

Promoting Well-Being and Preventing Burnout

School-based programs should include the following key elements:

- 1. Inducting newcomers into the school culture in a welcoming and socially supportive way.**
- 2. Opening classroom doors and creating appropriate teams of staff and students who support, nurture, and learn from each other every day.**
- 3. Personalized staff development and support, including:**
 - In-service programs that account for interests strengths, weaknesses and limitations;**
 - Approaches that overcome avoidance motivation;**
 - Structure that provides personalized support and guidance; and**
 - Instruction designed to enhance and expand intrinsic motivation for learning and problem solving.**
- 4. Restructuring school governance to enable shared decision-making.**