



Welcome to FCSC Flight 2022  
Nonstop Jet service to May 2023

*Please find your seat and stow all belongings under the seat in front of you*





***Kindly give your attention to the inflight crew as we review some important safety announcements***



***Your Inflight Crew for Today's Flight:***

**CSUSA Based Crew:**

**Christina Hamlin**

**Deputy Director Area 5**

**Rachel Windler-Freitag**

**Deputy Director Area 2**

**Tracey Jones Saxon**

**Director of School**

**Support**





***Please place YOUR oxygen mask on first  
before trying to assist others***



**Why  
do you put  
your oxygen  
mask on  
first, before  
assisting  
others?**



**How often  
do you put  
on  
someone  
else's  
oxygen  
mask first?**



# Flight Plan

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- Our Current State
  - Personal
  - Research
- Sharing of Solutions
- File your own flight plan!





**What are YOUR biggest stressors at work?**

**Who gets the first oxygen mask at your school?**

**Share one or two words that describe a quality that is shared by school administrators**

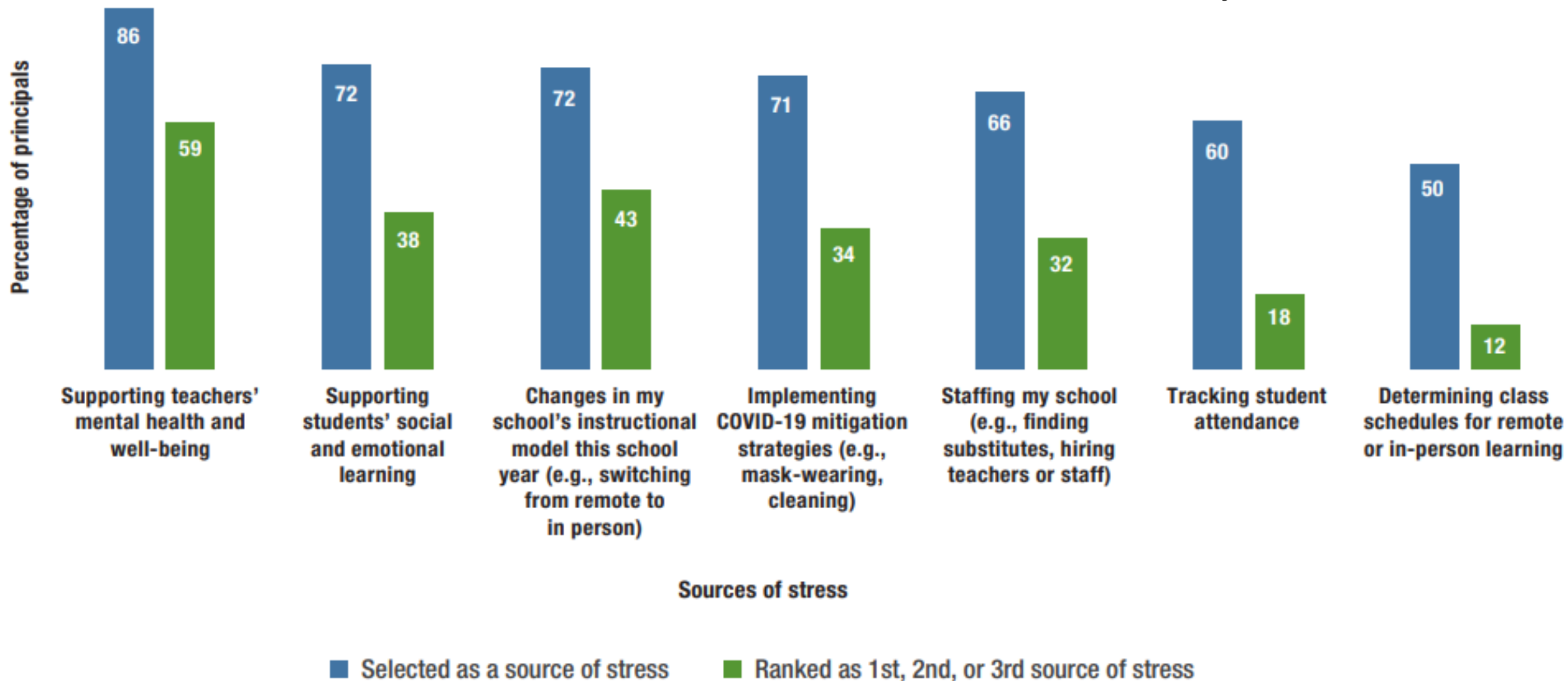
**Co-Pilot  
Conversation**

*Turn & Talk*



1,686 Principals across the country took part in the RAND Corporation's annual Learning Together Survey in 2022.

When asked to indicate sources of stress they said:



# Compassion Fatigue

Symptoms of Compassion Fatigue	
Personal Symptoms	Examples
Physical	Headaches, fatigue, or weakened immune system
Emotional	Feeling powerless, anxiety, helpless, or distressed
Behavioral	Increased irritability, changes in appetite and sleep, hypervigilance, or being easily startled
Spiritual	Loss of purpose and meaning or questioning the good in the world
Cognitive	Diminished concentration, pessimism, inattention, or recurrent or unwanted thoughts
Relational	Withdrawn or isolated from friends or family or distrust of friends or family
Workplace Symptoms	Examples
Performance	Decreased quality of work, low motivation, or forgetfulness
Morale	Decreased confidence, loss of interest or apathy, feeling undervalued and unappreciated, being disconnected, or reduced compassion
Relational	Detached and withdrawn from colleagues, increased conflict or impatience with colleagues or clients
Behavioral	Calling out of work, arriving late, or general irresponsibility





# How do we put our oxygen mask on first?

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*5 Strategies to Help You  
Breathe Easier*

## Strategy 1: Distributive Leadership

*Let others help lift the load –  
it will make you feel better, and they will feel more connected.*



*“Self-care is not skipping out on work to heal mentally. Self-care is the incorporation of healthier practices into your life that reduce stress. Working with our staff to be mindful of how they are doing and ways to create true self-care instead of procrastination was critical.”*

**Principal Brian E. Cox**  
**Johnson Junior High School, Cheyenne, WY**



## Strategy 2: Stay Connected

*Leverage your online connections with other leaders, associations and peers.*



*Superintendent Ken Wallace of Maine Township High School District 207 in Illinois started **Project 3x3**. Through this initiative, he checked in with three connections daily via tweets and encouraged others to do the same to amplify the benefits. Each person then was able to reach three more colleagues.*

## Strategy 3: Do Not Disturb

*Be in the moment at ALL times, even away from school*



*Sabreen Mutawally, AP at Page High School, Greensboro, NC, said she often found herself checking and responding to emails first thing in the morning or as she laid in bed at night, which ultimately led to a lack of sleep and feelings of anxiety and frustration. Using the DND or Bedtime Mode for all electronics **honors your personal time and space** and allow you to break from your work.*



## Strategy 4: Pace Yourself

*Your flight plan should be adjusted gradually – not all at once*



*One way Principal Cox paced himself was through using feedback from climate surveys and informal communications to gauge student, staff and parent pressures. That feedback has allowed for **changes to be made in an efficient and more timely way**. It also allows him to make smaller changes over a longer period which reduces stress if the decision is incorrect.*

## Strategy 5: Put "Your Self" First

*Servant Leadership does NOT equal self-sacrifice*



*“Make sure you are eating and sleeping well. Plan your meals so the business of the day does not overwhelm you. The most important part of self-care when you are experiencing burnout is self-compassion. You are doing your best right now, and while it may not feel good enough, **it’s all anyone can ask of you.** Release your self-guilt and continue doing the best you can.”*

Laurie Cure  
CEO of Innovative Connections



***We are preparing for our descent into May 2023***



***Share with a partner one idea you may try for self care***



This presentation and additional materials, articles and our contact information can be found in your *WHOVA App!*

*Please stay seated until we arrive  
and feel free to review the materials  
attached to our presentation!*





**On behalf of the CSUSA-based flight crew, we hope you have enjoyed your flight!  
Wherever your travels may take you – make sure you take care of yourself!  
It has been our pleasure to serve you and we hope to see you on another flight!**