TURN BACK THE CLOCK ON PROFESSIONAL FATIGUE
HOUSEKEEPING

BREAK 2:30 P.M.

ATTENTION SIGNAL

BANTER
WELCOME

About me ~ Here to support the success of all

Family, friends, learning, & outdoors
30 years in Alaska
Navy, MSBSD, MSHF
grateful for small things, big things and everything in between.

• Name, school, & favorite winter activity
Name, School/District, & Favorite Winter Activity
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COMPASSION FATIGUE & VICARIOUS TRAUMA
EDUCATION, ALTHOUGH AN IMMENSELY REWARDING EXPERIENCE...

“The expectation that we can be immersed in suffering and loss daily and not be touched by it is as unrealistic as expecting to be able to walk through water without getting wet.”

N.R. Remen
“Trauma turns a learning brain into a surviving brain.”

Josh Arvidson,
Child Trauma Center in Anchorage
Impact of Childhood Trauma

**Cognition**
- Impaired readiness to learn
- Difficulty problem-solving
- Language delays
- Problems with concentration
- Poor academic achievement

**Brain development**
- Smaller brain size
- Less efficient processing
- Impaired stress response
- Changes in gene expression

**Behavior**
- Poor self-regulation
- Social withdrawal
- Aggression
- Poor impulse control
- Risk-taking/illegal activity
- Sexual acting out
- Adolescent pregnancy
- Drug and alcohol misuse

**Mental health**
- Depression
- Anxiety
- Negative self-image/low self-esteem
- Posttraumatic Stress Disorder (PTSD)
- Suicidality

**Physical health**
- Sleep disorders
- Eating disorders
- Poor immune system functioning
- Cardiovascular disease
- Shorter life span

**Emotions**
- Difficulty controlling emotions
- Trouble recognizing emotions
- Limited coping skills
- Increased sensitivity to stress
- Shame and guilt
- Excessive worry, hopelessness
- Feelings of helplessness/lack of self-efficacy

**Relationships**
- Attachment problems/disorders
- Poor understanding of social interactions
- Difficulty forming relationships with peers
- Problems in romantic relationships
- Intergenerational cycles of abuse and neglect

What are Adverse Childhood Experiences (ACEs)?

ACEs are potentially traumatic events that occur in a child’s life:

- Physical Abuse
- Emotional Abuse
- Sexual Abuse
- Domestic Violence
- Parental Substance Abuse
- Mental Illness
- Suicide or Death
- Crime or Imprisoned Family
PUTTING IT INTO CONTEXT

TRAUMA SENSITIVE SCHOOLS

Trauma-Sensitive Schools Professional Development Plan

1. Pre-Requisite Training Opportunities
   - Adverse Childhood Experiences (ACEs) Training: Contact Michelle.Boydem@matst12.us to schedule a 2-3 hour training at your school or a team training at your school.
   - Youth Mental Health First Aid (YMHFA): Contact Kathryn.Ross@matst12.us to schedule an 8-hour training at your school.
   - Stewards Of Children: Stewards of Children is 24-hour prevention training that teaches adults how to prevent, recognize, and react responsibly to child sexual abuse.
   - Call The Children’s Place for a training at your school. 907-380-5137
   - www.thechildrensplace.org

2. National Council Trauma-Sensitive Schools PD
   - 2-Day Kick-Off Training (November 12-13, 2018)
   - Coaching calls with trauma-sensitive team
   - Specialty Webinars addressing strategies and 7 Domains of Trauma-Sensitive Schools
   - Mid-Year Meeting (May 2018)
   - Summit Meeting (Fall 2019)

3. Additional PD Opportunities/Resources
   - Alaska Department of Education - eLearning Modules
     - https://www.pd365.alaska.edu/idcash/eductional-one/ALASKA20172018
     - NML: Trauma-Sensitive Learning (Released October 2017)
     - NML: Overviewing Kids in Alaska Schools (Released May 2015)
   - Wisconsin Department of Education - Trauma-Sensitive Schools Learning Modules
     - https://opls.gov/psych/mental-health/trauma-modules
     - MSBSD My Learning Plan FEI’s - Watch MLP for various professional development opportunities
     - Summer Academy in the Mat-Su (BAMS)

Empowering students through relationships, resiliency and hope.
WHAT ELEMENTS CAN YOU CONTROL?

"When little people are struggling with BIG emotions, it's our job to...

SHARE OUR CALM...

...not join their chaos"

L.R. KNOST

Full Cup Play Therapy
What is compassion fatigue?

not sure, is it contagious?

pastel colored military clothing

"the cost of caring"
“Occupational hazard” for those in helping fields

× CF- “the profound emotional and physical erosion that takes place when helpers are unable to refuel and regenerate”

× VT- “the transformation of our view of the world due to the cumulative exposure to traumatic images and stories”

Different from burnout, depression, & moral distress
TERMINOLOGY?

Why?
Know and understand the phases of fatigue

- Which phase do you most often notice in those around you?
- Which phase do you most identify with?

Video, J.Baker, M.D. & J.Kane, M.D.
Which phase in the compassion fatigue cycle do you most identify with?

- **A** Zealot- enthusiastic, ready to...
- **B** Irritability- beginning to...
- **C** Withdrawal- tired all the time...
- **D** Zombie- hopelessness turns to ...
- **E** Pathology- overwhelmed, leave ...
- **F** Renewal- hardy, resilient, tran...

- **Zealot** - enthusiastic, ready to problem solve, eager to help, willing to go the extra mile
- **Irritability** - beginning to cut corners, distancing ourselves, belittle colleagues and parents/students
- **Withdrawal** - tired all the time, no longer see the individual, neglect work/family/friends/self, difficulty empathizing
- **Zombie** - hopelessness turns to rage, hate all people, disdain for students/parents, no patience, no time for fun
- **Pathology** - overwhelmed, leave profession, somatic illness
- **Renewal** - hardy, resilient, transformation
HOW DOES COMPASSION FATIGUE IMPACT OUR TEACHING?
“Trauma turns a learning brain into a surviving brain.”

Josh Arvidson,
Child Trauma Center in Anchorage
SIGNS & EXAMPLES
IMPACTS OF CHRONIC EXHAUSTION

Factors affected by fatigue:
- Vigilance
- Decision making
- Memory
- Error
- Health
- Attention
- Reaction time
If the people who never contribute had to work together on the same group project

Man Returns To Work After Vacation With Fresh, Reenergized Hatred For Job

PSYCHOLOGICAL IMPACT

CYNICISM
“IMPAIRED ABILITY TO MAKE DECISIONS”
~ ETHICAL OBLIGATION?

Green Cross Standards of Self Care Guidelines

First, do no harm to yourself in the line of duty when helping/treating others.

Second, attend to your physical, social, emotional and spiritual needs as a way of ensuring high quality services for those who look to you for support as a human being.
Children learn self-regulation skills through others; self-regulation with children is essential - but this means personal (adult) use of self-regulation is even more crucial.
“I’ve come to a frightening conclusion that I am the decisive element in the classroom. It’s my personal approach that creates the climate. It’s my daily mood that makes the weather. As a teacher, I possess a tremendous power to make a child’s life miserable or joyous. I can be a tool of torture or an instrument of inspiration. I can humiliate or heal. In all situations, it is my response that decides whether a crisis will be escalated or de-escalated and a child humanized or dehumanized.”

Haim Ginnott
Respond with a 'yes' or 'no' - Within the last month, I have noticed how my mood and/or mental state impacts the students I work with.
WHAT IS COMPASSION SATISFACTION?

In your own words, share your definition of compassion satisfaction.
WHERE ARE WE?

Professional Quality of Life – self assessment

*merely a screener; not a psychological or medical test
REMOVE THE STIGMA

Fire fighters
Judges
Police officers
Chaplains/Clergy
Psychologists
Shelter workers
Immigration workers

Physicians
Surgeons
Nurses
Social workers
Prison therapists
Animal shelter workers
Paramedics
A TOXIC WORKPLACE?

Every larger system has an obligation to the people who make it work, as well as to the people it serves.

At the same time, each of us must recognize that we have a role to play in shaping the organizations and social systems we participate in.
Which phase do you most often notice in those around you?

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“SOCIAL SUPPORT AT WORK WAS **THE MOST SIGNIFICANT FACTOR ASSOCIATED WITH COMPASSION SATISFACTION**”
“The positive feelings we get when we realize that the compassion we put into working with others is resulting in some positive change such as relief, growth, or healing. In learning and teaching, compassion satisfaction is most often felt by both student and teacher.”
TURN BACK THE CLOCK

PREVENTATIVE STRATEGIES
FOR ONE MINUTE, WALK OUTSIDE, STAND THERE, IN SILENCE, LOOK UP AT THE SKY AND CONTEMPLATE HOW AMAZING LIFE IS

Break Time
Please set a timer on your phone
3 Levels of Solutions

- **Professional**
  - Continuing education & training
    - Classroom Management!

- **Organizational**
  - Acknowledge & openly discuss - remove stigmas!
  - Supportive network
    - Healthy debriefing
    - Peer support
    - Assess work loads
    - Professional development
    - Schedule regular check-ins

- **Personal**
  - Improve self-care through honest self-assessment
Professional

- Continuing education & training
  - Classroom Management!

Hattie's Effect Sizes

- Teacher estimates of achievement: 1.62
- Collective teacher efficacy: 1.57
- Self-reported grades: 1.33
- Piagetian programs: 1.28
- Conceptual change programs: 1.16
- Response to intervention: 1.07
- Teacher credibility: 0.9
- Micro teaching: 0.88
- Cognitive task analysis: 0.87
- Classroom discussion: 0.82
- Interventions for learning disabled: 0.77
- Interventions for the disabled: 0.77
- Teacher clarity: 0.75
- Reciprocal teaching: 0.74
- Feedback: 0.73
Why focus on supporting positive behavior?

- 17% of teachers lost four or more hours of teaching time per week
- 19% of teachers said they lost two or three hours
- In urban elementary schools, 21% said they lost four or more hours per week.
- In urban secondary schools, 24% said they lost four or more hours per week.
  - Source: American Federation of Teachers (AFT)

“It’s like bleeding to death from paper cuts.” Randy Sprick
TEACHER CLARITY
STOIC Checklist

Proactive
Positive
Instructional
STAY CONSISTENTLY FIRM

- Establish rules - leverage your social contract
- Correcting early-stage misbehaviors
- Consequences for rule violations

WHAT YOU DO EVERY DAY MATTERS MORE THAN WHAT YOU DO ONCE IN A WHILE.
Professional
  - Continuing education & training
    - Classroom Management!

Organizational
  - Acknowledge & openly discuss- remove stigmas!
  - Supportive network
    - Healthy debriefing
    - Peer support
    - Assess work loads
    - Professional development
    - Schedule regular check-ins

Personal
  - Improve self-care through honest self-assessment
“IMPROVED SELF-CARE, THE CORNERSTONE OF MITIGATING THE IMPACT OF COMPASSION FATIGUE”

- Honestly assess your life
- Balance nourishing & depleting activities
- Self-awareness of stress signals, feelings, actions, reactions and how our past influences our life now

Self-validating caregiving = self-care that is guilt free
How do you sabotage self-care?
4 STEPS TO WELLNESS

- Take Stock
- Self-Care & Work/Life Balance (Harmony)
- Develop Resiliency Skills

Commit to Change
STEP 1: TAKE STOCK & TRACK YOUR STRESSORS

“The Body Keeps Score”
* eye twitch
* shoulder aches
* headaches
* anxiety
TOO MUCH ON YOUR PLATE!

If you've got too much on your plate, no manner of rearranging will reduce your stress. You must pare down first.

MUST BE NICE
Wake-up Call
There is no such thing as work-life balance - it is all life. The balance has to be within you.

SADHGURU
How do you disconnect from work?
THE “IDEAL SCHEDULE”

“Self-care is not something we figure out once and for all and get the certificate and put it on our wall”

- **At a minimum**
  - Set quarterly reminders
  - Tweak as needed
  - “Dig where ground is soft”
take out phones, enter a quarterly reminder (2-3 minutes)
STEP II - PART 2
SELF-CARE INVENTORY
GET MORE SLEEP!

SLEEP DEBT - TEST TIME!

What type of sleeper are you?

Dolphins are light sleepers, who are often diagnosed with insomnia.

Lions tend to wake up early with lots of energy. By early evening they're exhausted.

Bears' internal clocks track the rise & fall of the sun. They need a full 8 hours of sleep a night.

Wolves have a hard time waking up early and are most energetic in the evenings.
List healthy nighttime routines
HEALTHY EATING ~ 10 TIPS

Accountability tip - imagine someone you most respect observing you
Share a healthy eating tip
SELF-ESTEEM & NUTRITION
Don't workout because you think you "need" to. Do it because your body deserves love, respect, and healthy attention.

~Demi Lovato
FITNESS - START SMALL & “LET IT GO”
List one or two small ways to increase your physical activity
YOGA TRANSITION

1. Seated Crescent Moon Pose
2. Wrist and Finger Stretches
3. Chair Pigeon Pose
4. Sit and Stand Chair Pose
5. Desk Chaturanga
6. Desk Upward Dog Pose
TIME FOR SELF -
AT LEAST ONE NOURISHING ACTIVITY EACH DAY

Delegate, let go of control, ask for help, or ‘just say no’
Boundaries
“ACES IS NOT YOUR DESTINY”

Life-long Impacts
Chronic diseases later in life
(Heart disease, lung cancer, diabetes, autoimmune diseases)
Social & emotional problems
(Depression, violence, victim to violence, suicide, addictions)
LASSIE!
GET HELP!!
STEP III - DEVELOP RESILIENCY

“Bounce Back!”

- **B**, Bad times don’t last, and things get better
- **O**, Other people can only help if you share with them
- **U**, Unhelpful thinking only makes you feel worse (CBT)
- **N**, Nobody is perfect; not you, not your friends, not your family, not anybody!
- **C**, Concentrate on the good things in life, no matter how small
- **E**, Everybody suffers, feels pain, and experiences setbacks; they are a normal part of life
- **B**, Blame fairly: negative events are often a combination of things you did, things others did, and plain bad luck
- **A**, Accept what you can’t change and try to change what you can.
- **C**, Catastrophizing makes things worse, don’t fall prey to believing in the worst interpretation
- **K**, Keep things in perspective. Even the worst moment is but one moment in life.
What is sliming?

How will you prevent others from sliming you?

How will you keep from sliming others?
WHAT TO TELL MYSELF WHEN I'M FEELING DISCOURAGED

1. This is tough. But so am I.
2. I may not be able to control this situation. But I am in charge of how I respond.
3. I haven't figured this out...yet.
4. This challenge is here to teach me something.
5. All I need to do is take it one step at a time. Breathe. And do the next right thing.
Mindfulness-based stress reduction (MBSR)

- "25 years of studies clearly demonstrate that MBSR is helpful in reducing emotional distress and managing severe physical pain."
NOTE TO SELF: REMEMBER TO BREATHE

Take a breath, take a walk, hit the pause button, whatever you need to reset.
TAPPING YOUR CRAVINGS AWAY
FINGERHOLD PRACTICE
MANAGING EMOTIONS & STRESS
OTHER MBSR TECHNIQUES

- Switching
- Developing self-awareness skills (5/4/3/2/1)
- Visualization
- Body awareness - body scan

60 second body scan
STEP IV - COMMIT TO CHANGE

Application of knowledge is...
Smallest chapter ~ hardest part!
Create a supportive network
10/10/10 rule
Past/Present/Future
Motivation Theory says...

The degree to which an individual expects to be successful is expectancy.

The degree to which an individual values the rewards is the value factor.

You need both to have motivation!
COMMIT TO CONSISTENT CHANGE

“All of the knowledge does little good unless it leads to change”...

- You’re not alone...share your plan...incentivize your goals
- Support others in their unique approach to self-care...
- Imagine your best friend...
79 Self-care Inventories

Wellness Compass

[Diagram of a Wellness Compass with various sections for heart, spirit, mind, and strength, along with a QR code and a list of SMART (Specific, Measurable, Attainable, Relevant, Time-Based) goals.]
RECONNECTING WITH THE
REWARDS OF THE WORK

Reflecting on your strengths & successes, how have you made a difference to others?
What are the rewards of your work? What keeps you going?
BUILD & SUSTAIN A POSITIVE CLASSROOM CULTURE

The Joy Factor

“Joy exists for students in all the forms it exists for adults: loud or quiet; individual, small group, or large group oriented. The common theme is for teachers to find a way to let their own genuine version of joy shine through. For some, quiet passion is the most common form; for some it’s humor; for others, high-energy antics.” (TLAC, pg 215)
How do you consistently incorporate joy into your day?
Humor
Fun & Games
Us (and them)
Drama, song, & dance
Suspense & surprise

- Draw from students love
  - Challenges
  - Competition
  - Consistency

- Strong routines will increase impact of suspense & surprise...and makes the classroom an adventure!
  - Special nickname
  - Secret class signal
  - Special greeting
  - Class name
  - Class song
  - Routines & class traditions
  - Referencing shared stories
If kids come to us from strong, healthy functioning families, it makes our job easier. If they do not come to us from strong, healthy, functioning families, it makes our job more important.

-- Barbara Colorose
SUMMARY

Self care means giving THE WORLD the best of YOU instead of WHAT IS LEFT of YOU.
BE WELL ❤ ~ THANK YOU!

Survey