



## WORKFORCE SECONDARY TRAUMATIC STRESS

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The Mead School District is committed to preventing and addressing secondary traumatic stress for District personnel by supporting mental health in the workplace. Everyday school staff work with students experiencing trauma and loss. As a result, teachers, school counselors, administrators and other school staff may experience secondary traumatic stress. When secondary traumatic stress is left unaddressed, it may lead to staff turnover, burnout, adult chronic absenteeism and health issues that negatively impact everyone in the school community.

The District recognizes that secondary traumatic stress, also called compassion fatigue, is a natural but disruptive set of symptoms that may result when one person learns first hand of the traumatic experiences of another. Symptoms of second traumatic stress may include feelings of isolation, anxiety, dissociation, physical ailments and sleep disturbances. In addition, those affected by secondary traumatic stress may experience: changes in memory and perception; alternations in their sense of self-efficacy; a depletion of personal resources; and disruption in their perceptions of safety, trust and independence.

The District, therefore, commits to promoting a positive workplace climate that includes a focus on diversity and inclusion. This effort will be accomplished through incorporating and sharing secondary traumatic stress management, stress management and other mental health resources and supports available through the Office of the Superintendent of Public Instruction, the Educational Service District, the School Employees' Benefits Board and other appropriate resources.

The District will regularly assess district-level and school building-level implementation of this policy and procedure. The assessment will include input from the District's workforce. The District will provide appropriate resources and training to schools and staff for continuous improvement. Information regarding these efforts will be shared with the board annually.

Legal References      28A.300 RCW  
                                 28A.400 RCW

**Adopted:                    August 30, 2021**