

The Educator's Mindset Solution

Melanie Davies
MIND SOLUTIONS

melaniedaviesmindsolutions.com

A woman with long brown hair, wearing a grey sweater over a white collared shirt, is shown in profile from the chest up. She is looking upwards and to the right with a thoughtful expression. The background is a chalkboard filled with faint, illegible chalk markings. The lighting is soft, highlighting her face and hair.

Empowering self-belief, achievement & fulfilment

The Educator's Mindset Solution

A unique programme for well-being, professional development and stress management to retain and nurture healthy, resilient educators.

"The main hope of a nation lies in the proper education of its youth"

Desiderius Erasmus

Quality education for all must underpin the success of any civilised society. However, those responsible for managing and delivering this critical provision must themselves be in an optimal mindset to maximise the potential of the young people in their care.

Melanie Davies

MIND SOLUTIONS

Melanie is an award-winning mind management expert and clinical hypnotherapist with a background of over three decades in education as an accredited lead practitioner, teacher, trainer, coach and mentor.

In 2019, Melanie was honoured with a Founding Fellowship to the Chartered College of Teaching for services to education.

She has combined her knowledge and expertise in the field of education with her therapeutic training to create programmes for well-being in the workplace specifically tailored to meet the needs of those working in educational settings.

Her mission is to empower teachers, educational leaders and support staff with a formidable arsenal of mindset tools to have resilient, joyful and enduring careers.



Melanie Davies

Trustpilot



Excellent relaxation and destress

Melanie has such a soothing voice that it is easy to follow the paths she leads you down to relax. I felt like I'd had a full massage after doing mind and breathing exercises. Thank you Melanie for a wonderful 45 minutes helping me destress.

Date of experience: 11 November 2023

The Problem

Education is a sector in crisis

Schools in the UK are facing critical levels of staff burn out, leading to a crisis in the nation's classrooms. Despite the government aiming to recruit more teachers into the profession, targets have been missed for teacher recruitment by 38% according to data gathered by the Government's Initial Teacher Training Census for academic year 2023 – 2024. (1)

- Secondary teacher recruitment target missed by 50%
- Primary target missed by 4 %



Geoff Barton

With recruitment lower than necessary, it is more important than ever to retain the existing work force, maximising the benefits of keeping experienced educators in the system and ensuring children and young people are taught and supported by professionals who are able to give of their best.



Geoff Barton, general secretary of the ASCL school leaders' union, said the “catastrophic shortfall in postgraduate trainee teacher recruitment has plumbed new depths”. (2)

“The supply of new teachers is simply not sufficient to meet the needs of the education system, and we then lose far too many early in their careers.”



Trustpilot



Melanie is knowledgeable and inspiring...

Melanie is knowledgeable and inspiring and her mindfulness sessions contributed greatly to the overall success of our whole-trust Wellbeing and Professional Development day. The feedback from Melanie's session was extremely positive and all the delegates came away feeling refreshed, positive and with strategies to deploy in their personal and working life. We truly hope Melanie will be able to join us again in the future.

Date of experience: 13 November 2023



“Record Numbers of teachers plan to leave profession as mental health suffers,”

Teacher Wellbeing Index 2022



The 2022 Teacher Wellbeing Index survey, conducted annually by the charity Education Support in conjunction with YouGov showed that overall, stress levels have increased when compared to 2021.

Staff working in education also continue to experience higher levels of depression and anxiety than those reported in the general population. (3)

The seventh annual survey shows that wellbeing in the sector is poor and continues to decline. Senior leaders remain at particular risk and there has also been a significant decline in the overall wellbeing of classroom teachers.

Key findings include:

89%

of all senior leaders (rising to 95% among headteachers) reported feeling stressed

78%

of all education staff are stressed (3% increase on 2022)

78%

of school teachers are stressed (6% increase on 2022 and the highest of all job roles)

51%

of staff experience insomnia or difficulty sleeping (6% increase on 2022)

36%

of school teachers reported experiencing burn-out (9% increase on 2022)





Sinéad Mc Brearty

Sinéad Mc Brearty,
Chief Executive of Education Support
commented:



“These are not findings that anyone wants to see. Our education workforce is stressed and unhappy at work. Such high levels of burnout, overwork and loneliness will not lead to a world class education system.”

“Working in schools and colleges is unsustainably demanding and not improved by the level of mistrust the profession has in the inspection process.”

“Children and young people need to be surrounded by energised and committed teachers to give them the best chances in life. Instead, the reality of working life in education is causing talented educators to leave the profession in their droves. We can and must do better.”

Teachers may be trained to teach, but current teacher education has fallen short of empowering educators with evidence-based strategies to alleviate stress and navigate challenges with flexibility and resilience. This makes it extremely difficult for many to remain healthy whilst having fulfilling and sustainable careers.

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Thank you

3:05pm Stress levels relatively high after teaching

3:20pm Session starts

3:30pm Total relaxation to such an extent that I'm literally asleep!

I cannot believe how quickly I was transformed.

Since the session I have used techniques to regulate stress and help deliver better sleep, plus realised that my breathing was too shallow.

Date of experience: 12 September 2023



The Solution:

The Educator’s Mindset Solution provides tailored professional development sessions designed to assist educators in developing a repertoire of practical, contextually relevant tools for effective stress management and the cultivation of a flexible, resilient mindset.

This programme is unique. It has been created from a blend of expert insights drawn from the following domains of knowledge and experience:

- Educators’ wellbeing
- Classroom pedagogy
- Neuroscience of learning
- Instructional coaching and deliberate practice
- Evidence-based stress management strategies
- Clinical hypnotherapy

No other programme provides such a fully comprehensive approach.

Melanie recognises the individuality of each school, acknowledging the shared elements of commonality and the challenges they face. Drawing from her extensive teaching career of more than three decades, spanning all age groups from primary to sixth form, Melanie possesses a unique understanding of the obstacles faced by educators. Her dual experience as teacher and school leader equips her with a firsthand awareness of the demands confronting you and your staff.



Melanie Davies

As a seasoned teacher-educator, Melanie has a profound understanding of the evidence base supporting effective strategies in professional development for teachers, ensuring maximum impact. She knows how to craft sessions to meet the diverse needs of participants, embedding stress-management techniques within the educator’s context. The solutions offered are not only practical and easy to learn but also highly effective, reflecting Melanie’s commitment to empowering educators through targeted, impactful professional development.

Trustpilot



Excellent group stress management session

Professional, high impact. 25 staff attended group stress management workshop led by Melanie! Strong feedback from staff, the beginning of our team working with Melanie. Thank you, it was excellent.

Date of experience: 12 September 2023

The Educator's Mindset Solution Curriculum

A yearly programme for whole staff will cover the following areas:

- What is stress and how does it impact your health and wellbeing
- Practical tools to manage physical and mental stress, including breathing, mindfulness, directed attention and muscle relaxation
- Help for better sleep
- Techniques to manage anxiety and feelings of overwhelm
- The importance of positive framing
- Beliefs and Values – how these affect behaviour and your management of stress
- The resilient mindset – how to cultivate more helpful thinking patterns and behaviours
- Worry management and problem solving
- Confidence and assertiveness
- Work life balance – boundary setting for both personal and professional domains



Melanie delivering well-being training session to teachers' conference at Adastral Park, Ipswich



What is hypnosis and hypnotherapy?

Unique to this programme is the inclusion of hypnotherapy. Hypnosis is a completely natural state of focused attention and deep relaxation. Each one of us naturally experiences this many times a day: getting lost in a book or film, phone scrolling, or extreme focus whilst driving which often means we arrive at our destination yet cannot recall having passed certain landmarks. These are all common examples of the hypnotic state. Despite common misconceptions and popular myths, individuals are always awake and conscious during hypnosis, remaining in complete control at all times.

The deep relaxation in hypnosis lowers stress hormones which is highly effective in resetting the nervous system, crucial for balancing body and mind after periods of chronic stress. Simply by lowering cortisol, cognitive function and all body systems improve. Research supports hypnotherapy as an effective intervention to treat stress (4). In this comfortable state of relaxation, the mind is more open to suggestion. This is the point when a trained hypnotherapist will use tailored suggestions to guide individuals to make changes they desire.

Through these positive suggestions, new neural pathways are created, so that over time old habits can be eliminated whilst new behaviours and thought patterns are secured. Many Olympic champions have used this as a normal part of their coaching routine, so they are able to experience success in their brain which then prepares them to perform even better when they physically face the event. The field of sports psychology has long understood the benefit of using visualisation to enhance performance, (5) and other studies support this as a highly effective method which is transferrable to many other contexts, such as nursing (6/7), surgical performance and teamwork. Albert Einstein is reported to have used self-hypnosis to improve his focus before working on complex problems.

Hypnosis can be used in group settings for general stress release and common issues such as building motivation and increasing feelings of calm confidence. More specific tailored work for individuals is offered through one-to-one sessions. Hypnotherapy can often give faster results than traditional talking therapies, which makes it a highly efficient intervention for the workplace.

Hypno-coaching

For teachers who need support in improving their classroom practice and confidence, I have created a unique combination of hypnosis and instructional coaching. This works on the same principles of mental rehearsal, using hypnotherapy to reinforce the granular process of instructional coaching and deliberate practice, building new mental models for teachers. Engagement with this powerful subconscious reinforcement of conscious professional learning can accelerate change and secure greater confidence.

Trustpilot



Just what I needed - School staff sessions

I have attended 2 school staff relaxation and mindfulness sessions with Melanie and they were just what I needed. The sessions were professional with such an open and friendly feeling. I have booked up a hypnosis session after enjoying the sessions so far. Melanie really has a wealth of knowledge and that extra special something to make it work so well.

Date of experience: 18 June 2023



“After the session, I felt instantly brighter. I felt as though I was on top of the world. All of the thoughts in my head were positive. I was able to go to my interview feeling confident which resulted in me getting the job. When going back into school to finish my teacher training, I had many comments from colleagues who noticed how my confidence had ‘shot up’. I feel genuinely more confident about everything and have been able to create a positive mindset and banish my negative behaviours. Thank you, Melanie for helping my confidence grow. I never thought I would see myself as a confident individual, but the hypnotherapy has definitely changed my mind set on that.”

Olivia - Trainee Teacher

The Leadership Mindset Solution

Leadership in schools is becoming increasingly demanding. According to the responses gathered in the NAHT survey for 2023, the majority of those responding acknowledged that their job had damaged their mental health in the last year. (8)

The findings from the coroner's inquest into the tragic case of Ruth Perry recognised that an Ofsted inspection had "very likely contributed" to her death. Pressures of inspections and managing teams of staff who themselves may be facing high levels of stress and burn out is extremely challenging.

84 % of school leaders said their role had impacted the quality of their sleep in the previous 12 months.

51 % of school leaders said they were considering leaving the profession within the next three years for reasons other than retirement.

88 % cited the impact of the role on their personal wellbeing as a factor to leave.



Leadership in school presents a unique set of challenges: navigating a landscape where high stakes meet diverse expectations. The constant demand for decision-making, managing varied personalities, and fostering a positive learning environment can lead to heightened stress levels for school leaders. The weight of responsibility, coupled with the need to inspire and guide others, can create huge pressures.

The leadership mindset solution offers a valuable toolset to address the complexities of educational leadership.

By incorporating hypnotherapy as a powerful stress relief and mind management tool, this approach empowers those at the helm to manage stress effectively, enhancing decision-making abilities, and fostering a resilient mindset. Through targeted hypnotherapeutic techniques, school leaders can gain a heightened sense of focus, emotional balance, and the mental fortitude needed to navigate the intricate challenges of their role. This approach not only supports individual well-being but also contributes to creating a positive culture throughout the school.

The leadership mindset solution provides specialist support for school leaders to access in groups which can be part of SLT meetings, or through individual sessions with a personalised focus. This can be taken as a stand-alone option to support the leaders in your school as part of SLT professional development.

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The Range of Solution Pathways for Whole School Well-being Development

Melanie Davies Mind Solutions understands that each school is unique, so we have created a variety of solution pathways for you to match your needs.

Bronze Pathway

- Group sessions only: in-person whole staff group sessions – delivered once per half term to a group of staff.

Silver Pathway

- In-person whole staff group sessions delivered once per half term to a group of staff.
- An agreed number of one-to-one sessions available to staff throughout the year as required. One-to-one sessions can be online or in person. There is an option to upgrade with additional one-to-one sessions if the need arises during the year.

Gold Pathway

- In-person whole staff group sessions – delivered once per half term to a group of staff.
- An agreed number of one-to-one sessions available to staff throughout the year as they need them. One-to-one sessions can be online or in person.
- Leadership Mindset Solution provision for SLT sessions in groups or one-to-one.

Hybrid provision for school partnerships or MATS

- Where schools work together to provide support and CPD for staff, online sessions can be used to increase accessibility for more staff to attend across more than one school. These can be combined with in-person training or alternated throughout the year between in-person or online events.

Conference Days or PD Day sessions

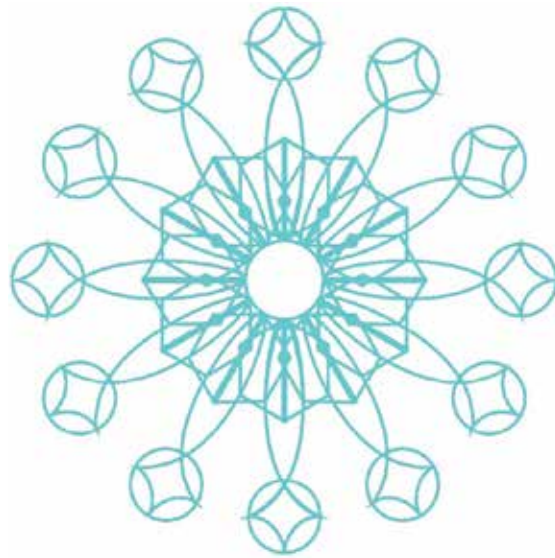
- Stand-alone workshops for well-being and mindfulness can be arranged for PD days or conferences.



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Sources:

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