

PERSONNEL

Workforce Secondary Traumatic Stress

The District will establish a diverse and inclusive Workforce Mental Health Committee. The District will seek committee members who have the interest and skills to best serve the committee. The District's Workforce Mental Health Committee will include:

1. One teacher and classified staff member from the K-8 level;
2. One teacher and classified staff member from the high school level;
3. One staff member from student services and/or support staff (e.g., school counselors);
4. One central office administrator who has funding authority and one central office administrator who can represent Human Resources (this can be the same person); and,
5. One K-8 building administrator, and one high school building administrator.

The committee will seek resources related to secondary traumatic stress from OSPI, the ESD, and the School Employees' Benefits board. OSPI will link to resources on its website. The committee is encouraged to consider resources supporting comprehensive staff well-being. Additionally, the committee may seek input regarding resources from District personnel and the community. Materials and resources related to secondary traumatic stress will be shared district-wide via email and staff intranet, and the committee will help to determine how the District can support staff in meaningfully engaging with the resources.

The duties of the committee will include:

1. Sharing supports available through the Office of the Superintendent of Public Instruction, the Educational Service District, and the School Employees' Benefits Board;
2. Sharing links to a secondary traumatic stress self-assessment tool and any associated resources;
3. Reviewing district level annual staff survey data; and,
4. Utilizing the data collected, report to the Board at least once per year with a summary of committee activities, the status of staff well-being, and an assessment and recommendations for the implementation of this policy and procedure.

Adopted: August 18, 2021