



NURTURE MY POTENTIAL

Educating the **Hearts** & **Minds** of the Whole School Community



Nurture
My Potential

Introduction

"Educating the mind without educating the heart is no education at all"

Aristotle

I am passionate about placing mental health and wellbeing at the heart of the school community and creating Nurture My Potential has allowed me to inspire schools to implement my training and support packages to achieve this. My approach is heavily influenced by Positive Education which applies wellbeing science to schools, aiming to increase resilience, achievement and wellbeing of children, staff and whole school communities. Research suggests that higher levels of wellbeing are associated with higher levels of academic performance. A win-win!

The following pages outline the services that I offer:

- **Consultancy Support to Build a Sustainable Systemic Approach to Mental Health & Wellbeing pages 2 - 4**
- **Whole School Wellbeing Programme**
 - **The Flourishing Learning Journey page 5**
- **A Programme of Staff Wellbeing Workshops pages 6 - 10**

My goal is to work with you to create a flourishing whole school community. The wellbeing of all members of the school community needs to be carefully considered. Staff need to experience a healthy personal wellbeing to feel good and function well, acting as role models in their day-to-day interactions with children and colleagues. It is important to align strategic priorities, policies and processes with the overall ethos of wellbeing if a culture of wellbeing is to truly be placed at the heart of the school.

Encouraging families to be partners in their child's education, taking an active role in learning and sharing the school's approach to wellbeing at home, can truly bring the whole community approach to life.

Children also need to learn the importance of their own mental health & wellbeing and understand how to develop it. We recognise that our children are growing up in a complex world where interpersonal skills, adaptability, creativity, collaboration and flexibility will be important to navigate the ever-changing terrain of the future. Equipping children and the whole school community who nurture their development with tools and strategies to enhance wellbeing is fundamental to flourishing

If you are passionate about placing wellbeing at the heart of your school to educate hearts and minds please contact me. We will work with you to implement, embed and sustain an approach for the long-term that works for you, in your unique context, on your journey to flourishing.

I look forward to working with you.

Kind regards,

Claire





Support to Build a Sustainable Systemic Approach to Mental Health & Wellbeing

What happens when you place Mental Health & Wellbeing at the heart of a school?

It Flourishes!

Nurture My Potential, using an evidence-based model, works collaboratively with school leaders to develop a whole school approach to mental health & wellbeing, reflecting your school's unique context and development plan.

Informed by best practice guidance from the Department of Education and the Department of Health with a focus on Positive Education principles we explore, with curiosity, each component of the model to understand your current established practices. We then identify how we can collaboratively create an action plan to enhance your approach and develop a flourishing school with clear plans for continued evaluation and sustainability.

Why is a sustainable whole school approach important?

Evidence shows that there are strong links between young people's wellbeing and their learning, as well as their functioning in later life (Public Health England, 2014; Weare, 2015). Supporting pupils' wellbeing in school should not be seen as a "luxury or optional extra" but should be integral to a school's role Weare (2015).

The health benefits of regular physical exercise are fully understood. We now need to educate the school community on the health benefits of mental fitness, equipping all, with the tools to build wellbeing habits to boost mental health.

We live in an increasingly busy and complex world and now, more than ever, it is essential to look after our mental health & wellbeing. If we act proactively and take this action, we can flourish.

How do we create a flourishing school?

Schools are dynamic systems of people; when people in the system flourish the school flourishes too. Positive education applies positive psychology to create opportunities for the individual and the collective school to flourish, increasing resilience, achievement and wellbeing of the whole school community.

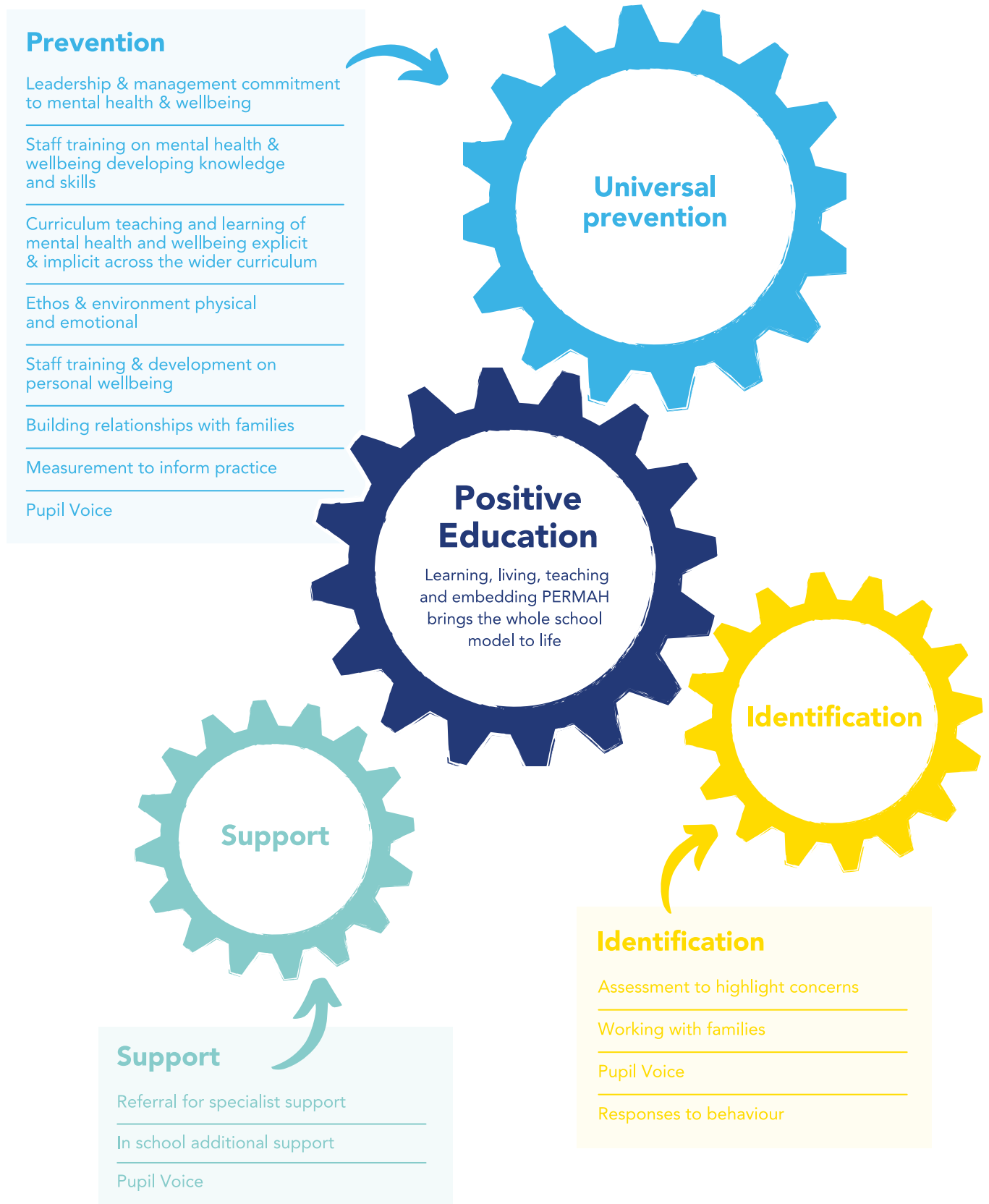
The Logistics

Working closely with you and the different groups in your school community we will establish a current picture of practice in all areas of your school.

Following considered reflection, we then identify areas of development and outline clear actions and timescales to move your school forward along the journey to flourishing.

School Development Plans are unique to each school, and our support will be tailored to reflect this. Regular development check-ins will allow us to respond to your individual needs.

The Systemic Whole School Approach Model



The Systemic Whole School Approach Model



Positive Education

The Fundamental Cog for Flourishing Schools.

The six components of positive education are key to the contribution of overall wellbeing forming the mnemonic **PERMAH**

Learning, living, teaching and embedding the components below brings the whole school model to life.

Positive emotions:

Developing an understanding of emotional awareness of self and others. Nurturing an ability to build and savour positive emotional experiences.

Engagement:

Creating a sense of belonging where individuals are inspired to learn. Individuals are encouraged to be creative and are able to express individual strengths and passions to be fully absorbed in activities experiencing flow.

Relationships:

Encouraging high quality connections throughout the whole community. Developing social and emotional skills, the building blocks in the development of healthy relationships.

Meaning:

Connecting learning to meaningful life experiences so that it has purpose. Encouraging individuals to use their character strengths to make a contribution to school and the wider community.

Accomplishment:

Embracing a growth mindset where the process of learning, curiosity, perseverance, resilience and the ability to learn from mistakes are celebrated.

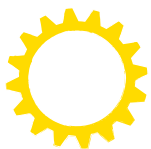
Health:

Focusing on the development of sustainable healthy habits for both physical and mental health & wellbeing which are inextricably linked.



Universal Prevention

Mental health & wellbeing is a key strategic focus that creates a culture of day to day actions that promote flourishing.



Identification

Individual needs in the school community are actively sought and recognised.



Support

When individuals are struggling their needs are understood and supported.



Whole School Programme

Nurture My Potential offers a whole school programme informed by the latest research in Positive Education with the aim of creating a school environment where individuals and whole schools can flourish.

The Flourishing Learning Journey

Focus on mindset and emotions

School staff explore the components of Positive Education before they embark on teaching the programmes in keeping with the Positive Education philosophy of Learn it and Live it before Teaching it and Embedding it.

They consider the research of Carol Dweck, gaining an understanding of the importance of a growth mindset, the belief that intelligence can be grown over time with effort, perseverance, facing challenges, learning from mistakes and constructive feedback.

Advances in neuroscience have added to this exciting research as we've learnt that the brain is more malleable than previously thought and that through neuro-plasticity new neural networks are created and strengthened to increase ability. Explicitly teaching about growth mindset encourages children to develop a passion for challenges, encourages perseverance, resilience and an understanding of the need for effort and 'mistake making' in learning.

Knowing about growth mindset is not enough, every day practical application is essential to nurture this mindset. Developing social and emotional skills is key to this development. The Programme cultivates these skills and qualities including self-awareness, self-regulation, empathy and relationship building, increasing the capacity for resilience and the ability to flourish in this rapidly changing world in which we live.

Your Flourishing Learning Journey The Step by Step Process

Collaborative planning of a school specific implementation plan taking into account the individual needs of your school.

- CPD 1: Flexible delivery of initial staff training: INSET day (in person or on-line) or 2 twilight sessions.
- Curriculum Ready to Implement. Eight detailed lesson plans and PowerPoints with suggested cross curricular links to embed growth mindset and social & emotional learning in all learning.
- CPD 2 'Deeper Dive' reflecting and appreciating the journey and identifying school specific needs to further embed and sustain the programme.
- Parent/caregiver Information Evening/webinar outlining the Programme and how they can support their children in their development as flourishing learners.
- Evaluation and sustainability plan.
- **Delivery of optional programme of 4 parent / caregiver workshops to mirror the school programme.**
- **Optional TA training if unable to join main INSETS.**



Staff Wellbeing Programme

The following workshops are offered as INSET training sessions (on-line or in-person), either twilight sessions throughout the year or combining workshops for INSET days or half days.

Make a year long commitment to nurturing and growing your staff wellbeing with a training workshop every half term

- A Journey to Flourish
- Feeling Good and Functioning Well
- Uncovering Gratitude and Kindness
- Discovering and Utilising Strengths
- Nurturing Meaningful Relationships
- Balanced Meaning and Self Compassion
- Amplifying Accomplishment

For detailed information of each workshop, please refer to pages 8-11.

Flourishing teachers love teaching and provide positive, creative, quality teaching and learning.

Nurture My Potential's staff wellbeing workshops are grounded in positive psychology, the science of wellbeing which provides evidence-based practices to enable people to be the very best that they can be. In its simplest form wellbeing is the ability to feel good and function effectively, contributing to the world around us, having the capacity to navigate the highs and lows we all experience from time to time.

Wellbeing not only impacts the health and optimal functioning of the teacher, but it also has a major impact on pupil outcomes. When teachers become burned out, or worn out, their students' achievement outcomes are likely to suffer because they are more concerned with their personal survival (Hattie, 2013).

Stress contagion is a problem that often goes unnoticed. Oberle and Schonert-Reichl (2016) examined the connection between teacher burnout levels and students' physiological stress response and found that higher levels of teacher burnout are associated with higher cortisol levels in students. So, developing staff wellbeing is crucial.

Nurture My Potential uses the positive psychology model of PERMA developed by Martin Seligman (widely recognised as the founder of positive psychology) to explore the key components that are needed to flourish:

Positive Emotions, Engagement, Relationships, Meaning, Accomplishment, and now extended to include the important component of Health (PERMAH). Each workshop covers a component of the PERMAH model and can be selected individually or as a complete programme.

These same components are core to the Systemic Whole School Approach to Wellbeing Model and provide school staff with the knowledge and skills to feel good and confidently model and teach wellbeing.

Staff are supported through these workshops by building a positive collective responsibility for wellbeing. Within this whole school approach, staff are also encouraged to reflect on their own experiences and take ownership for their own wellbeing, to develop new wellbeing habits using the knowledge, practical tools and strategies that are explored in the workshops.

A Journey to Flourish

PERMAH Model

Teaching is a gift, often described as more than just a job, a calling for many, but the stress that is part of the role can sometimes reduce the joy that was initially experienced. Developing personal wellbeing enables an individual to reclaim that joy.

In this workshop participants will:

- Consider wellbeing and explore 'flourishing' and what it means to them.
- Explore the key components of the PERMAH wellbeing model: Positive Emotions, Engagement, Relationships, Meaning, Accomplishment and Health.
- Identify their own levels of PERMAH and explore strategies that can be used, based on the latest scientific research and evidence-based interventions to create a personal wellbeing plan.

Feeling Good and Functioning Well

PERMAH Model - Positive Emotions (1)

Research has found that experiencing the following positive emotions, of joy, gratitude, serenity, pride amusement, inspiration, interest, hope, awe and love can lead to greater optimism, resilience, creativity, better relationships, job satisfaction, health and happiness.

In this workshop participants will:

- Discover the power of positive emotions to enhance wellbeing.
- Identify ways of dialling up the positivity and dialling down negativity as strategies to manage stress.
- Explore how savouring as a strategy can prolong positive emotional affect.





Uncovering Gratitude and Kindness

PERMAH Model - Positive Emotions (2)

Teaching can be a stressful job and coping with difficult situations is part of the role. Research has shown that gratitude can build coping capacity, enhances trust and job satisfaction. Studies suggest that kind people experience more gratitude and happiness. The positive emotions experienced from giving to others creates a positive feedback loop because kindness is contagious!

In this workshop participants will:

- Explore the science of gratitude to understand the power of its practise for wellbeing.
- Identify ways to cultivate and practise gratitude and kindness to enhance relationships both personal and professional.
- Discover the 'Tiny Habits' method of creating meaningful wellbeing habits.

Discovering and Utilising Strengths

PERMAH Model - Engagement

Research reveals that people who use their strengths every day are three times more likely to report having an excellent quality of life, six times more likely to be engaged at work, 8% more productive and 15% less likely to leave their jobs. (Proyer, Gander, Wellenzohn, & Ruch 2015). People who use their strengths have also been found to report greater vitality, subjective and psychological wellbeing (Govindji & Linley, 2007). Everyone has a unique set of character strengths, but most people are unaware of what they are.

In this workshop participants will:

- Discover their unique strengths using the VIA skills character strengths survey.
- Consider how to maximise the use of their strengths to enhance wellbeing and performance.
- Work as a team, to discuss individual strengths and how strengths can be used to enhance whole team wellbeing.

Nurturing Meaningful Relationships

PERMAH Model - Relationships

We all have a deep need to feel respected, valued and appreciated. This workshop explores the importance of high-quality connections and the importance of psychological safety. When we feel psychologically safe, we feel able to take risks, be vulnerable, make mistakes and ask questions knowing that different opinions and perspectives are valued.

In this workshop participants will:

- Examine their own communication style and consider how it impacts their relationships personally and professionally.
- Identify their explanatory style and consider how this affects their thoughts, feelings and behaviour.
- Identify how relationships can be nurtured for deeper connection.

Balanced Meaning & Self-compassion

PERMAH Model - Meaning

We have a universal need to feel that what we do matters, and that hard work is valued. The single strongest predictor of meaningfulness is when individuals have the belief that their role has a positive impact on others. Teaching certainly provides this! However, this meaningful role can sometimes take over and we lose focus on ourselves. Self-compassion is at the heart of wellbeing and is often misunderstood and neglected. Practising self-compassion involves generating kindness towards oneself, learning to be present with the inevitable struggles of life with greater ease.

In this workshop participants will:

- Reflect on their 'meaning' both professionally and personally.
- Discuss the importance of scheduling time to focus on personal wellbeing.
- Identify the 3 components of self-compassion and explore the benefits of practising self-compassion.
- Learn and practise techniques to challenge their inner critic.





Amplifying Accomplishment

PERMAH Model - Accomplishment

From a wellbeing perspective it is often the little successes that matter the most. It is important to note that accomplishments aren't always the end result; identifying successes as part of a process is also valuable.

In this workshop participants will:

- Explore mistake making as a valuable tool in the process of attaining success exploring Carol Dweck's work on Growth Mindset.
- Reflect on their personal wellbeing journey, celebrating achievements.
- Highlight focus areas to continue to develop and enhance habits of wellbeing.

Positive Health

PERMAH Model - Health

The mind and body are inextricably connected. Healthy behaviours, eating well, exercising, getting enough sleep are all crucial to maintaining physical health. There is a growing body of research which shows that these behaviours also support mental health and wellbeing.

In this workshop participants will:

- Explore the connection between body and mind for wellbeing.
- Uncover the benefits of mindfully restoring energy.
- Engage in mindful practices.



www.nurturemypotential.co.uk

e. claire@nurturemypotential.co.uk | m. 07772 644660