

## PERSONNEL

### Workforce Secondary Traumatic Stress

The Board is committed to supporting mental health and addressing secondary traumatic stress in the workplace. School staff regularly work with students experiencing trauma and loss. As a result, teachers, school counselors, administrators, and other school staff may experience secondary traumatic stress. The Board recognizes the diversity of needs within the District's workforce and is committed to supporting a positive workplace climate, where every staff member is safe, known, and valued.

The Board hereby establishes a district-wide workforce mental health committee with the following functions:

- Share secondary traumatic stress, stress management, and other mental health resources and supports available through the Office of the Superintendent of Public Instruction, the Educational Service District, and the School Employees' Benefits Board;
- Share links to a secondary traumatic stress self-assessment tool and any associated resources provided by the aforementioned organizations; and,
- Report to the Board at least once per year with a summary of committee activities.

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.

Legal Reference: [RCW 28A.300](#) Superintendent of Public Instruction  
[28A.400](#) Employees

Adopted: August 18, 2021