Wellbeing and Flourishing of School Administrators

By Carmine Minutillo
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"They meet in there. Some kind of support group."

“You’ve got to get a handle on the screaming and running down the hall. I don’t care how afraid you are of your students.”
Some Context

I've worked for my current school board for 20 years.

I've been a principal now for 11 years.

I have served at my current school for 6 years.

Married, 2 children (16 and 11 years old).

Love to be outside, with friends and family, and all by myself sometimes.
In what ways do you experience wellbeing in your work?

- Work/Life Balance (commute, summer, work at home, social life factors).
- Sense of community at work/interpersonal relationships/trust
- Sense of humour
- Colleague support community when needed
- Don’t sweat the small stuff
How has this changed over your years of work?

- I’m conscious of focusing on the what we do right as a school/system instead of what we could be doing better.
- Demands of the role of the principal have increased significantly (mental health, lockdowns, technology, Rowan’s Law, Sabrina’s Law, support staff in relation to student need, Community Use of Schools, full-day all-day Kindergarten, curriculum leader, etc.)
- Board-wide focus on well-being and wellness.
What conditions are necessary to support wellbeing and flourishing for administrators in their work?

**School**
- Collegial support
- Healthy partnership with parents, teaching staff, support staff
- PD funds allocated to wellness
- Praise often
- Take care of yourself

**System**
- System acknowledgement/initiatives (30 challenge, P/VP Retreat, Leadership Meeting wellness time)
- PD funds allocated to wellness
What are some of the ways positive teacher leadership could be fostered in schools?

- Autonomy
- Trust
- Shared vision/goal (Transformational Leadership)
- School Climate
- Motivation
Thank You!