

Well-being at MIS

Mahindra International School- Internal Procedure

Created: December 2024

Version: 1.0

Next update: 2027-28



RATIONALE:

MIS recognizes the importance of well-being as the underlying principle that supports all aspects of school life and beyond. Well-being is a pre-requisite for academic growth and achievement, and we understand that positive emotions are conducive and directly linked to learning processes. “The International Baccalaureate suggests that a well-being policy is one of the most effective means for improving student attainment outcomes”. Furthermore, a community that promotes well-being allows for a sense of belonging to develop in all stakeholders and ultimately leads to greater productivity and more balanced lifestyles.

Well-being is important for all stakeholders.

- a. For learners, in addition to setting the stage for learning to take place, our commitment to holistic learning places a strong emphasis on developing well-rounded, balanced young individuals.
- b. For faculty: “happy” teachers are essential to creating positive relationships with their learners. They are the major influencers in shaping their students and in modeling healthy approaches to managing emotions and stress.
- c. Parents/caregivers need reassurance and a sense of comfort in order to support their child's well-being and education. Parenting is not easy, and a healthy partnership with the school can help alleviate stress and anxiety as we create together a web of support for our learners.

DEFINITIONS

What well-being is not:

At MIS we understand that well-being is not a constant state of feeling good and happiness. We recognize that a school like any other authentic environment cannot be free of stress, sadness, or anxiety. The notion of well-being is tightly connected to that of mental health, and we adhere to the following definition taken from child psychologist Lisa Damour, who states that good mental health is:

1/ having feelings that reasonably fit what’s going on, considering the cultural differences that exist in a school like MIS.

2/ being able to handle these feelings well.

Good mental health and the well-being that follows come from a state of equilibrium between what happens to us and the way we respond to it, ensuring that the response is proportional and adapted to the cause. It is

Well-being at MIS

Created: December 2024

Version: 1.0

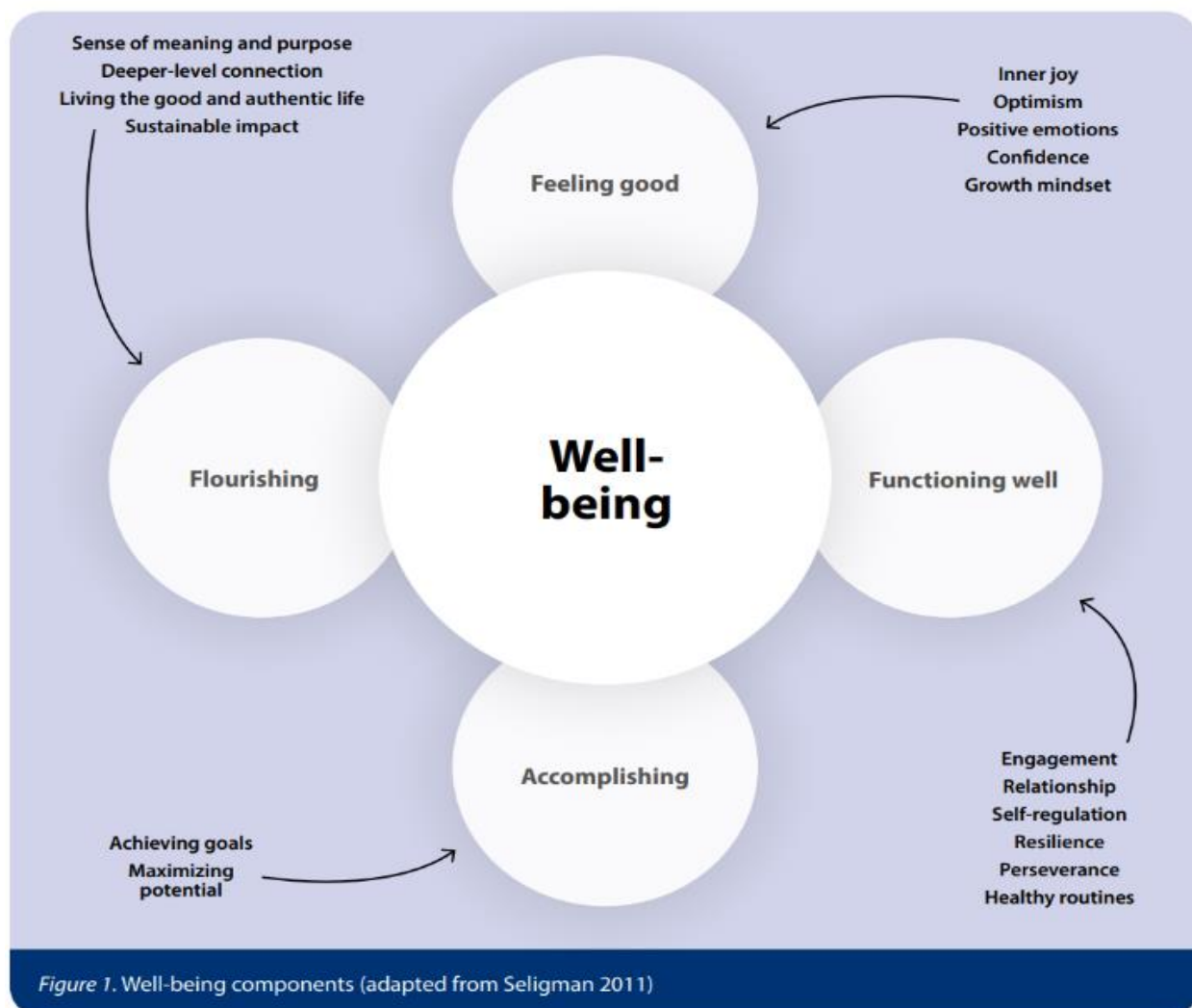
Next update: 2027-28

normal for a student to be stressed before an important assessment for example, and we recognize that stress has positive sides in preparing the learner to deliver a strong performance. At MIS we believe that a focus on well-being can play an important part in ensuring that stressful moments, even though uncomfortable, do not become unmanageable.

What is well-being?

At MIS we have decided to adopt the PERMA model for well-being, which was introduced by one of the founders of the positive psychology movement, Martin Seligman. The PERMA model suggests that well-being can be achieved through a combination of:

- **POSITIVE EMOTIONS**, such as hope, interest, joy, compassion, pride, gratitude, etc.
- **ENGAGEMENT**, achieving a state of flow by aligning challenges and skills
- **RELATIONSHIPS**, building strong connections and support networks
- **MEANING**, finding purpose and significance, serving something bigger than the self
- **ACHIEVEMENT**, pursuing goals and celebrating achievements



Well-being at MIS

Created: December 2024

Version: 1.0

Next update: 2027-28

What is the school's responsibility?

While some macro factors affecting people's well-being are out of the school's control – social and political conflicts, wars, climate issues, social media, etc. – others can be addressed at school.

- Positive relationships have a strong impact on well-being and teach our learners how to collaborate and develop healthy relationships.
- Every class or engagement on campus is an opportunity to enhance one or several elements of the PERMA model. In that sense, at MIS we believe that:

EVERY CLASS IS A CLASS ON WELL-BEING

- Every interaction between adults (faculty, staff, parents, caregivers) is also an opportunity to work on elements of PERMA to ensure that we all contribute to the well-being of the community. Making people feel valued and heard and ensuring that they are seen for who they are contributes to a sense of belonging, empowerment, and well-being.
- The natural and physical environment play a significant role in well-being. Air quality, light, materials, colors, proximity to nature and more, have an impact on well-being and will be factored into any future facilities development project.
- As an enhancement to the PERMA model, we are now seeing the letter H being added for Health and the introduction of PERMAH. Healthy lifestyles, from proper nutrition to regular exercise and the pursuit of a healthy work-life balance are all elements that MIS is committed to enhancing for all constituents.
- At MIS we understand that positive emotions can be compromised if our natural environment is not doing well. Sustainability and regeneration is one of our 24-27 strategic priorities and with this comes a commitment to having a green and sustainable campus.

Next steps

As we all take action to enhance the well-being of stakeholders at MIS, it is important that we measure where we stand today and the progress we make along the way. It is therefore important that we identify a tool to measure the well-being of learners, staff, and parents.

Works Cited

Madeson, Melissa. "The PERMA Model: Your Scientific Theory of Happiness." *PositivePsychology.com*, 24 Feb. 2017, positivepsychology.com/perma-model/.

"What Is Well-Being? (2021)." *International Baccalaureate®*, 8 Mar. 2021, www.ibo.org/research/wellbeing-research/what-is-well-being/.