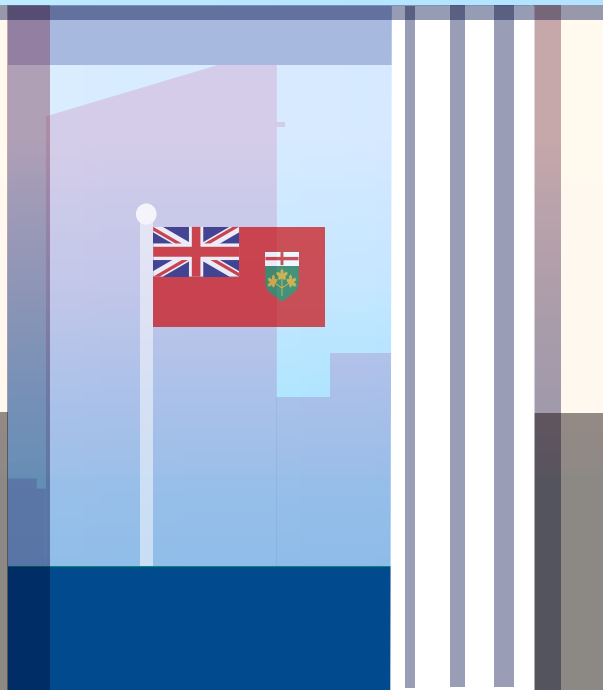
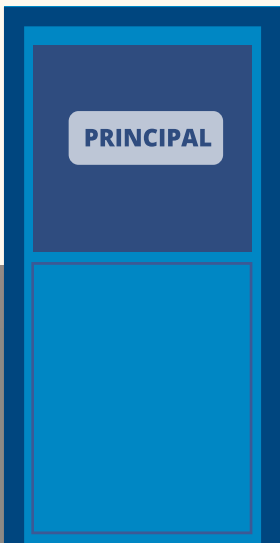


Principals' Work and Well-Being in Ontario

Dr. Katina Pollock
Dr. Fei Wang

Booklet #3 Principals' Health and Safety



PART OF A SERIES OF 4 BOOKLETS

Overview

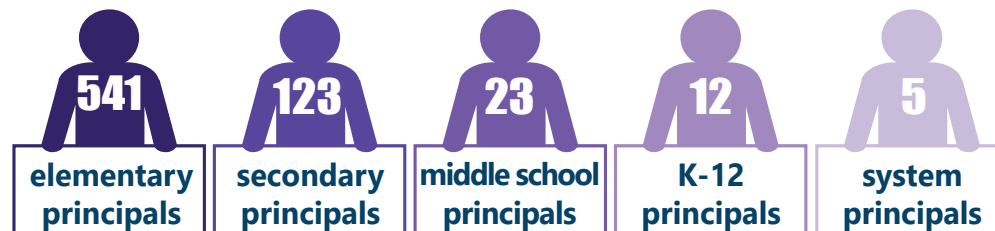
This booklet summarizes the findings of a research survey and explores principals' health and safety, including:

- contributing factors,
- how the issues manifest, and
- actions that principals can take.

The Respondents

2419
invited

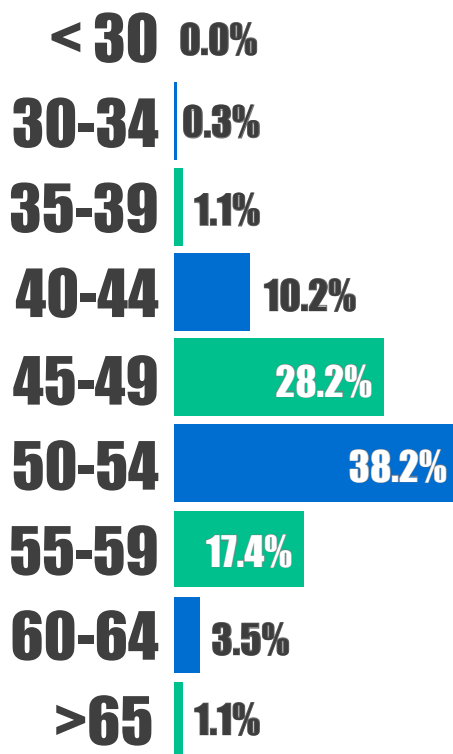
35.6%
response rate



Gender



Age



School Location

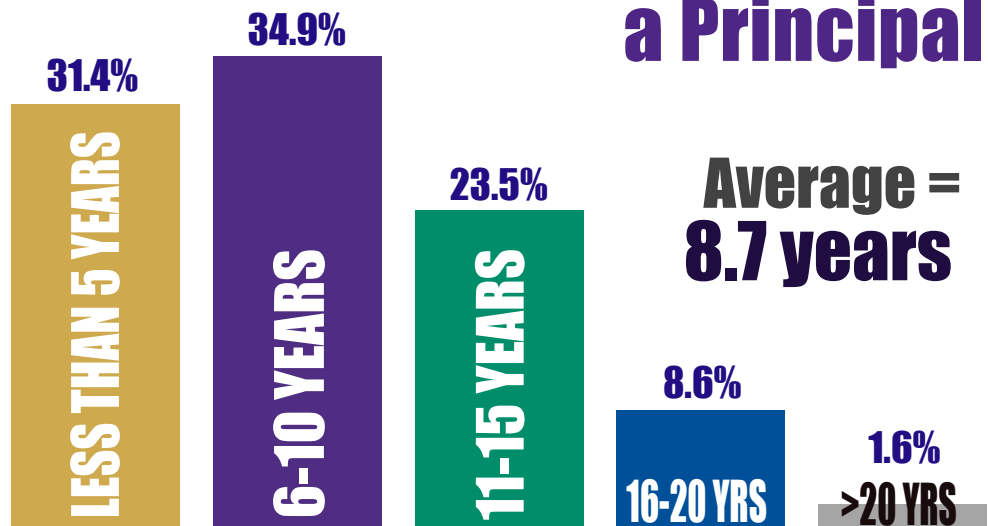


33 school boards

Highest Level of Education Achieved



Years of Experience as a Principal



Contributors to Draining Situations at Work

For principals, these issues led to draining situations at work **OFTEN** or **ALWAYS**:

TOP 3



**MENTAL HEALTH ISSUES
AMONG STUDENTS**

79.9%



**LACK OF
SPECIAL EDUCATION
SUPPORT/RESOURCES**

74.0%



**VOLUME OF
DAILY EMAILS**

72.4%

Lesser factors:

>50%

**Mental health issues among teachers
Teacher resistance to change
Student discipline (excluding bullying)**

45-50%

**Lack of recognition for principals throughout the system
Dealing with concerns about teacher performance**

40-45%

**Union issues
High levels of support needed by teachers
Pressure from superintendent and school board**

School Community Contributors to Draining Situations at Work

Lack of special education resources & services in the community **67.6%**

Mental health issues among parents/guardians **57.0%**

Meeting with parents/guardians **38.8%**

Parents/guardians not involved in their child(ren)'s education **36.6%**

Social issues in school community **34.3%**

Racial or ethnic tensions in school community **16.3%**

Lack of support from school's community **15.5%**

These issues with the local school community led to draining situations at work for principals **OFTEN or ALWAYS**

Safety

While many principals have not personally experienced discrimination in the workplace, others have faced various kinds.

46.0%
NONE

14.4%
AGE-BASED

5.9%
SEXUAL
ORIENTATION-
BASED

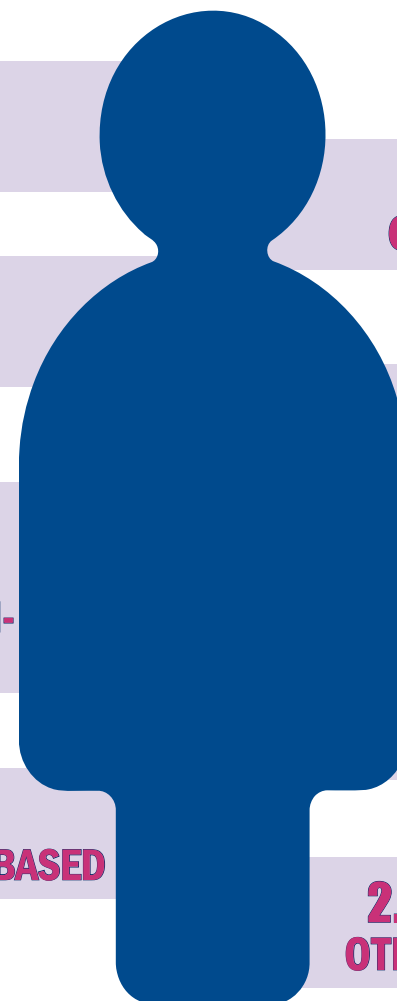
4.3%
ABILITY-BASED

27.0%
GENDER-BASED

10.6%
RACE-BASED

4.3%
RELIGION
-BASED

2.9%
OTHER



Safety

Respondents have faced various safety situations in their careers. The following is the percentage who have experienced harassment, physical assault, and threats in their current role as principals and by which groups.

HARASSED	PHYSICALLY ASSAULTED	THREATENED	GROUPS
70.7%	4.0%	64.5%	PARENT(S)/GUARDIAN(S)/FAMILY MEMBER(S)
25.9%	57.8%	55.2%	STUDENT(S)
15.5%	35.6%	13.5%	NONE
29.2%	0.2%	12.0%	TEACHER(S)
22.2%	0.0%	7.9%	UNION REPRESENTATIVE(S)
14.2%	0.0%	4.4%	SUPERINTENDENT(S)
9.0%	0.0%	2.8%	OTHER SCHOOL STAFF MEMBER(S)
8.3%	0.0%	1.7%	EDUCATIONAL ASSISTANT(S)
4.0%	1.0%	2.9%	OTHER
5.2%	0.0%	1.7%	TRUSTEE(S)
5.5%	0.0%	0.5%	OTHER PRINCIPAL(S)
4.4%	0.0%	1.6%	SUBSTITUTE TEACHER(S)/TTOC
4.4%	0.0%	1.5%	VICE-PRINCIPAL(S)
3.5%	0.0%	0.7%	FACILITY SERVICES

Safety

After being harassed, physically assaulted, and/or threatened, principals will:

- Report to senior management/director/HR (67.7%)
- Talk with family members/friends (57.7%)
- Consult with other colleagues within the district school board (52.2%)
- Follow specific protocol (49.9%)
- Contact their professional association (36.6%)
- Report to the police (21.6%)
- Seek medical/health attention (16.3%)

13%
will do nothing

Principals have experienced a variety of unsafe situations in their workplaces:



A fortunate 3% of respondents have never had to deal with these situations.

Recommendations

For Ministry of Education

- continue to strengthen its relationship with the Ministry of Labour to work together to implement the existing Healthy and Safe Ontario Workplaces Strategies as a part of the Ontario public education system

For District School Boards

- build stronger working relationships with other public sector organizations such as the Public Services Health and Safety Association (PSHSA) to support employee wellness
- create or update a quick and handy list for principals on any available policies, procedures, and contact information they might need for easy reference

For Professional Associations

- advocate for public school leaders' occupational healthy and safety at the provincial level
- expand and diversify its member support services and Early Intervention Program to direct more attention and resources to principals' occupational health and safety

For Principals

- know your rights and processes in place that will support you when there are safety issues at work
- build a repertoire of healthy coping strategies that can promote physical, emotional, and psychological well-being—please see the Coping Strategies booklet

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For the full research report, visit:
<https://bit.ly/ONprincipals2020>

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