

## School leader well-being

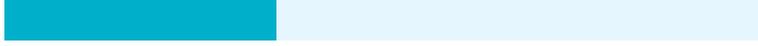
School leaders were asked to indicate how frequently they experienced challenges regarding their well-being in their job as school leader. They could respond with 'Never', 'Rarely', 'Sometimes', or 'Often'.

### Students with school leaders experiencing well-being challenges

Table SLT3.4 shows the number of students under the leadership of a school leader who is either 'Sometimes' or 'Often' experiencing well-being challenges in their role.

Table SLT3.4

#### Percentage of students who attended schools where leaders frequently experience issues related to well-being

Statements	Students
I experience stress in my work	 79% (4.6)
My job negatively impacts my mental health	 36% (5.6)
My job negatively impacts my physical health	 39% (5.8)
I have difficulty sleeping because I think about work-related issues	 70% (5.1)
I don't have time for my personal life because of my job	 67% (4.6)
I don't have time to eat healthily because of my job	 54% (5.0)
I don't have time to exercise because of my job	 63% (5.3)
I feel overwhelmed by my job	 66% (4.2)

#### Percentage of students who attended schools whose leaders frequently experienced issues related to well-being, Tonga, PILNA 2021

( ) Standard errors appear in parentheses.

In Tonga, on average, 79% of students attended schools where school leaders 'Often' or 'Sometimes' experienced stress working as a school leader and 66% of students attended schools with school leaders who 'Often' or 'Sometimes' felt overwhelmed by their job. Most students are in schools where school leaders report that they are stressed or overwhelmed.

On average, about seven out of ten students attended schools where school leaders 'Often' or 'Sometimes' had difficulty sleeping (70%) or had no time for their personal life (67%) because of their job.

Also, on average, more than one out of three students had school leaders who felt their job negatively affected their mental health (36%) and physical health (39%) either 'Often' or 'Sometimes'.

## What does this mean?

Large proportions of students in the region have school leaders who frequently experience stress and poor well-being because of their job.

Other job-related well-being challenges are common for school leaders. The results suggest that many school leaders do not have time to take care of themselves due to their jobs. Of more concern is the finding that about one out of three students have a school leader whose physical and mental health is being negatively affected by their job. The implication is that school leaders are sustained by a sense of purpose (see school leader pride and job satisfaction) or, in the absence of this, are at risk of disengagement with their job.