



The University of
Nottingham

ESRC Seminars on Resilience in Teachers and Teaching: Personal Reflections

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Nature and Management of Resilience

Inspired interest in area of which I was sceptical: unnecessary concept ~ now engaged (teaching issues but also NOLA (Katrina and Deep Water) and Great Irish Famine 1845);

Came with a commitment to “work and organisation design and management” approach within an occupational health framework;

Believe that resilience arises from an interaction between individual and environmental variables;

Realised that I should place more emphasis on individual variables in that interaction and that my conception of the environment should be more social in nature.

Definitions of Resilience & Research

Recognise that many different views resilience exist and different perspectives in research, policy and practice: this is an important issue;

Feel strongly, that while, in some circumstances, different definitions and views can be dealt with in parallel, we need to be clear about the definition that we use and how we operationalise it.

Believe that it would be good for research, policy and practice if there was an agreed definition or model and a gold standard measure or set of measures.

Nature vs Nurture

Now question whether resilience is an inherited individual trait or is learnt can be engineered?

Feel that it is both but possibly the latter is the more important.

Experience elsewhere suggests that, if resilience can be learnt, then the social context for such learning is important as is the social representation of the learnt state.

Is resilience a social rather than a psychological construct?

Selection for Resilience

See relevance now of early research on stress resistance in combat situations ~ suggested two main factors driving such resilience:

A history or otherwise of clinically diagnosed mental disorder and the general fit between the person's nature (possibly IE) and the social demands of their combat situation. Links with resilience being a social construct.

This simple model might work for teacher resilience and make selection for resilience possible but rather different from what is normally planned.

Communication & Dissemination

Important part of contract with ESRC covers the dissemination of the findings from the seminars and related information ~ to promote interest in and understanding of resilience in relation to teachers and teaching;

Research team has developed a communication and dissemination strategy which is part of today's seminar procedure;

Strategy is multi-faceted and multi-media and will hopefully involve participants from the seminars.

Deliverables

PRIORITY: Report to ESRC and Executive Summary

*Special number of education journal

*Edited book

*Articles in professional publications

Key papers in targeted journals

Web site

* Participation welcomed

Organisation

Seminar organisers: Editorial Team (ESRC contract)

Special number and edited book under negotiation

Take input from today's procedures in final design

Welcome participation: will consider proposals and issue invites after producing outline of both publications and guidance for potential authors including style and schedule



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Thank You

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