

Elevating Education-System Employee Wellness

February 2026 Wellness Newsletter

To support education-system employee wellness, the ODE [School Wellness, Inclusion Safety & Health Unit](#) features a monthly article in the Education Update to foster a culture of belonging and wellness for education-system employees, the backbone of our k-12 system.

Welcome to the second month of 2026! This month the topic is burnout. What is it? How do we get it? How do we find wellness again? Back in 2020 a book called [Burnout: Ther Secret to Unlocking the Stress Cycle](#), written by a former high school teacher and her twin sister, came out and put words to feelings and experiences experienced by so many. The book connects burnout to **Human Giver Syndrome**, a term coined by Kate Manne to explain the societal pressure for some people to be selfless, caretake, prioritize the needs of others first, suppressing their own emotions, and feeling obligated to endlessly give to others. The result of which creates deep feelings of exhaustion leading to burnout. **Burnout is also a syndrome**, coined in 1975, and refers specifically to workplace exhaustion and energy depletion, creating negative feelings about one's job, and in turn decreases one's ability to do one's job effectively.

What can be done to reduce burnout for educators whose job is to teach students who inherently need support, care and time? A dynamic process of completing the [body's stress cycle](#). **This can be done by creating a distinction between the situation causing stress and the way in which our body feels that stress.** When we experience stress, it needs to be released, otherwise it piles up. These layers of stress lead to burnout. If you want to learn more, [this podcast](#) with the authors of the book in conversation with Brene Brown is helpful.

We are human and beautifully complex. There is much happening outside of work, to our family, communities, neighbors, and students. It's a lot to hold. The hope is to connect these words about burnout with our own experiences to use when the time is right.

Educator Well-Being Offerings

Financial Beginnings is a non-profit that teaches individuals practical strategies to improve their financial wellness. Register today to attend free financial well-being workshops from [Financial Beginnings](#)! Spots are limited.

Educators need tools and resources to help absorb financial shock, plan for retirement, and have freedom to make life choices that lead to greater health and well-being. Financial struggles are a major contributor to educator burnout and high turnover rates.

With funding from [Oregon Well-Being Trust](#), Financial Beginnings is offering two workshops at no cost to current public educators in Oregon. Reaching more than 200 K-12 schools and colleges. See below for session details and registration information:

Session 1: Goals and Tools

- Wednesday, February 25, 3:30-4:30 PM
- [Register here to receive the Zoom link](#)

Session 2: Savings and Retirement

- Thursday, March 12, 3:30-4:30 PM
- [Register here to receive the Zoom link](#)

Starting on February 10th, Oregon Well-Being Trust, the Oregon Dept of Education in collaboration with OAESD will be hosting an Educator Well-Being community of practice through the end of the school year. The goals of the group are to develop a deeper understanding of well-being, strategies for increasing capacity for districts to improve their well-being, mapping resources, tools and being in community with others across Oregon who are interested in improving educator well-being.

For more information or questions please contact nat.jacobs@ode.oregon.gov or Stephanie Roberson at stephanier@oregonwellbeing.org