

One of the marvelous things about community is that it enables us to welcome and help people in a way we couldn't as individuals.

Jean Vanier

Increasing Educator Wellness



Myth

“Focusing on self-care will improve educator wellness and morale.”

If we only focus on self-care the burden for wellness is on the individual. It devolves into performative or selfish practices that fail to address the root cause of the issue

Collective Care

The shared practice of supporting one another's wellbeing and growth by building systems that protect personal wellness and strengthen community resilience.

The foundational principles of a collective care culture are shared responsibility, interdependence, shared resources, and fairness.

We can create a culture of collective care by engaging in human-centered design processes to address the root causes impacting morale and wellness in the school. Utilizing **How Might We** questions invites collective efficacy and builds social capital.



Orienting toward Collective Care

- **Connection** points us toward belonging, reminding us to invest in right relationships that make people feel seen, supported, and included.
- **Agency** keeps us aligned with trust, a shared commitment to honor autonomy by creating space, structures, and trust that allow individuals to act with intention and self-direction.
- **Respect** centers dignity, guiding how we treat one another, especially in moments of tension, disagreement, or decision-making.
- **Engagement** propels us forward, calling us to show up, participate, and contribute meaningfully to the collective good.

