

BRAIN GYM

How to Stop Bias from Getting Between You and Your Students

Key Takeways

- Positive teacher-student relationships boost engagement, learning, and wellbeing.
- Students remember how teachers made them feel, not just what they taught.
- Implicit bias can quietly shape teacher responses, especially under stress or fatigue.
- The key is to notice bias, pause, and choose a response that matches your values.
- Reflecting with trusted colleagues helps teachers respond more fairly and build stronger connections.

[AITSL Standards: 1 & 4](#)

[Take me to this article](#)

A Four-Pillar Program to Preserve Brain Health

Key Takeways

There are no surprises here. Most of us can name the four pillars without too much thought....but do we know why they are so important for a healthy brain?

[AITSL Standards: 1.1, 4.4, 6.2 and 7.3](#)

[Take me to this article](#)

This Week's Mini PD

Meaning, Not Time, Prevents Burnout

Burnout happens not because we work too much, but because we care too much—about the wrong things. Brené Brown

Have you ever stopped to question the idea of work-life balance? It's widely celebrated as the secret to health, wellbeing, and job satisfaction - but what if there's something even more transformative at play? Research suggests that finding deep meaning and purpose in our daily work may matter more than we think.

The Balance Myth

Imagine clocking off at 4pm sharp, no marking at home, perfect boundaries. It might sound ideal but many teachers and school staff still feel stressed or unfulfilled. Why? **Balance is about time, but wellbeing is about meaning.** This is probably what prompted Viktor Frankl to write: *Burnout is not a lack of time, but a lack of meaning.*

Research shows no direct link between better balance and higher satisfaction - passion, autonomy, and impact matter more. A "balanced" routine can't fix such things as unsupportive cultures or unresolved classroom tensions.

What Really Drives Us?

- Emotional resilience and growth opportunities build true health.
- Strong collegial bonds and a sense of purpose sustain us.
- Passionate educators often invest extra time—and thrive anyway.

Research shows that while educators deal with more after-hours work than other professionals, simply having a flexible schedule isn't enough to stop burnout.

A Path Forward

Balance is a tool, not the goal. We should prioritise:

- Meaningful connections and shared purpose.
- Resilience - building reflection.
- Supportive leadership for sustainable lives.

Student Spotlight

Every child deserves a champion: an adult who will never give up on them, who understands the power of connection, and insists that they become the best that they can possibly be.

Rita Pierson

Drop of Wisdom

Life is really simple,
but we insist
on making it
complicated.

Confucius



Happy, Silly Thoughts



Disclaimer: This information is not intended to replace the advice of appropriate relevant qualified practitioners.

DMD Education Resource Services and Vital Staff Newsletter disclaim any liability for the decisions you make based upon this information.