SUPPORTING PRINCIPAL WELL-BEING MANAGING STRESS AND AVOIDING BURNOUT

April 9, 2025

Strong Principals, Strong Schools

Please note that State of Ohio and Ohio Department of Education and Workforce policies prohibits the use of external AI tools during our meetings.

SUPPORTING PRINCIPAL WELL-BEING

Managing Stress and Avoiding Burnout

Ohio Department of Education & Workforce

TODAY'S AGENDA

- Welcome and Updates

- Speaker: Dr. Tyler Arnold, Principal of Milford High School

- Q & A

- Next Chat – May 14, 2025

Ohio Department of Education & Workforce

LEADERSHIP SUPPORTS WEBPAGE

- Administrative Calendar

- Resources

- Schooladmin@education.ohio.gov

Strong Principals, Strong Schools

The Ohio Department of Education is committed to the support of all educators, and Principals and Assistant Principals in particular. A recent report on principal impact from the Wallace Foundation states, **"Principals really matter. Indeed, it is difficult to envision an investment with a higher ceiling on its potential return than a successful effort to improve principal leadership."**
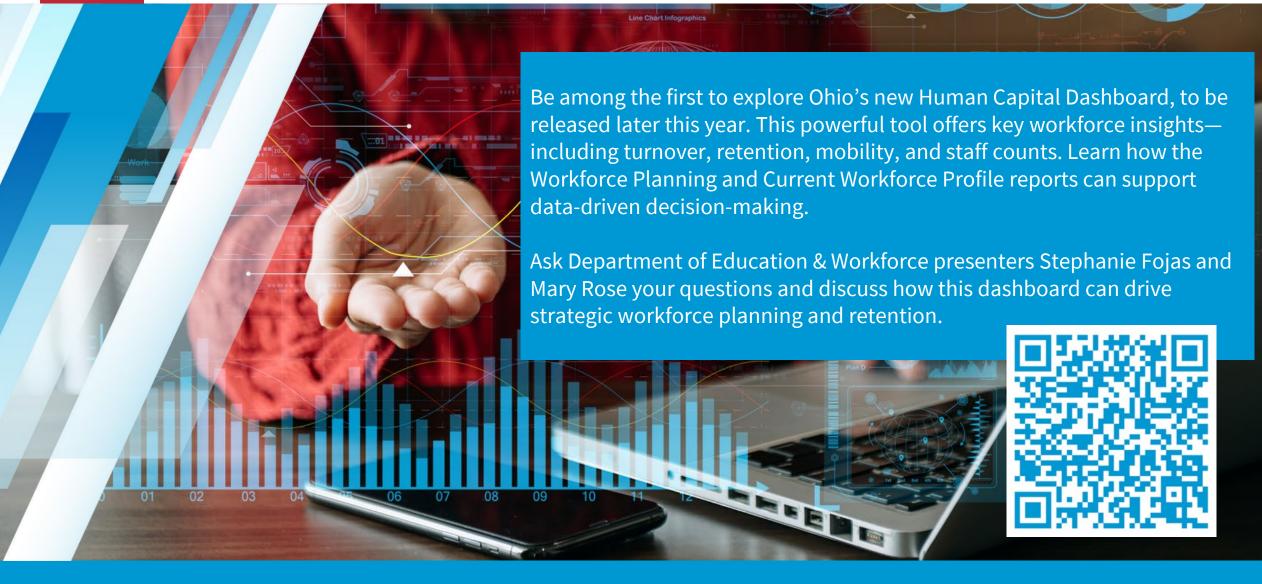
Administrative Calendar

Educator Licenses

Professional Development

Associations

Higher Education

Resources

Be among the first to explore Ohio's new Human Capital Dashboard, to be released later this year. This powerful tool offers key workforce insights—including turnover, retention, mobility, and staff counts. Learn how the Workforce Planning and Current Workforce Profile reports can support data-driven decision-making.

Ask Department of Education & Workforce presenters Stephanie Fojas and Mary Rose your questions and discuss how this dashboard can drive strategic workforce planning and retention.

Virtual Networking Session | Jun. 4, 2025 (10–11 a.m.)
Unlocking Insights—Ohio's New Human Capital Dashboard

Department of Education & Workforce
Human Capital Resource Center

NEW PROFESSIONAL LEARNING FROM OLAC

MESSAGE FROM OAESA AND OASSA

Now is the time to join your professional organization!

- OAESA Membership

- OASSA Membership

OAESA Events: https://oaesa.org/events/

OASSA Events:

https://oassa.org/conferences/

GAME changers

LEVELING UP FOR KIDS

HILTON COLUMBUS AT EASTON
JUNE 16-17, 2025

Put your game face on and join your colleagues at OAESA's 2025 Professional Conference, Game Changers: Leveling Up for Kids. Designed to enhance your skills and enrich student learning, this is your opportunity to dive into innovative strategies and learn more about the latest trends in PK-8 education — all while forging valuable connections to help you achieve your professional and personal aspirations.

🔑 Featured Keynotes 🔑

Meet our keynote speakers — game changers in educational leadership, empowering educators with innovative tools and insights for today's educational landscape.

Dr. Nicole Law
Innovative Educators: Game
Changing the Future

Jamie Meade
Cultivating Hope
in Education

Eric Curts
EdTech Specialist and
Control, Alt, Achieve Creator

Registration is Open

OHIO STANDARDS FOR PRINCIPALS | 2018

Leadership

Standard 1: **Mission, Vision and Core Values**	The effective educational leader develops, advocates and enacts a shared mission, vision and core values.
Standard 2: **Ethics and Professional Norms**	The effective educational leader acts ethically and according to professional norms.
Standard 3: **School Improvement**	The effective educational leader implements collaborative structures and shared leadership to analyze data and causality, align evidence-based strategies to deliberate goals, develop the capacity of staff, and partner with internal and external supports to improve teaching and learning conditions and outcomes.

Learning

Standard 4: **Curriculum, Instruction and Assessment**	The effective educational leader fosters an environment of effective and rigorous personalized instruction by ensuring each student has equitable access to effective teachers, leaders and learning supports.
Standard 5: **Professional Capacity of School Personnel**	The effective educational leader supports all staff by promoting and organizing an environment focused on continuous improvement and personal growth to achieve positive outcomes for each student.

Culture

Standard 6: **Equity and Cultural Responsiveness**	The effective educational leader models, supports and cultivates a school culture characterized by equity and inclusiveness.
Standard 7: Community of Care and Support	The effective educational leader develops and sustains positive partnerships with and among students, staff and stakeholders to create a safe and caring school environment.
Standard 8: **Meaningful Engagement of Families and Community**	The effective educational leader develops and sustains partnerships with families and the community by acknowledging the school as a community resource and understanding the context of its existence within the larger community.

Management

Standard 9: **Strategic Staffing**	The effective educational leader is integral to the recruitment, hiring and assignment of staff to ensure representation of diverse expertise and skill sets are aligned to the priorities of the focused plan while also promoting staff professional growth, cultural competence and opportunities for leadership.
Standard 10: **School Operations**	The effective educational leader develops and implements structures to maximize learning through relationships, management, fiscal responsibility and adherence to district and state laws, policies and procedures.

Ohio

Welcome

Hi, I'm Tyler Arnold.
I've been in education for over a decade—serving in a variety of roles, from classroom aide to building principal.

Thank you for being here.
I know how valuable your time is, especially as school leaders.

This session is about you.
Protecting your energy so you can continue leading with clarity, resilience, and purpose.

Why This Conversation Matters

Content:

- 89% of principals report job-related stress (NASSP, 2023)

- High turnover, low longevity

Turnover Rates:

- **16% of public school principals** left their positions by the beginning of the 2022–23 school year, marking an increase from previous years.

Average Tenure:

- As of the 2016–17 school year, the average tenure of principals in their schools was **four years**. Notably, **35% of principals** had been at their schools for less than two years, while only **11% had served for ten years or more**.

High-Poverty Schools:

- Principal turnover is particularly pronounced in high-poverty schools, with rates reaching **23%** in the 2021–22 school year, highlighting the challenges faced in these environments. RAND Corporation

Goals for Our Time Together

✅ **Recognize the Signs**
 Understand how stress and burnout show up in your leadership and daily life.

✅ **Discover Practical Strategies**
 Explore both personal habits and system-level supports that protect your well-being.

✅ **Make a Commitment**
 Leave with one intentional action you'll take to support your resilience.

Stress vs. Burnout – Know the Difference

Stress	Burnout
Over-engaged	Disengaged
Emotionally reactive	Emotionally withdrawn
Fatigued	Fully exhausted
Hyper-alert	Numb or detached
Feels urgent	Feels hopeless

Top Pressures School Leaders Face

Common Pressures Faced by Principals

Crisis Management
Emotional Labor
Expectations
Decision Fatigue
Accountability
Trauma
Urgency
Community Demands
Time Poverty
Discipline
Isolation
Always On

Red Flags – What to Watch For

We've all been there. This is not weakness.

Are You Noticing the Signs?

- ☑ Trouble sleeping or constant fatigue
- ☑ Feeling emotionally numb or easily irritable
- ☑ Avoiding difficult conversations or decisions
- ☑ Second-guessing yourself more than usual
- ☑ Neglecting your own needs or well-being

Quick Wellness Check-In

🧠 **On a scale of 1–5**, how would you rate your current well-being?
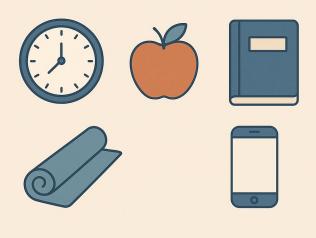
1 = Running on empty   5 = Fully recharged

💭 **Mindset Shifts That Matter**

🗣 *"I am replaceable at work, but not at home."*

🗣 *"Rest is a productivity tool, not a reward."*

🗣 *"Just because I can do it all doesn't mean I should."*

Daily Habits That Refill Your Tank

💬 *What small ritual, routine, or rhythm has helped you stay connected to yourself, your purpose, or your people—especially on the hard days?*

Practical Strategies

- Morning quiet or reflection time
- Regular exercise or walks
- Setting a no-email boundary after hours
- Journaling 3 things you're grateful for
- Connection: Weekly check-in with a friend/mentor

System-Level Support is Essential

We need support, not just responsibility.

You can't delegate burnout—
but you *can* share the load.

The Well-Being Support Triangle

Peer

Regular
coaching or
check-ins

Leadership teams
that share the load

Scheduled time for reflection,
not just reaction

Mental health services and access

Personal   Organizational

Lead With Vulnerability and Boundaries

🔷 **Lead Well by Living Well**

◆ **Share Your Story**

Open up about your own well-being journey. Let your team know it's okay to not be okay—and to seek balance.

◆ **Model Healthy Boundaries**

Leave on time. Take lunch. Set email limits. When you lead with balance, others feel permission to follow.

◆ **Normalize Asking for Help**

Create a culture where collaboration and support are strengths, not weaknesses.

TOOLS TO SUPPORT YOUR WELL-BEING

📚 **Books to Refuel Your Mind**

• *The Burnout Cure* – Chase Mielke

• *Permission to Feel* – Marc Brackett

• *Onward* – Elena Aguilar

• *Dare to Lead* – Brené Brown

🔢 **Apps for Mindfulness & Recovery**

• Calm   • Headspace   • Insight Timer

• Mood Meter

🤝 **Networks That Get It**

• NAESP / NASSP

• Local PLCs & leadership cohorts

• The Principal Project (Meta/X)

• Women in Leadership & Equity Circles

💡 **Personal Practices**

• Set digital boundaries

• Journal wins + stress triggers

• Try a weekly digital detox

• Keep a "joy list" visible

Reflection & Commitment

🔒 **Commitment Increases Follow-Through by Up to 91%**

A study by Dr. Gail Matthews at Dominican University found that:

- People who **write down their goals** are **42% more likely** to achieve them.

- Those who **share their goals and make a commitment** with an accountability partner have up to a **91% success rate**.

💬 **What's One Thing You'll Do This Week to Protect Your Energy?**

1. **Write it down.**

2. **Find someone to share it with.**

If you need someone, my email is **arnold_t@milfordschools.org** — I'd be happy to support you.

🧠 **You Are the Culture You Create**

When you protect your own well-being, you model balance, sustainability, and purpose for your entire school community.

💡 **What We Explored Together Today:**

- Recognized the signs of stress and burnout

- Explored practical strategies—daily and systemic

- Made a personal commitment to lead with resilience

- Connected with tools, resources, and reflection prompts

- Acknowledged that **you don't have to carry it all alone**

NEXT PRINCIPAL CHAT

— Second Wednesday each month at 9:30 – 10:30am

— May 14, 2025 – First Impressions, Lasting Impact: Mastering Staff Onboarding

— Contact: schooladmin@education.ohio.gov

EXIT SURVEY

QUESTIONS?

EDUCATION.OHIO.GOV