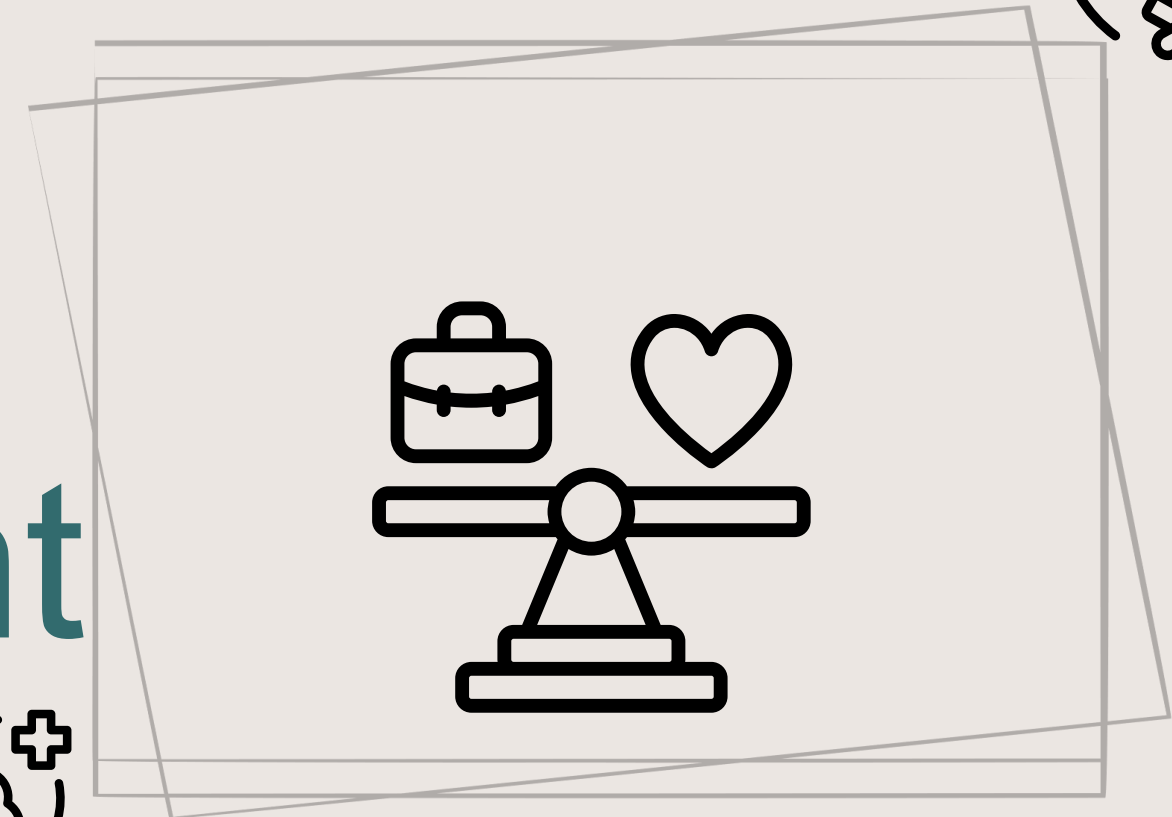
Job
Crafting



Areas of
Work Life



Resources for Engagement



Psychological
Safety



Community
Supports

Today

 Well - come

 **Situating**

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- ⊖ Possibility

 **Honouring**

- ⊖ Care
- ⊖ References

Resources for Recovery

Monitoring
&
Modeling

Digital
Downtime



Psychological
Safety

Recovery
Supports

Today

Well - come

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Activating

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Honouring

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- ⊖ References

Activating
Activity

Resources

What's Working?

What's Missing?

Today

Well - come

Situating

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Activating Possibility



School Well-Being Toolkit

Benefits At A Glance

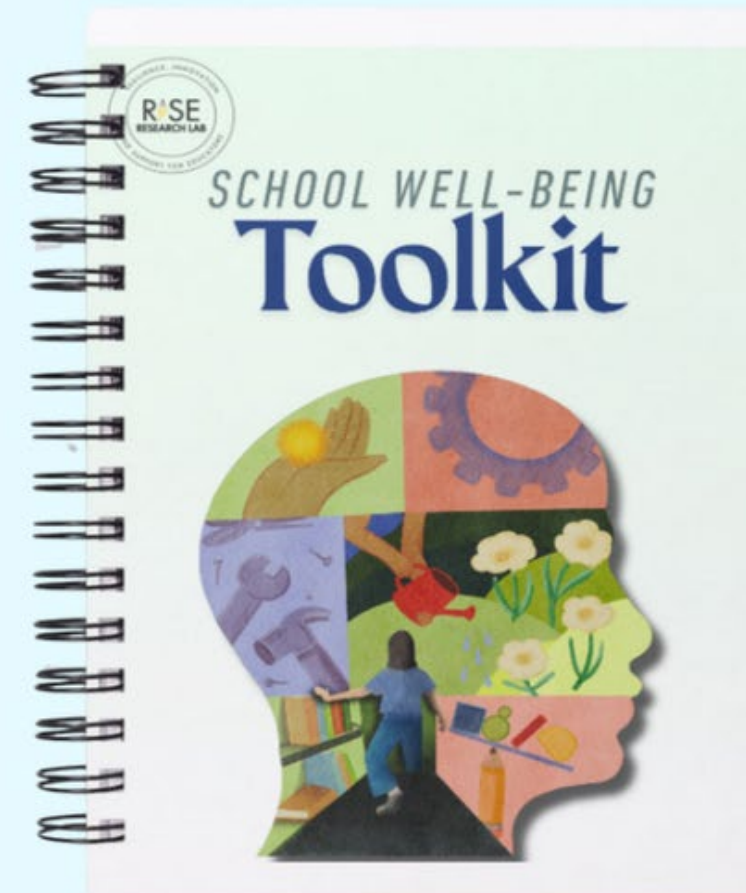
Designed to bridge research and practice while helping educators, administrators, and policymakers navigate complex challenges and support well-being with confidence.

- ✔ Supports for Educators
- ✔ Insights for Systems
- ✔ Tools for Real Change

What's Inside the Toolkit?

- Practical strategies
- Case study examples
- Reflective prompts
- Interactive learning tasks
- Planning tools
- Drawn from 5+ years of Canadian research

Open Access & Free to Use



Eblie Trudel, L. & Sokal, L. (2025). *School Well-Being Toolkit*.
University of Winnipeg. pressbooks.openedmb.ca

Today

🏠 Well - come

🔍 **Situating**

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👤 **Activating**

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💖 **Honouring**

- ⊖ **Care**
- ⊖ References

Honouring A Culture of Care



Today

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References

<https://www.rise-research-lab.com/publications>