



**Creating Healthy Schools
and Communities**


Making the healthy choice the easy choice!

Wellness Wednesdays Virtual Training Series

POLICIES AND PRACTICES THAT SUPPORT STAFF WELLNESS

How to start improving educator wellness?

- 1- Gather health assessment data.
- 2- Learn about employee's health interests.
- 3- Gain administrator buy in.
- 4- Create an action plan.**
- 5- Communicate and promote.
- 6- Make changes!
- 7- Evaluate your program.



We simply cannot expect educators to implement health and wellness programs without support. We need improved policies.

Wellness policy language examples

“The District will have a **staff wellness subcommittee** that focuses on staff wellness issues, identifies and disseminates wellness resources and performs other functions that support staff wellness in coordination with human resources staff. Schools in the District will implement strategies to support staff in actively promoting and modeling healthy eating and physical activity behaviors. The District will encourage staff member participation in health promotion programs and will support programs for staff members on healthy eating/weight management that are accessible and free or low-cost. ”

“Commitment to Employee Wellness

- The school will do an annual interest assessment with all staff including teachers and other personnel.
- The school will make efforts to provide physical activity opportunities and healthy eating programs.
- Staff lounge areas, trainings, and other meetings will offer healthy food choices.
- Trainings and meetings more than 1 hour in length will offer physical activity breaks.
- Staff will be given information on preventive health, physical activity, and good nutrition throughout the year.”

8 dimensions of wellness

Social Wellness	<ul style="list-style-type: none">• Positive relationships with family, friends, and community members
Physical Wellness	<ul style="list-style-type: none">• Taking care of your body by making informed decisions
Emotional Wellness	<ul style="list-style-type: none">• Positive feelings about yourself, sharing your feelings, and being optimistic
Occupational Wellness	<ul style="list-style-type: none">• Satisfaction with your job, working in a healthy environment, balancing work and family life
Intellectual Wellness	<ul style="list-style-type: none">• Engaging in stimulating activities, expanding knowledge and abilities
Environmental Wellness	<ul style="list-style-type: none">• Living in and supporting a clean and safe environment
Spiritual Wellness	<ul style="list-style-type: none">• Living a meaningful and purposeful life
Financial Wellness	<ul style="list-style-type: none">• Economic stability and the ability to make informed financial decisions.

Gather health assessment data

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Health questionnaire that provides a snapshot of an individual's overall health and well-being.

- Health insurance provider may offer them
- Can use the CDC's survey to generate your own form.
 - [CAPTURE](#)
- Can use 3rd party ([AHA](#), etc)

Health screenings

- Blood pressure, BMI, etc.

Learn about employee's health interests

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Survey staff to determine the level of interest in a variety of wellness activities.

Consider asking about activities from many of the dimensions of wellness.



EIGHT DIMENSIONS OF WELLNESS*

Gain administrator buy in

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2- Learn about employee's health interests.

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4- Create an action plan.

5- Communicate and promote.

6- Make changes!

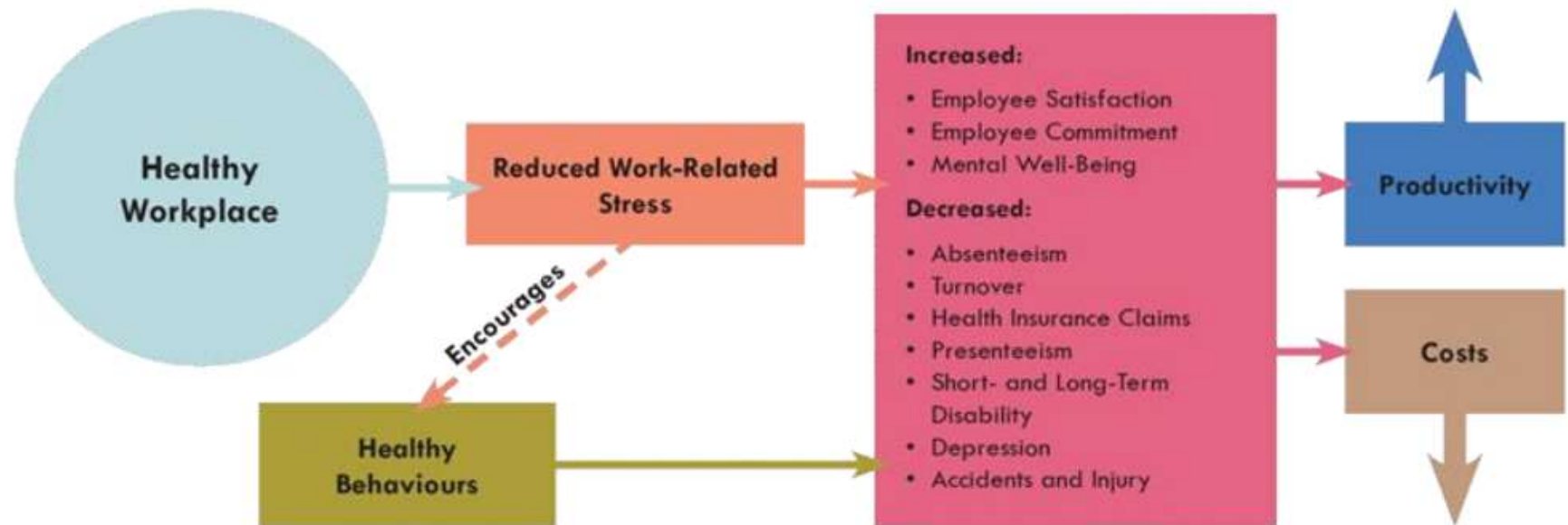
7- Evaluate your program.

Bring specific data from your district

Employee health assessment

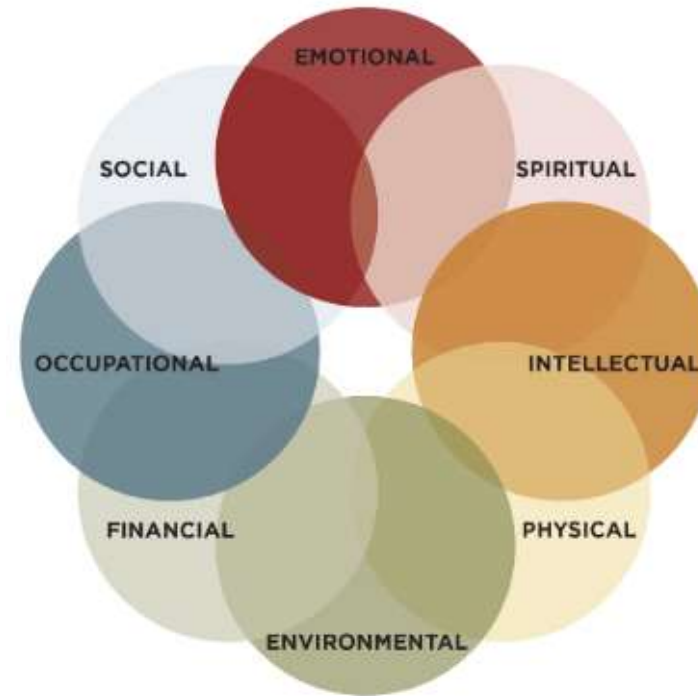
Health interests

Assessment of current employee wellness practices (SHI module 9).



Create an action plan

Consider addressing all dimensions of wellness in your plan.



EIGHT DIMENSIONS OF WELLNESS*

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How can you address emotional wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Provide trainings on stress management, mindfulness etc.
- Normalize being off duty (both for short increments during the day and during evenings and weekends).
- Offer mental health counseling programs (1 on 1 counseling, small group sessions and referrals to services outside the school)
- Offer mental health days.
- Provide professional development on Social Emotional Learning (SEL).
- Schedule a **wellbeing week** every term – this is a school community event which means no staff meetings, no parents meetings, no staying back late and no homework.

How can you address emotional wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Colorful Life- color for
300 minutes

- Provide trainings on stress management, mindfulness etc.
- Normalize being off duty (both for short increments during the day and during evenings and weekends).
- Offer mental health counseling programs (1 on 1 counseling, small group sessions and referrals to services outside the school)
- Offer mental health days.
- Provide professional development on Social Emotional Learning (SEL).
- Schedule a **wellbeing week** every term – this is a school community event which means no staff meetings, no parents meetings, no staying back late and no homework.

How can you address physical wellness?

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2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Create policy giving staff access to physical activity facilities.
- Provide healthy food options in cafeteria, vending machines and staff room.
- Organize group exercise classes for staff.
- Encourage walking meetings and allow walking or physical activity during preps.
- Provide discounts at local fitness facilities.
- Offer health screenings, weight management classes, cooking classes, tobacco cessation services, alcohol and other drug use prevention and treatment services.
- A whole-school agreement about when to call in sick and stay at home can be valuable.

How can you address physical wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:

Go green- eat 20
salads

- Create policy giving staff access to physical activity facilities.
- Provide healthy food options in cafeteria, vending machines and staff room.
- Organize group exercise classes for staff.
- Encourage walking meetings and allow walking or physical activity during preps.
- Provide discounts at local fitness facilities.
- Offer health screenings, weight management classes, cooking classes, tobacco cessation services, alcohol and other drug use prevention and treatment services.
- A whole-school agreement about when to call in sick and stay at home can be valuable.

How can you address social wellness?

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3- Gain administrator buy in.

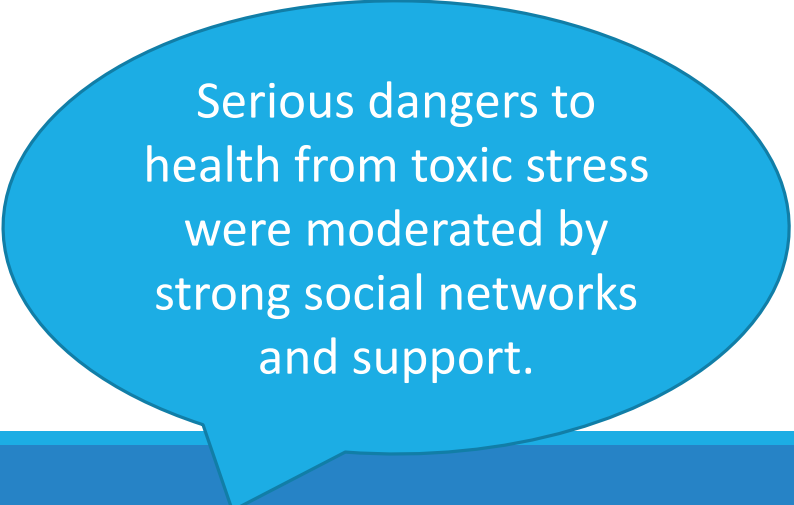
4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Create policies to promote work/life balance
 - Email policy- Administrators not sending emails during non work hours. Staff encouraged to not check emails during non work hours.
 - Reduce meeting length/amount.
- Provide collaboration time.
- Opportunities for staff to form relationships.
 - Organized activities to help staff bond.
 - Buddy system.
- Training on conflict resolution.



Serious dangers to health from toxic stress were moderated by strong social networks and support.

How can you address social wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Set up weekly game night with family or friends

- Create policies to promote work/life balance
 - Email policy- Administrators not sending emails during non work hours. Staff encouraged to not check emails during non work hours.
 - Reduce meeting length/amount.
- Provide collaboration time.
- Opportunities for staff to form relationships.
 - Organized activities to help staff bond.
 - Buddy system.
- Training on conflict resolution.

Serious dangers to health from toxic stress were moderated by strong social networks and support.

How can you address environmental wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Designate a staff wellness room.
- Designate a lactation room and create policies that support breast feeding.
- Offer bike storage for staff to encourage alternative forms of transportation.
- Provide ergonomic workstations or alternative seating.



How can you address environmental wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Take 5 minutes to declutter workspace
10 times .

- Designate a staff wellness room.
- Designate a lactation room and create policies that support breast feeding.
- Offer bike storage for staff to encourage alternative forms of transportation.
- Provide ergonomic workstations or alternative seating.



How can you address intellectual wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Make opportunities for professional development available.
- Create a culture that is supportive of trying new ideas and of failure.



How can you address intellectual wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Learn 10 phrases in
another language

- Make opportunities for professional development available.
- Create a culture that is supportive of trying new ideas and of failure.



How can you address spiritual wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Set up policies that facilitate and foster diversity in culture, ideas, and thought.
- Offer a quiet room where people can relax, pray, or meditate.



How can you address spiritual wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Write a personal
mission statement

- Set up policies that facilitate and foster diversity in culture, ideas, and thought.
- Offer a quiet room where people can relax, pray, or meditate.



How can you address occupational wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Comprehensive mentoring program.
- Seminars on opportunities for advancement within the district.
- Recognition of staff achievement.



When efforts are noticed and openly valued this feels good, strengthens motivation and increases well-being.

How can you address occupational wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Ask 10 people for feedback and provide recognition to 10 people

- Comprehensive mentoring program.
- Seminars on opportunities for advancement within the district.
- Recognition of staff achievement.



When efforts are noticed and openly valued this feels good, strengthens motivation and increases well-being.

How can you address financial wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

- Provide trainings/education around financial topics.
- Shift payment schedule from 10 months to 12 months.



How can you address financial wellness?

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Wellness Challenge:
Create a bank account
for emergencies

- Provide trainings/education around financial topics.
- Shift payment schedule from 10 months to 12 months.



Community Circles

Circles, by their very structure, convey certain important ideas and values without the need for discussion...



Equality (everyone has equal seating)

Safety and trust (no one is hidden)

Responsibility (everyone has a role in the outcome)

Facilitation (circle reminds the leader to facilitate rather than lecture)

Ownership (participants know that the circle is theirs)

Connections (built when staff are heard)

Create an action plan

1- Gather health assessment data.

2- Learn about employee's health interests.

3- Gain administrator buy in.

4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Prioritize actions based on

- What is needed?
 - Staff health assessment data
- What is wanted?
 - Staff health interest survey
- What is doable?
 - Administrator support
 - Resources (time and money)

Communicate and promote your action plan

1- Gather health assessment data.

2- Learn about employee's health interests.

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Amongst Staff:

This is so important for making successful changes.

- Recruit others to help promote upcoming activities.
- Members of staff are experts and trained educators in physical education, health, nutrition and mental health. Get them involved!

Communicate and promote your action plan

1- Gather health assessment data.

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To communicate with the public:

Insight	Recommendation
Stress is a more salient concept than wellbeing	<i>Frame educator stress as a challenge that negatively impacts job performance; and measures to address this as positively impacting student outcomes. Avoid vague references to wellbeing.</i>
Most agree: stress affects performance, yet not a top priority	<i>Connect initiatives to reduce teacher stress to top priorities in education; Communicate the positive impact of addressing the challenges and inspire hope and engagement</i>
People relate differently to teachers and principals	<i>Lead with teachers as the key target for wellbeing efforts; Communicate the role of principals in supporting teachers and students</i>
Presenting only facts has limited influence: stories are more effective	<i>Communicate using stories of how educator stress impacts students, support stories with facts; Communicate how too much stress prevents educators from embodying the qualities we value most in educators</i>

Make changes!

1- Gather health assessment data.

2- Learn about employee's health interests.

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4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Start with 1 or 2 changes that are likely to be popular, inexpensive or easy.



Evaluate your program

1- Gather health assessment data.

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4- Create an action plan.

5- Communicate and promote.

6- Make changes!

7- Evaluate your program.

Survey staff on an annual basis.

- Are the current programs/policies working?
- What are they most interested in adding?

Staff interests and needs are likely to change over time.

Resources

General Educator wellness resources:

[Staff Well-Being | Alliance for a Healthier Generation](#)

<https://www.healthyschoolsalliance.ca/en/resources>

<https://k12wellatwork.ca/article-series>

Health Risk Assessments:

<https://www.cdc.gov/policy/hst/hra/frameworkforhra.pdf>

[CDC Employee Health Assessment \(CAPTURE\)<TM>](#)

[My Life Check® | Welcome \(heart.org\)](#)

Employee wellness interest survey:

<https://api.healthiergeneration.org/resource/83>

Employee wellness program assessment:

<https://api.healthiergeneration.org/resource/147>

Wellness challenges:

[Wellness Challenge Ideas | WellRight](#)

Thank you!

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