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.

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