

## Part B Project Summary

**Project Title: Stress Management and Mental Health Promotion for Teachers in Hong Kong 教師壓力與精神健康推廣計劃**

**Project Number:  
(2008/0102)**

**Name of Organization:** Department of Rehabilitation Sciences, The Hong Kong Polytechnic University  
**Project Leader:** Dr. Hector W.H. Tsang, Associate Professor

**(1) Goals:***Long-term Goals*

- (i) To improve teaching efficacy and boost morale of teachers in Hong Kong
- (ii) To improve learning and educational development of students in Hong Kong

*Short-term Goals*

To develop and evaluate of the effectiveness of an intervention program to reduce stress and improve mental health of teachers at primary and secondary schools in Hong Kong.

**Objectives:**

- (i) to promote awareness of stress and mental health in the workplace among teachers in Hong Kong through conducting educational talks in schools
- (ii) to develop an intervention program to reduce perceived stress among teachers and improve their mental health
- (iii) to train trainers in schools who serve as health ambassadors to promote and implement the intervention program
- (iv) to evaluate the outcomes of the intervention program in alleviating stress and improving mental health of teachers
- (v) to evaluate generalizability of the intervention program to job satisfaction and teaching performance of teachers
- (vi) to develop a system that schools will further implement the program after this proposed project is completed

**(2) Targets: ALL primary and secondary teachers in the long run**

**Expected number of beneficiaries:** Direct beneficiaries: 360 teachers will attend the educational talks and 400 primary school teachers will receive stress reduction intervention; Other beneficiaries: ALL primary and secondary teachers (53,000) will receive promotion materials on the stress and mental health in the workplace

**(3) Implementation Plan:**

**(i) Duration:** July 2009 to June 2011

**(ii) Process / Schedule:**

Phase of study	Action	Period
Phase I	Development of intervention program	July 2009 – Oct 2009
Phase II	Promotion and recruitment	October 2009 – April 2010
Phase IIIa	Train the trainers (health ambassadors)	May 2010 – July 2010
Phase IIIb	School implementation	August 2010 – April 2011
Phase IV	Report writing and dissemination	May 2011 – August 2011

**(iii) Collaboration with other parties / partners:** Dr. Wai-ming CHEUNG, Assistant Professor  
 Faculty of Education, The University of Hong Kong

**(4) Products:**

**(i) Deliverables/outcomes:** (1) An evidence-based intervention program will be developed which will reduce stress and improve mental health of 53,000 teachers in Hong Kong will improve their mental health; (2) Promotion materials in form of DVDs and booklets will be distributed to ALL primary and secondary schools to make teachers aware of their own stress and mental health

**(ii) Dissemination of deliverables / outcomes:**

1. Reports on the Randomized Clinical Trial (RCT) will be disseminated in local press, at local and overseas conferences and in academic journals.
2. Promotion materials in form of DVDs and booklets and will be distributed to ALL schools in Hong Kong.
3. A manuscript based on the project will be submitted to an international peer-reviewed journal.

**(iii) Commercialization potential of deliverables / outcomes:** The stress reduction intervention program

**(5) Budget:** Total: HKD1,298,700 (a) Staff cost: HKD1,002,000; (b) Equipment: HKD176,700; (c) Services: Not available; (d) General expenses: HKD120,000; (e) Contingency: Not available

**(6) Evaluation:**

**(i) Performance indicators:** Stress level, mental health, teacher efficacy and job satisfaction of teachers

**(ii) Outcome measurements:**

**(a) Psychosocial Stress Level and Mental Health measured by:**

1. Occupational Stress Inventory
2. Maslach Burnout Inventory
3. Depression Anxiety Stress

**(b) Teaching Efficacy measured by:**

Teacher' Sense of Efficacy Scale

**(c) Job Satisfaction measured by:**

Job Satisfaction Session in the Occupational Stress Indicator

**(d) Physiological Measure of Stress : Salivary Cortisol Level**