

The demands of the role of Principal/Vice-Principal dictates that the hours of work extend into the evenings and the weekends which does not provide enough time to re-charge their batteries.

The issue is the erosion of support structures and overwhelming quantity of initiatives that are imposed on us - we are feeling like we are working endlessly and not accomplishing enough positive benefit to account for the hours.

Rural districts have trouble accessing supports - they just don't exist in our area so we need to ensure our members are taking care of themselves sooner rather than waiting until 'the crash'.

If you are not feeling supported by senior management, that has an affect. However, some districts do have senior management check in see how you and your staff are doing. This is only helpful if the trust is there: otherwise, it's another barrier.

At a recent BCPVPA Chapter Council meeting, members were asked what they believe to be obstacles to well-being for Principals & Vice-Principals: here are some of the comments.
What obstacles have you identified in your own practice?

We have a Chapter Wellness Committee: wondering if there are other Chapters who have committees and would like to connect?

We put pressure on ourselves.
We need to establish daily healthy routines without guilt.

Hard for people to ask for help and they see it as a weakness. Being out of the building creates greater workload: when we are out, no one does our work. Volume mounts up.

Initiative overload - need to prioritize.
We feel pushed from the top and bottom, and we are asked to do things in our 'spare time'.
What spare time?

Work intensification and workload - we are attending to more and more things that take away the joy of the work. When we focus more on management and less on supporting students staff and parents, this has an impact on our job satisfaction.

We care a great deal about the kids we serve so we jump in to fill the holes to provide the services they need...at the expense of overworking ourselves. So many demands in our sector - we get pulled in all directions, all the time.

In some districts new admin are often placed in an isolated situation with no intentional pairing with a mentor
We need more mentorship in our district to help support our colleagues.

Expectation that we are on call 24/7. Helpful to have dialogue with senior staff to articulate the expectations for hours of work, reasonable response time.