

# RESEARCH AND REFLECTIONS ON EDUCATION

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PCK in the Process of  
Re-Engineering  
Teacher Education

Challenging the Challenges of  
Self-Finance TEI

Teacher Education glimpse of  
NEP 2020

Gamification-A Transformative  
Approach to Developing  
21<sup>st</sup> Century Skills

Innovative Strategies for  
Supporting Children with ADHD

Managing Teachers'  
Mental Health

Challenges in teaching  
Out-of-Field

Well Being of Teachers

Responsibility of Institutions  
towards Teachers' Mental Health

Promoting Teacher  
Emotional Wellness

Inculcation of Values  
through Education

Empowering Teachers to  
Design Learning Activities



PRINCIPAL  
ST. XAVIER'S COLLEGE OF EDUCATION  
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**St. Xavier's College of Education**  
**(Autonomous)**

(Re-accredited (4<sup>th</sup> Cycle) at 'A+' Grade by NAAC)

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Dear Readers,

Greetings from the members of Editorial Board!

The National Education Policy (NEP) aims to improve early childhood care, restructure the regulatory structure in the education system, raise the bar for effective teacher preparation, and alter the current testing procedure. Additionally, the NEP demonstrates remarkable promise for assisting and developing educators at the local level. Training for teachers will have an impact even in the most remote regions if there is ongoing support and vital nurturing activities. The training plan includes professional development programmes, classroom activities, recruitment, and preparation.

In teacher training efforts, the NEP presents the idea of Continuous Professional Development (CPD), which frames teaching as a lifetime learning path. The policy places a strong emphasis on the necessity of ongoing professional development opportunities, workshops, and training programmes for educators to stay abreast of changes in the field, technology, and pedagogy. The NEP's collaborative nature is seen in its advocacy for collaboration among education boards, teacher education institutions, and federal and state governments. These elements are demonstrated by programmes such as the Pandit Madan Mohan Malaviya National Mission on Teachers and Teaching of the UGC.

The NEP outlines numerous programmes designed to assist in teachers' capacity building and promote a shared learning culture. Participatory capacity-building techniques aid in identifying and fostering the growth of each teaching professional's prospective skill sets and building blocks. Training sessions, assessments, observations, evaluations, capacity development responses, assessments of needs and assets, and stakeholder involvement are some of the initiatives.

By 2030, multidisciplinary colleges and universities will incorporate teacher education. The NEP 2020 suggests that four years of integrated B.Ed. study be implemented as a dual-major holistic bachelor's degree provided in multidisciplinary institutions, combining education with a specialised field. In addition, the policy recommends a 1-year B.Ed. programme for candidates with a 4-year undergraduate degree in a specialised subject or a postgraduate degree in a school subject, who aspire to become subject-specific teachers, and a 2-year programme for students who have already completed a Bachelor's degree in a specialised subject.

Our college hosted a nationwide conference on "Re-engineering Teacher Education," in response to the NEP's emphasis on programme adjustments. The experts shared their expertise on NEP, technology, and teacher education research. The conference papers that have been chosen for publication in this issue will broaden your understanding of re-engineering teacher preparation.

With regards  
Editorial Board.



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**ABSTRACT**

*Beyond a doubt, one of the noblest professions is teaching. Teachers perform a crucial role in moulding children's minds, offering ethical principles, and generating the next wave of leaders. Nevertheless, the challenges and demands of this profession have shifted substantially over time. The demands made upon teachers in today's educational settings can be detrimental to their mental health. Despite the importance it holds, mental health is frequently overlooked in the teaching profession. Teachers often experience high levels of stress and burnout because of their long workdays, large class sizes, and high expectations from parents, administrators, and students - despite experiencing a significant impact on the next generation. In light of this, psychological requirements ought to be given more weight and consideration in the teaching profession. The significance of teachers' mental health is covered in this article.*

**Keywords:** Well being, teachers, school, mental health, profession

**Introduction**

Teachers' mental health is an equally essential—if less discussed—aspect of education, yet students' mental health gets a lot of attention. It can be quite difficult to be in the position of lesson planning, grading, classroom management, and guiding students' overall development. Furthermore, adjusting to remote teaching and managing online classrooms are new challenges brought about by technological advancements (Agarwal, 2023). Setting priorities for the mental health of educators is essential to creating a productive and enjoyable learning environment. Looking into teacher well-being and how it pertains to changes in job characteristics brought about by educational reforms is therefore crucial. It also helps to understand how educators adjust to new tasks as well as regulate their emotions and mindset to maintain their wellbeing in a wider setting.

**Mental Health of Teachers**

The concept of mental health allows emotional and psychological well-being to every human being. "A state of emotional and psychological well-being in which an individual can use his or her cognitive and emotional capability, function in society, and meet the ordinary demands of everyday life" is how Merriam Webster defines mental health.

Unaware of their own condition, many educators encounter with mental health problems. As a result of this, teachers need to be highly mentally competent as well as knowledgeable about a range of resources and techniques that will help both the teachers and their students. The primary goal is to help educators grow more mentally acute so that they can identify and use effective support systems and comprehend mental health issues (Agarwal, 2023).

Most educators would concur that a teacher's well-being influences their ability to be an effective professional in education, especially their ability to teach in the classroom. Studies show a link between teacher burnout and impoverished teaching and learning outcomes, as well as a greater likelihood of disruptive student behaviour in the classroom. Investigations reveal that teachers who attempts with mental health relate to may find it hard to establish and model beneficial connections with their students.

**M. ROSARY KIRUBA ALEXY**

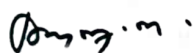
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## Importance of Mental Health for Teachers

Being a teacher brings satisfaction, although it is also associated with pressure and ongoing performance-related issues. After lesson planning, assignment grading, and meeting attendance, there might not be that much time left over for self-care. It can be unfavourable to teachers' mental health along with their students' mental health.

Teachers' mental health and wellness are essential for the social and emotional well-being of their students, even though teaching can be one of the most stressful occupations. The work environment factors, positions, and interpersonal connections all impact the worker's mental health and overall well-being (Lever et al., 2017). There are six essential workplace components that have been identified as potentially exacerbating stress at work by the Health and Safety Executive (HSE):

- i. **Demands:** Workload, work schedule, and workplace conditions fall under this category.
- ii. **Control:** The degree of influence an individual has over how they carry out their work.
- iii. **Support:** The resources and encouragement from the organization, the line of management, and colleagues.
- iv. **Relationships at work:** This entails promoting constructive ways to deal with inappropriate actions or avoiding confrontations.
- v. **Role:** This boasts an individual's recognition of their place in the organization and the organization's assurance that that individual does not have several roles.
- vi. **Change:** It is managed and communicated in such a manner.

Work environments that place high demands on employees without providing them with the control or support they need to meet these demands can pose risks to a person's mental health and wellness. Teachers work in an environment which is full of potential stressors, which include necessitates from their workload, relationships with other people, and other external factors. Workload aspects comprise things like administrative paperwork, a lack of non-contact time for lesson planning, and a sense of duty for the academic success of learners. Teachers report that high levels of stress related to work are associated with "burnout" and other physical and mental health problems.

Because of this, it's imperative to maintain the teacher's mental health in addition to working with their educational institutions in recognizing and responding to workplace anxiety. Upholding a psychologically sound educational setting, encouraging and retaining staff, and strengthening students' academic performance and well-being are all dependent upon the teacher's health.

Article

## Ways to perk up the mental health of teachers

Teacher and student will be greatly influenced by the atmosphere and compassionate culture of an educational setting. The leadership team must create a trusting environment where workers feel valued, can discuss their health and well-being freely, and know where to go for support when needed. In order for all of this to happen, it is essential that the leader and the leadership group remember to look after their own mental health and wellbeing in addition to the mental health and wellbeing of their staff members. Education establishments have a vital duty to support the mental health and general wellness of their faculty members. Acknowledging the challenges teachers face, institutions should take the lead in creating a supportive environment that prioritizes teachers' mental health. These are some strategies educational institutions can employ to assist with the mental health needs of their teachers.

1. Schools ought to make sure that teachers have easy access to competent counselling services. For instance, they can collaborate with surrounding mental health organizations to offer counselling services on-site or give teachers access to a protected helpline for guidance on coping with mental health concerns.
2. Regular training sessions and workshops on mental health can give educators the knowledge and abilities they need to appropriately manage their own well-being.
3. Formal peer support networks among educators at the institutions can be very beneficial. Peer mentorship programs, for instance, can be established in schools where more experienced teachers provide guidance and emotional support to their less experienced colleagues.
4. Higher education institutions must guarantee that teachers have access to the resources they require to

perform their duties effectively. This involves providing the newest tools, supplies, and staff for instruction. In order to allow employees to express concerns and make recommendations for policies and programs pertaining to mental health, institutions should also set up feedback channels. By doing this, the organization can ensure that their views are taken into consideration and improve and adjust its support systems as needed.

5. Promoting a good work-life balance is crucial for maintaining the mental health of educators. Educational institutions should support reasonable working hours and provide flexibility when possible. A teacher's work-life balance can be improved by their mental health. Stress, anxiety, or depression can have a detrimental effect on their personal and professional lives. Instructors who put their mental health first can learn coping mechanisms and relaxation methods to lower their stress levels and improve their overall wellbeing.
6. Resilience is the capacity to overcome adversity and overcome barriers, and mental health plays a major role in this. High levels of stress can have a negative impact on their mental and emotional well-being, which can lead to burnout and a lack of motivation. Prioritizing mental health helps teachers be more resilient and upbeat in the face of adversity.
7. Mental health is linked to higher levels of job satisfaction. Teachers who prioritize their mental health are less likely to experience stress and burnout, which makes it seem less overwhelming and more manageable. As a result, they are more likely to feel satisfied and fulfilled at work, which could increase their motivation and degree of engagement.
8. Mental wellness can also enhance professional development. Making mental health a priority helps educators take advantage of opportunities for professional development and lifelong learning, which can improve instruction and student outcomes.
9. Good mental health can also support a positive school climate. Prioritizing their own mental health as educators creates a secure and supportive learning environment that promotes students' wellbeing and academic success. As a result, the school climate may become more encouraging and positive for all parties involved—

students, teachers, and staff.

10. Regardless of the student's previous experience or skill level, educators who put mental health first can promote inclusivity and respect for all of their students. An integral part of total wellbeing is mental health. This can help create a more inclusive and friendly learning environment, which will benefit the students' success and well-being.

### Conclusion

Everyone acknowledges that teachers' mental health is a major issue. It has an impact on student development, teacher effectiveness, and the learning environment. It is critical to acknowledge the mental health concerns that our educators face. Helping them overcome these challenges is not only the morally correct thing to do, but it's also a calculated investment in raising the bar for education. Positive energy emanates from teachers in good mental health, and this directly affects the academic standards and culture of their school. Their mental health is not merely a remarkable problem, but rather a vital element in supporting the entire educational system.

In summary, mental health is a crucial aspect of overall wellbeing, and educators must give it the attention and priority it deserves. Educators can improve work-life balance, build a positive school climate, support inclusivity, support student mental health, build resilience in the classroom, and further their professional development by giving mental health a high priority. In order to maintain teacher's wellbeing, administrators and schools need to recognize the importance of mental health and provide resources and support.

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By implementing these strategies, educational institutions can create a collaborative culture that enhances professional growth, improves teaching practices, and ultimately benefits both educators and students.

**Celebrate Success and Appreciation:** Recognize and appreciate the efforts of teachers and staff regularly. Prioritizing teachers' mental health is essential for creating a healthy and productive learning environment. Teachers have an enormous impact on the lives of students -being sure that they are taking proactive measures to support their mental health is an utmost priority for every community.

- i. Acknowledge and appreciate the efforts and achievements of individuals within the institution during staff meetings, school assemblies, or through newsletters.
- ii. Regularly recognize and reward contributions, whether big or small, to create a positive and motivating atmosphere.
- iii. Recognize significant milestones, both personal and professional. This could include years of service, completion of projects, or achievements in professional development.
- iv. Extend celebrations beyond the institution to involve families and the wider community by including parents, community members, and local leaders.
- v. Establish a physical or digital "Wall of Fame" where notable achievements and recognitions are displayed. This serves as a constant reminder of the institution's accomplishments and the valued contributions of its members.

These strategies will help to foster a positive and appreciative atmosphere that motivates teachers. (<https://www.parinc.com/Resources/PAR-Content-Hub/Prioritizing-Teachers-Mental-Health>).

### Conclusion

The mental health of teachers is quite a significant issue. It significantly influences the learning atmosphere, student development, and the effectiveness of teaching. It is of utmost importance to acknowledge the mental health challenges of our educators. Helping them to deal effectively with these challenges is not only a moral obligation but also a strategic investment in the quality of education. When teachers are mentally well, they exude positivity that directly impacts the learning environment and education standards

of their institution. Their mental health is not an isolated concern; it is a fundamental pillar that supports the entire education system.

Article

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