

TEACHERS' MENTAL HEALTH PROBLEMS: A POSSIBLE SOLUTION

by:

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Teacher mental health issues are essential because they not only have a negative impact on teachers themselves but also have a direct impact on classroom outcomes. According to one survey, 77% of instructors believe poor mental health has a negative impact on students' mental health, and 85% believe it has a negative impact on lesson preparation quality.

In one of the recent surveys, more than half of British teachers have a confirmed mental health problem, with 76% of education professionals having behavioral, psychological, or physical symptoms as a result of their work in the previous year.

Rabago-Mingoa (2017) of Dela Salle University did a related study with 100 public and private school teachers in Manila, and the five most common reasons for stress for these teachers are as follows: (1) too much paperwork (52%); (2) high cost of living (51%); (3) insufficient salary and other financial concerns (46%); (4) oversized classes (43%); and (5) being too busy (including concurrent activities such as school, employment, parenting, community service, and so on 32%).

Teachers' stress levels and morale are known to take a hit due to excessive workloads. Therefore, schools that allow for agreements like job-sharing will have a much easier time retaining employees and minimizing related issues. Even while the agency is currently working on ideas to aid schools in workload management, there are some methods that leaders can apply immediately. Helpful measures include limiting meetings after school hours and inviting only those who need to be there, encouraging employees to take

breaks and lunches, and not demanding instantaneous responses or sending reports outside of normal business hours.

School administrators can help students cope with the crisis by fostering welcoming and encouraging environments. School administrators can better resolve difficulties when they establish "open-door" policies and actively encourage staff members to discuss them. New employees are at a higher risk for mental health issues, so a mentoring or buddy system could be very helpful for them. To this end, other programs such as wellness surveys, educating employees as mental health first aiders, and providing individual mental health assistance to preservice and in-service teachers are also viable options.

Studies have shown that increased levels of effective training lessen the desire to switch schools, hence it is common advice to offer extra training and development to teachers as a means of increasing retention. School administrators should actively encourage staff to frequently participate in continuous professional development (CPD) due to studies showing that such opportunities increase teacher retention, indicating that instructors are content and established in their current positions.

CBT is a type of talk therapy that emphasizes self-awareness and the development of new habits in order to counteract the detrimental consequences of previously established thought patterns. Clinically-based cognitive behavioral therapy (CBT) has been found to be second only to medicine in terms of its efficacy in treating mental health issues, specifically anxiety and depression. Meditation and other mindfulness practices are also known to boost mental well-being. The ability to control one's emotions and mental states can be developed via training in self-awareness.

The regular practice of mindfulness techniques dramatically lowered participants' stress. Meditation has been shown to lessen the amount of brain tissue that is responsible for anxious and worried thoughts. Schools might provide simple, effective strategies for

enhancing mental health by incorporating these alternatives with others, such as Zumba and physical fitness sessions.

There is no "Holy Grail" solution to the mental health epidemic in schools, but there are many options for leaders to try. Because of this diversity in response, it is essential to foster welcoming and encouraging environments where assistance can begin with the person and be tailored to their specific needs. But this doesn't mean schools shouldn't try everything they can; in fact, there are several approaches that are great for teachers' mental health and don't need much effort to implement. Teachers, students, and administration can all benefit in the long run from a few little improvements.

References:

<https://www.openaccessgovernment.org/teacher-mental-health-matters/60935/>

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