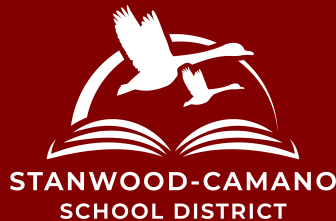
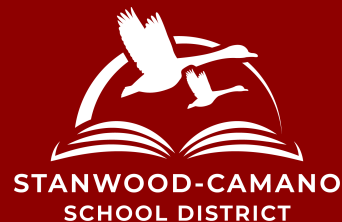


# Board Report Policy 5515 Workforce Secondary Traumatic Stress





## OUR PROMISE

Every student in the Stanwood-Camano School District is **empowered to learn** in an inclusive setting and is **prepared for the future** of their choice.

# Board Policy 5515P Requirements

- Establish a Diverse District Wellness Committee
- Seek resources on comprehensive staff well-being
- Share resources district-wide
- Use continuous improvement process
- Report to board once per year

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# Wellness Cohort Grant -- MTSS CoP

- Multi-Tiered System of Support Community of Practice
- Kaiser Permanente
- Alliance for a Healthier Generation
- Health Care Authority
- Workshops & Quarterly Meetings

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# Action Plan

- Assessment
- Identify Strengths (e.g. SEL practices, Co-worker support, Supervisor Support)
- Identify Challenges (e.g. Time)
- Root Cause Analysis
- Identify Staff Well-Being Best Practices

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# Staff Well-Being Data

Panorama Staff Survey December 2021 & 2022

Comparison between 2021 and 2022 revealed

- General Staff Wellbeing increased 10% (175 respondents)
- Areas of greatest improvement:
  - Job Satisfaction up 16%
  - Feeling Hopeful up 14%
- General Teacher Wellbeing increased 5% (167 respondents)
- Areas of greatest improvement:
  - Feeling Safe at work up 8%
  - Job Effectiveness up 11%

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# Staff Well-Being Data

## Areas of Concern (Staff):

- Frustration at Work
  - 36% reported frequently or almost always
- Overwhelmed at Work
  - 30% reported frequently or almost always

## Areas of Concern (Certificated)

- Frustration at work
  - 54% reported frequently or almost always
- Exhaustion at Work
  - 65% reported frequently or almost always

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# Staff Well-Being Best Practices

- District Level Professional Learning on Staff Well-Being
- District Level Professional Learning on Positive Work Culture
- Employee Assistance Program

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# Create SMARTIE Goals

**S**trategic

**M**easurable

**A**mbitious

**R**ealistic

**T**imebound

**I**nclusive

**E**quitable

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# Example: Draft Goal

Between February 2023 and June 2023, the SCSD will provide staff with 3-4 wellness strategies per month via staff newsletters to address self-care, boundary setting, and/or stress management in a format that will allow access to all staff regardless of role within the district.

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# Sample Strategy

## Boundary Setting Tool

- 1) I will say “yes” to
- 2) Others may not
- 3) I can ask for
- 4) I will guard my time and energy by

## Educator Self-Care Card

- MTSS: Universal Strategy

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Questions?

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