Caring for Yourself: Foundational to Caring for Others

Hot Topics Webinar
February 20, 2019

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Outcomes

Deepen participants’ understanding of the symptoms, causes, and effects of chronic stress

Hear a state story  - South Carolina

Identify strategies and resources for reducing stress, increasing mindfulness, and practicing self-care
Poll

Who is on the webinar today?
Linking to Quality

How does this topic link to quality care for infants and toddlers?
What Causes You Stress?
Consider These Early Childhood Workforce Facts

- Nearly half of the people who watch children receive some kind of government assistance.

- The median hourly wage is $9.77.

Supporting the Psychological Well-Being of the Early Care and Education Workforce: Findings from the National Survey of Early Care and Education

This report shared the following findings:

◆ “Teachers had less psychological distress when they experienced teamwork, respect, and stability at work” (p. 2, emphasis added).
◆ Teachers with lower household incomes reported greater psychological distress.

Supporting the Psychological Well-Being of the Early Care and Education Workforce: Findings from the National Survey of Early Care and Education

This report recommends programs explore the following:

◆ “Aspects of workplace climate, including teamwork and respect”
◆ “A broader range of possible supports and practices to strengthen social connections … among employees”
◆ “A range of practices or conditions that may alleviate financial or material stressors for teachers”

Effects and Different Types of Stress
The Effects of Stress

- **POSITIVE**
  - Brief increases in heart rate, mild elevations in stress hormone levels.

- **TOLERABLE**
  - Serious, temporary stress responses, buffered by supportive relationships.

- **TOXIC**
  - Prolonged activation of stress response systems in the absence of protective relationships.

Effects of Stress on your body

Common effects of stress on your body

- Headache
- Muscle tension or pain
- Chest pain
- Fatigue …
- Stomach upset
- Sleep problems

Effects of Stress on your mood

Common effects of stress on your mood

- Anxiety
- Restlessness
- Lack of motivation or focus
- Feeling overwhelmed
- Irritability or anger
- Sadness or depression

Effects of Stress on your behavior

Common effects of stress on your behavior

• Overeating or undereating
• Angry outbursts
• Drug or alcohol abuse
• Tobacco use
• Social withdrawal
• Exercising less often

Secondary Traumatic Stress

“Secondary traumatic stress is the emotional duress that results when an individual hears about the firsthand trauma experiences of another. Its symptoms mimic those of post-traumatic stress disorder (PTSD).”

Effects of Staff Stress on Children

“Healthier, less-stressed early educators are better able to engage in the high-quality interactions that support children’s development and learning.”

Sharing South Carolina’s Story

Lucie Maguire, MS. RDN, CLC
Program Coordinator, SC Program for Infant/Toddler Care
"Taking care of children requires taking care of their teachers"

Making the Connection Between Teacher Well-Being and The Experience of Children:

- Women employed in child care demonstrated high rates of obesity and high blood pressure, low levels of activity, and did not get enough sleep. A large number also reported symptoms qualifying them for a diagnosis of clinical depression.

Making the Connection Between Teacher Well-Being and The Experience of Children:

- Children cared for by more-depressed teachers were more likely to exhibit behavior problems.
- More depressed teachers were more likely to perceive children’s behaviors as problematic.
- Teachers reporting more depressive symptoms also had lower process quality ratings in their classrooms.

Making the Connection Between Teacher Well-Being and The Experience of Children:

Teachers who reported elevated levels of job stress and/or depressive symptoms were more likely to expel preschool children than those who reported no symptoms.

Public Health Standard:
8 Dimensions of Wellness

- Intellectual
- Emotional
- Spiritual
- Physical
- Environmental
- Social
- Financial
- Occupational
Well-Being Committee (Squad)
- Consist of owner/director & fellow teachers
- Share ideas, develop strategies to meet group well-being goals

Well-Being Activities
- Goals PARTICIPANTS select
- Based on the 8 Dimensions of Wellness

Well-Being Coach
- A helper for the journey
- Supports the center and well-being committee in meeting goals
- Connects the center with resources to achieve goals
Building Your Bounce

• “When we feel better, we do better!”
• Increased stress levels negatively affect our health
• Protective Factors for your Resiliency
Well-Being Activities Checklist

Getting Started - These activities are required for participation

☐ 1. Establish or continue an active Well-being Committee — minimum 3 members (i.e. Owner, Administrator, Teachers)

☐ 2. Staff well-being priorities written into program materials

☐ 3. Develop specific goals and objectives related to well-being project

Team Building Activities
Supportive relationships are a key defense against the negative effects of stress.

☐ 1. Recognition for staff achievements (i.e. personal health goals, academic achievements, births, home purchases, etc.)

☐ 2. Create and encourage staff to participate in staff walking or running group

☐ 3. Participate as an employee team (minimum of 3 person team) in a community walk/run or other sporting event

☐ 4. Implement a weight management program or other health challenge into the program for teachers/staff/families (ex. FitBit challenge, hydration challenge, Weight Watchers, Biggest Loser-type competition, etc.)
Physical Activity and Nutrition

Being active and eating well help reduce stress and improve overall well-being.

- 1. Teachers participate in physical activity with young children for 5-10 minutes at least 2x a day
- 2. Provide information to staff and families about fitness opportunities in the community
- 3. Provide on-site exercise equipment
- 4. Provide on-site exercise classes
- 5. Bring in guest speakers on staff professional development days that can present on healthy eating and active living
- 6. Secure discounts to local fitness facilities
- 7. Coordinate cooking demonstrations or cooking classes for staff
- 8. Coordinate a Cooking Matters Shopping Tour
- 9. Offer healthy snack options during meeting times with both staff and families (i.e. fresh fruit and vegetables)
- 10. Incorporate “Brain Breaks” or 3 minutes of physical activity breaks at meeting times
Culture of Well-Being

When well-being is important at your workplace, it helps everyone remember the importance of self-care.

1. Coordinate annual health screening for staff (blood pressure, blood cholesterol, blood glucose, cancer, etc)

2. Provide list of community supports for mental health services and other social support services to staff and families (list must be checked and updated regularly and made accessible in a way that families and staff can easily and privately access)

3. Year-round staff incentive program that positively reinforces healthy choices

4. Coordinate a mobile market or community supported agriculture opportunity to provide staff with access to fresh produce

5. Provide a private space for nursing mothers (staff/family) to express milk or feed infant

6. Create/promote a resource library for staff on healthful living (i.e. books and DVDs on nutrition, physical activity, relaxation and/or stress-relief) or distribute a health education newsletter

7. Bring in guest speakers on staff professional development days that can present on financial planning and resources
Partners for well-being

- Benefit Bank Counselors
- Tax Clinics
- Financial Health
- Self-Care webinar
- Communication Training
- Mental Health Awareness

- Fitness opportunities
- Gardens
- Message and spa
- Cooking classes
- Cooking Matters
- Shopping Matters
WELLBEING SUPPORTS MENU

**PHYSICAL ACTIVITY PACKAGE**

- UPRIGHT EXERCISE BIKE
  You can exercise at work! Don’t be shy!

- RESISTANCE BANDS, EXERCISE BALLS, JUMP ROPE, AND FREE WEIGHTS
  This is simple equipment that your staff can use in so many ways

- EXERCISE MATS
  You’ll be comfortable while you exercise!

- EXERCISE BOOK
  This book will help your staff make use of all the exercise equipment

**NUTRITION PACKAGE**

- BLENDER
  Think of the delicious healthy smoothies you could make right there at work!

- HEALTH SNACKS/TASTING GIFT CARD
  $100 gift card to use for healthy snacks for staff or a healthy snack/meal tasting

- MEAL PREPARATION SUPPLIES
  With the right preparation tools, it makes it easier to prepare healthful meals and snacks at work

- NUTRITION INFORMATION BOOK
  This nutrition book will be a reliable reference for staff

scpitc.org
WELLBEING SUPPORTS MENU

**RELAXATION PACKAGE**

**CHAIR MASSAGE INSERT**
This insert fits an office chair and transforms it into a massage chair!

**NECK MASSAGER**
Take a seat and enjoy a quick neck massage to help reduce stress

**DIFFUSER + AROMATHERAPY**
Diffusing lavender or chamomile oil is aromatherapy for stress

**LAVENDER NECK WRAP**
This soothing wrap is a quick and easy way to reduce stress

**RELAXATION BOOK**
This book shares information about relaxation and breathing techniques

**SERVICES PACKAGE**

SERVICES UP TO $250
Your staff may be interested in:
- Registration fees for a community walk/run
- Exercise classes at work
- Presentations on cooking or shopping
- Workshops for other wellbeing options
Participant Info (Pre-Assessment)

- 40% are on a diet
- 42% have a desire to lose weight
- Stronger social networks relationships -> higher job satisfaction
- 32% exercise regularly
- Higher levels of physical activity -> higher job satisfaction
- 92% of people had a checking account; 29% had a personal retirement account; and 15% had a current will
What we hope will happen!

- Stronger social networks including relationships with co-workers
- Improved coping skills to help manage stressors
- Greater job satisfaction
- Increased engagement in physical activities
- Improved nutrition
- Improved personal budgeting and financial management skills
What they’re saying...

“I was raised on a farm so I understand hard work. This [child care] is the most difficult work I have ever done. My staff needs a way of rejuvenating so they take care of themselves as we take care of our families.”

–Participating Director

“Thanks to Be Well Care Well, I have carved out time from 2-5 everyday where I have an assistant with the children so I can work on self-care. I also have taken advantage of the community partner offers, went for a mammogram, participated in the Women’s Health Walk with a Doc, and chose a primary care doctor, which is something I haven't done in over 10 years!”

-Participating Family Child Care Provider
What’s Happening

- **Local gym partnership**
  - body fat analysis for staff
  - free nutrition and workout classes
  - corporate rates for gym membership
- **Text challenges**: planks, hugs, rejuvenating breathing, walking, etc.
- **Chair massages** offered by local spa
- **Coupon Class**
- **Step Challenges**
- **Outdoor space** for teacher relaxation
- **Access to primary care**
- **Staff exercise areas and equipment**
- **Cooking classes** and demonstrations
- **Grocery store tours**
### Fitness Tracker

**Step Challenge Ideas**

<table>
<thead>
<tr>
<th><strong>PICK A TARGET STEP GOAL:</strong></th>
<th>Staff should aim for 10,000 steps/day or 70,000 steps/week</th>
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<tbody>
<tr>
<td><strong>SET A TIME FRAME:</strong></td>
<td>Your staff may like a 4-week, 6-week or 8-week challenge</td>
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</table>
| **TRACK PROGRESS AND RECOGNIZE ACHIEVEMENTS:** | Recognize achievements like highest step count, significantly increasing steps between weeks, and meeting or exceeding the weekly goal.  
- Recognition board and weekly announcement  
- Drawing for healthy cookbook, gym pass, gift card, etc |
| **CELEBRATE MILESTONES:** | Celebrate milestones like reaching 50 and 100 miles. Consider a small celebration at the end of the challenge. |
| | Form groups with others with a similar interest, same location, etc. |
Good, Better, Best
Now let it Rest
Until your Good is Better
and your Better is Best

At the end of the day
if you did your best
it was a GREAT day.

Never give up
Always push
through.

Just when you think
it's bad, please
remember... it
could always be
WORSE! 😓

Just breathe
it will get
done.

When you're doing
something
that's super hard
of someone else!!

You may not BE
the BEST. But BE
the BEST you CAN
be.

You can take more
than one route to
got-to the same
place. So TRAVEL!

If the money
is not your
Keep pushing
It will come.

When you like a flower,
you pluck it. But when you
love a flower, you watch it. 

So Special.
“Staff Shout Out”
What are -2- reasons you are happy to be here today??

- Friendly coworkers
- Cute kiddos
- Great
- I love my kids
- I got to hang out with awesome, sweet, and neat people
- I got to laugh with awesome, cool kids!
- Delish
- I love working together
- Sweet, sweet children
- Delish
- Babba and poop spray! Thank you! -Shawn
Resiliency is not extraordinary, it’s “ORDINARY MAGIC”

Ann Masten
Questions
Strategies for Building Resilience and Reducing Stress
At the State and Program Levels

Recommendations that increase staff wellness include the following:

- Compensation
- Low child-staff ratios
- Professional development supports
  - Strong orientations
  - Coaching and mentoring
- Reflective-practice supports
- Paid leave
- Out-of-classroom time for planning

Mindfulness

“The ability to stay focused on one’s present experience with nonjudgmental awareness”

Developing Mindfulness = Better Caregivers

Mindfulness helps caregivers

- understand their own emotions better,
- effectively communicate and strengthen relationships with children and families,
- care for children who might be considered difficult, and
- set up a positive care environment.

Additional Ways to Build Resiliency in Caregivers

- Recognize stressors and provide support
- Provide staffing patterns that build in breaks and lunches
- Encourage staff wellness, including mindful practices
- Plan professional development on different topics, including the following:
  - Challenging behavior
  - Communicating with parents
  - Cultural responsiveness
  - Relationship-based practices
- Share community resources for caregivers and teachers to use as well, if needed
Take Care of You!

- Practice mindfulness
- Eat right
- Exercise
- Laugh
- Watch a movie
- Visit your happy place
- Journal
- Share your story
- Pamper yourself

- Set boundaries
- Accept help when you need it
- Recognize what is in your control and what is not
- Stay connected
- Get a good night’s sleep
- Travel
- Get out of the house
In the Moment

- Take deep breaths
- Focus on one thing
- Massage your palms
- Hydrate regularly
- Relax
- Visualize a calm scene
- Seek help
- Take a break
How Do You Cope With Stress?
Break to Evaluate
Resources
State-by-State Resources

Resources


Infant/Toddler Resource Guide

What is the purpose of this guide?

This Resource Guide offers a host of materials to support the development and implementation of policies and practices for high-quality care for infants and toddlers. Whether you are a Child Care and Development Fund (CCDF) Administrator developing policies, a child care provider seeking information and guidance, or a professional development provider seeking innovative training materials, this site is for you. Development of this guide is new and actively growing, so check in frequently to see what resources have been added to support your work with infants, toddlers, and their families.

Who are the intended users?

We are including resources for three primary audiences:

- CCDF Administrators, staff, and state policy professionals
- Child care resource and referral administrators, training organization directors and trainers, higher education institution administrators and early childhood/child development faculty, and technical assistance organization administrators and providers
- Infant and toddler teachers, center directors, and family child care providers

Technical Assistance Supports You Can Use

The Child Care State Capacity Building Center’s Infant/Toddler Specialist Network can help you

- develop or align infant/toddler competencies, credentials, endorsements, and certificates;
- support the growth of infant/toddler-related relationship-based professional development;
- support ongoing infant/toddler quality meetings;
- integrate infant/toddler criteria within quality frameworks;
- codevelop a Program for Infant/Toddler Care training for trainers; and
- achieve any goals you have related to quality infant/toddler care!

What Is Your Region?

## Infant/Toddler Specialists

<table>
<thead>
<tr>
<th>Region</th>
<th>Name</th>
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