



## Early Childhood Educators' Wellbeing Project (ECEWP) RESOURCES

Web [ECEWP website](#)  
Facebook [ECEWP](#)  
Email [ecewp@mq.edu.au](mailto:ecewp@mq.edu.au)  
Video <https://youtu.be/QqfNX7f4XnQ>

### Conceptualisation of educator wellbeing

Wong, S., Cumming, T., MacQuarrie, A., Bull, R., Robertson, C., Saha, M., McFarland, L., & Logan, H. (2022). Holistic measurement of early childhood educators' well-being: A protocol. *International Journal of Research & Method in Education*, 46(5), 515–527. <https://doi.org/10.1080/1743727X.2022.2128746>

Cumming, T., & Wong, S. (2019). A holistic look at wellbeing. *Every Child*, 25(4), 14-15.

Cumming, T., & Wong, S. (2019). Towards a holistic conceptualisation of early childhood educators' well-being. *Contemporary Issues in Early Childhood*, 20(3), 265-281. <https://doi.org/10.1177/1463949118772573>

The Early Education Show. (2019). *Podcast interview discussing the Early Childhood Educators' Well-being Project*. <https://tinyurl.com/y2okn74p>

Cumming, T. & Wong, S. (2018). Educator well-being: Why does it matter? *Early Childhood Australia Voice*, 20(1), 3.

Wong, S., Cumming, T. & Logan, H. (2018). Educator well-being: Caring for our educators as well as children. *Cascades: C&K Building Waterfalls Magazine*, 3, 1–2.

Cumming, T. (2017). Early childhood educators' well-being: An updated review of the literature. *Early Childhood Education Journal*, 45(5), 583-593. <https://doi.org/10.1007/s10643-016-0818-6>

### State of educators' wellbeing

Bull, R., Wong, S., MacQuarrie, A., Katrakazos, E., Cumming, T., & McFarland, L. (2025). Early childhood educators' well-being and physiological stress in the workplace: An exploratory study utilizing wearable technology. *International Journal of Stress Management*. Advance online publication. <https://doi.org/10.1037/str0000381>

Cumming, T. (2025, July). Prioritising wellbeing: A mindful reset in challenging times. *Amplify!* <https://www.cela.org.au/publications/amplify!-blog/july-2025/prioritising-wellbeing-a-mindful-reset>

Cumming, T., McFarland, L., Saha, M., Bull, R., Wong, S., Ng, E. L., Sun, J., O'Hara-Gregan, J., & Gould, K. (2024). Developing the WECARE cross-national research alliance for investigating early childhood educators' wellbeing. *Qualitative Research Journal*. <https://doi.org/10.1108/QRJ-07-2024-0148>

Cumming, T. (2023, November 2). Early childhood education: A feminised industry [Radio interview]. *2MCE*. <https://2mce.org/podcast/early-childhood-education-a-feminised-industry/>

McFarland, L., Bull, R., Cumming, T., & Wong, S. (2022). Workplace bullying in early childhood education settings: Prevalence and protective factors. *International Journal of Early Childhood*. <https://doi.org/10.1007/s13158-022-00341-y>

McFarland, L., Cumming, T., Wong, S., & Bull, R. (2022). 'My cup was empty': The impact of COVID-19 on early childhood educator well-being. In J. Pattnaik & M. R. Jalongo (Eds.), *The impact of COVID-19 on early childhood education and care* (pp. 171–192). Springer Nature. [https://doi.org/10.1007/978-3-030-96977-6\\_9](https://doi.org/10.1007/978-3-030-96977-6_9)

McFarland, L., Wong, S., Bull, R., & Cumming, T. (2022). Early childhood educator well-being in Australia throughout the COVID-19 pandemic. *ChildLinks*, 2, 21-24. <https://shop.barnardos.ie/products/ebook-childlinks-staff-wellbeing-in-early-learning-and-care-issue-2-2022>

Cumming, T. (2021, November 23). Early childhood educators and burnout. Invited panel discussion about the early childhood workforce and educators' well-being during COVID-19. *Media Centre for Educational Research Australia* [online]. <https://fb.watch/9tmgUoKfL8/>

Cumming, T. (2021). Psychological wellbeing of workers essential. *Bedrock*, 26(2), 10-11. <http://publications.ieu.asn.au/2021-may-bedrock/articles2/psychological-wellbeing-workers-essential/>

Cumming, T. (2021, October 27). Disturbing levels of stress and injury among educators [Video]. *ABC News*. <https://www.abc.net.au/news/2021-10-27/disturbing-levels-of-stress-and-injury-among-educators/13605396>

Cumming, T., Wong, S., & Logan, H. (2021). Early childhood educators' well-being, work environments and 'quality': Possibilities for changing policy and practice. *Australasian Journal of Early Childhood*, 46(1), 50-65. <https://doi.org/10.1177/1836939120979064>

Lucas, F. (2021, February 22). Emotionally exhausted, physically worn – what researchers know about educator health. *The Sector*. <https://thesector.com.au/2021/02/22/emotionally-exhausted-physically-worn-what-researchers-know-about-educator-health/>

Priestley, A. (2021). What researchers are learning about the health of early childhood educators. *Women's Agenda*. <https://womensagenda.com.au/latest/what-researchers-are-learning-about-the-health-of-early-childhood-educators/>

Prime7. (2021). *Too many childcare centres and not enough workers to fill them, that's the problem facing the early education industry*. <https://fb.watch/9LCU1mwo7a/>

Cumming, T., Wong, S., & Logan, H. (2020, November 16–20). *Hearing early childhood educators' voices about their well-being*. Paper presented at the Early Childhood Voices Conference 2021 [online]. <https://earlychildhoodresearch.csu.domains/hearing-early-childhood-educators-voices-about-their-well-being/>

Cumming, T., Wulff, E., Wong, S., & Logan, H. (2020). Assessing your work environment. *Bedrock*, 25(1), 16-17. <http://publications.ieu.asn.au/2020-march-bedrock/articles2/assessing-yourwork-environment>

Cumming, T. & Wong, S. (2017). *Using wearable technology to investigate educator well-being* [YouTube video]. <https://youtu.be/KWzybTJTviA>

## Organisational factors influencing educators' wellbeing

Bull, R., McFarland, L., Cumming, T., & Wong, S. (2024). The impact of work-related wellbeing and workplace culture and climate on intention to leave in the early childhood sector. *Early Childhood Research Quarterly*, 69, 13–24. <https://doi.org/10.1016/j.ecresq.2024.06.002>

Cumming, T., Wong, S., McFarland, L., & Bull, R. (2023). Please don't go! Sustaining educators' well-being during challenging times. *Every Child*, 29(1), 24. <https://shop.earlychildhoodaustralia.org.au/product/ec2301/>

Cumming, T., McFarland, L. & Wong, S. (2022). Developing a happy, healthy and sustainable early childhood workplace. *Everyday Learning Series*. Early Childhood Australia. <https://shop.earlychildhoodaustralia.org.au/product/edl2104/>

Cumming, T., & Wong, S. (2021). Collegiality, quality and wellbeing. *Every Child*, 27(1), 28–29.

Logan, H., McFarland, L., Cumming, T., & Wong, S. (2021). Supporting educator well-being during the COVID-19 pandemic: A case study of leadership in early childhood education and care organisations. *Australasian Journal of Early Childhood*. <https://doi.org/10.1177/18369391211040940>

Logan, H., Cumming, T., & Wong, S. (2020). Managing educator well-being in challenging times: Views from early childhood organisations. *Rattler*, 131, 47-49.

Logan, H., Cumming, T., & Wong, S. (2020, November 16–20). *Sustaining early childhood educator work-related well-being: Perspectives from early childhood organisational stakeholders*. Paper presented at the Early Childhood Voices Conference 2021 [online]. <https://earlychildhoodresearch.csu.domains/ecv2020-114/>

Logan, H., Cumming, T., & Wong, S. (2020). Sustaining the work-related wellbeing of early childhood educators: Perspectives from key stakeholders in early childhood organisations. *International Journal of Early Childhood*. 52(1), 95-113. <https://doi.org/10.1007/s13158-020-00264-6>

## Initiatives to support educators' wellbeing

Video summary of clinical supervision research: <https://www.youtube.com/watch?v=EBovJ3cZOMQ&t=3s>

Wong, S., Cumming, T., McFarland, L., & Bull, R. (2025). Clinical supervision: A new approach to supporting educators. *Rattler*, 148, 32–34. <https://www.cela.org.au/shop/rattler-magazine/rattler-issue-148-april-2025>

Wong, S., Bull, R., Cumming, T., & McFarland, L. (2024). Supporting leaders in early childhood education settings: An evaluation of a clinical supervision program for centre directors. *Cogent Education*, 11(1), 2309749. <https://doi.org/10.1080/2331186X.2024.2309749>

Wong, S. (2023). A case study of clinical supervision to support early childhood leaders in times of natural disaster: 'It's not a designer handbag'. *Australasian Journal of Early Childhood*. <https://doi.org/10.1177/18369391231217266>

## Policy context

Cumming, T., & Wong, S. (2023). Beyond workforce shortages: A call for holistic care and recognition in early childhood policy [Editorial]. *Australasian Journal of Early Childhood*, 48(4), 265–267. <https://doi.org/10.1177/18369391231213926>

Cumming, T., McFarland, L., Wong, S. & Bull, R. (Submitted May 2021). *Submission to Consultation on a Ten Year National Children's Education and Care Workforce Strategy (2021–30)*.

Cumming, T., McFarland, L., Wong, S. & Bull, R. (Submitted April 2021). *Written Submission for the NQF Review Consultation Regulation Impact Statement (CRIS)*.

Cumming, T., Logan, H., & Wong, S. (2020). A critique of the discursive landscape: Challenging the invisibility of early childhood educators' well-being. *Contemporary Issues in Early Childhood*, 21(2), 96-110. <https://doi.org/10.1177/1463949120928430>

## External resources

Australian Childcare Alliance NSW  
<https://nsw.childcarealliance.org.au/>

Australian Childhood Foundation  
<https://professionals.childhood.org.au/resources/>

Australian Children's Education and Care Quality Authority (ACECQA): Educator wellbeing  
<https://www.acecqa.gov.au/latest-news/blog/educator-wellbeing>

Be You & Beyond Blue: Educator wellbeing

<https://beyou.edu.au/resources/educator-wellbeing>

Care for Kids: Mental health support for educators and children

<https://www.careforkids.com.au/blog/mental-health-support-for-educators-and-children>

Community Early Learning Australia (CELA): 6 resources to boost educators' mental wellbeing

<https://www.cela.org.au/publications/amplify!-blog/jul-2020/educator-mental-wellbeing>

Early Childhood Australia (ECA): Health and wellbeing resources

<https://shop.earlychildhoodaustralia.org.au/wellbeing-matters/>

IEU: Workplace health and safety resource hub (members only)

<https://ieuqnt.org.au/whs-resources-hub/>

MindSpot (Macquarie University): Mental health care

<https://www.mindspot.org.au/>

NSW Department of Education: Supporting educator wellbeing

<https://education.nsw.gov.au/early-childhood-education/leadership/news/supporting-educator-wellbeing>

NSW Department of Education: Workplace wellbeing

<https://education.nsw.gov.au/early-childhood-education/initiatives/early-childhood-careers/workplace-wellbeing>

Positive Living Skills: Mental health programs for early childhood services

<https://www.positivelivingskills.com.au/>

Semann & Slattery: Courses and resources

<https://www.semanslattery.com/learning>

<https://www.semanslattery.com/free-resources/>