



HEARTcare Planning Tool

Templates to develop a HEARTcare plan

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The Alberta
Teachers' Association



UNIVERSITY OF
CALGARY

HEARTcare Planning Tool

SCHOOL		IDEAS, GOALS, PERSONAL STRENGTHS, AREAS OF GROWTH
<ul style="list-style-type: none"> • Workplace culture • Leadership structures (formal/informal) • Local and immediate context • Emotional feeling rules • Resources • Supports • Collective well-being 	My role and circle of influence is...	
	Resources and supports	
	Areas of agency	

When you consider your school environment, the resources available, your role within the school and your ability to exercise agency as an educator...

1. Identify how you can contribute to the collective well-being of your school community while also being realistic about the constraints you face within your school environment.
2. Consider the regular interactions you have with other staff at school. How could these be improved or enhanced? Are there times when you should delay interactions with others at school? How will you do this?
3. Are there areas of personal growth you could undertake to contribute to the well-being of your school environment? What supports or mentoring might you need to do this?
4. What are the things about your school environment that are stressful for you? What, if anything, can you do to mitigate those stresses?

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SYSTEM		IDEAS, GOALS, PERSONAL STRENGTHS, AREAS OF GROWTH
<ul style="list-style-type: none"> • Leadership structures (formal/informal) • Mentorship (formal/informal) • Provincial and community context • Locus of control (power structures) • Influence • Resources • Supports • Policies and law 	My role and circle of influence is...	
	Resources and supports	
	Areas of agency	

When you consider the education system, the resources available, your role within it and your ability to exercise agency as an educator...

1. What issues create stress for you as an educator? How can you mitigate those stressors?
2. Are you in a position to make changes at the system level? How do you exercise your agency and what impact does that have on your sense of well-being?
3. How might you work with your colleagues to address changes at the system level that might improve educator well-being?
4. What are constraints you experience in fostering change at a system level?

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INDIVIDUAL		IDEAS, GOALS, PERSONAL STRENGTHS, AREAS OF GROWTH
<ul style="list-style-type: none"> • Workplace culture • Self-care • Mindfulness • Friends and family • Spiritual/religious community • Physical health • Collective well-being 	Sources of stress and distress	
	Roadblocks and challenges (personal and professional)	
	Collective well-being	

At an individual level, what strategies and supports do you engage to be well...

1. Who is your personal support network? How does this support network help you to be well?
Are there aspects to your support network that do not work for you?
2. Who belongs to your professional support network? How does this professional support network help you to be well? Are there aspects of your professional support network that do not work for you?
3. What do you do to take care of your well-being? Are there times where you find it challenging to maintain your well-being practices? How do you manage this?

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PROFESSIONAL		IDEAS, GOALS, PERSONAL STRENGTHS, AREAS OF GROWTH
<ul style="list-style-type: none"> • Expert, trained supports and resources • Mental health experts • Family doctor • Benefits plan provider • Professional association/ governing bodies • Collective agreements • Stigma • Career planning 	Key contacts	
	Resources	
	Supports	

Reflections on Stigma in Educational Workplaces

1. What are the barriers to accessing professional support in your context?
2. What are the supports you can access at times of emotional distress?

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EDUCATIONAL WORKER		IDEAS, GOALS, PERSONAL STRENGTHS, AREAS OF GROWTH
<ul style="list-style-type: none"> • Workplace culture • Crisis and trauma work • Career and retirement planning • Formal and informal leadership and mentorship • Good at my job 	Experience with crisis and trauma work	
	What makes me "good at my job?"	
	Career and retirement planning	

What inspires me to stay in the education field?

1. What areas of growth in my practice or professional learning excite and inspire me?
2. What options are available to me to stretch my wings or try new things within the field of education?