

2023-2024 BCCS Wellness Program Strategic Plan

Strategic Vision:

To cultivate a culture of holistic wellbeing where every member of the Brooklyn Center Community Schools feels valued, supported, and empowered so that the community thrives.

Strategic Mission:

Empowering employees and students to prioritize and nurture their holistic wellbeing through justice-centered practices, equitable access to resources, and collaborative partnerships.

Strategy Core Values:

1. *Justice-Centered Facilitation*: Creating a district wellness program where every voice is heard, valued, and included, with a focus on dismantling oppressive systems.
2. *Anti-Racism*: Position the district wellness program and wellbeing work as a driver to actively eliminate racism and its impacts within the school community and broader society.
3. *Intentionality*: Being deliberate and purposeful in actions, strategies, quality improvement, data collection and data usage of the district wellness program to promote holistic wellbeing and create positive change.
4. *Collective Wellbeing*: The district wellness program goes beyond individual wellness to focus on fostering a culture of care, collaboration, and mutual support within the school community.
5. *Holistic Wellbeing*: Through the 8 Dimensions of Wellness Model the district wellness program furthers the communal wellbeing of the district community by leading a comprehensive approach to health and wellness that considers various interconnected aspects of wellbeing (emotional, environmental, financial, intellectual, mindfulness, occupational, social, and physical).

Target Market:

Brooklyn Center Community School employees and students.

2023-2024 Strategic Priorities:

1. Strengthen the district culture by building systems that are steeped in justice-centered, anti-oppressive practices
 - Objective: Implement training programs for staff to embed communal wellness driven justice-centered practices in daily operations.

- Rationale: To ensure all interactions and systems across the organization are embedded with an anti-racist wellbeing lens.
- Action Items:
 - Develop and deliver justice-centered communal wellbeing training modules for all department staff.
 - Establish regular reflection sessions to assess alignment with justice-centered practices.
 - Collaborate with the equity department to integrate anti-oppressive practices into the district wellness policies.

2. Enhanced Staff Communication and Engagement Strategy

- Objective: Increase access, awareness, and utilization of the wellness program among staff through transparent communication, trust building and relationship and community building.
 - Rationale: Increase trust, transparency, and collaboration throughout our organization by developing staff engagement practices, data collection, and reflection.
- Action Items:
- Host collaborative workshops and events to promote dialogue and reflection on wellness priorities.
 - Develop staff focused initiatives centered on 1, 2, or 3 dimensions of wellness at a time to increase skill-building professional developments available, in order to better supply staff with the tools and internal work to better support our students.
 - Develop targeted communication strategies tailored to address perceived barriers and misconceptions about wellness initiatives.
 - Implement regular feedback mechanisms for families and staff to share insights and suggestions to adjust communication strategies accordingly.

3. Strategic Partnerships and Collaborations

- Objective: Strengthen internal collaborations with district departments, across school sites, and district leadership groups, to enhance the impact and reach of the wellness program on staff.
- Rationale: Collaborations with diverse internal stakeholder groups to offer opportunities to leverage resources, expertise, and support, ultimately fostering a culture of wellness throughout the staff community.
- Action Items:
 - Align with school climate efforts and integrate with wellness programming to maximize the effectiveness and sustainability of school and district culture.

- Forge strategic partnerships with the operations team, curriculum and instruction, community engagement teams, and site leadership teams to promote support systems and services to further staff health and wellbeing.
- Collaborate within district departments to enhance staff / staff group(s) professional development and skills development training.

Outcome Statement:

To further ingrain a culture of justice-centered, anti-oppressive practices and holistic wellbeing within Brooklyn Center Community Schools, through strategic alignment with internal departments to develop an organizational culture committed to collective wellbeing, focused on staff and students, so as to effectively engage diverse district stakeholders with the District Wellness Program.

Objectives:

1. Create a space where students and staff have the opportunity to explore and further their wellbeing by aligning with multiple departments to expand and leverage for greater visibility and access to wellness content and shared visions.
2. Enhance student wellness, identified through Minnesota student survey responses and Social-Emotional Learning screener data.
3. Increase accessibility to cross-district staff programming and create a safe space for employee communication to foster collaboration and relationships/values.

Output:

1. Wellness content and programs are integral to Curriculum & Instruction, Community Engagement, Human Resources, and other district departments., increasing equitable wellness for staff and students.


Key Performance Indicators (KPIs):


1. Strengthening District Culture:
 - a. Percentage of staff completing justice-centered communal wellbeing workshops and or professional development opportunities.
 - b. Number of staff reflection sessions held to assess alignment with justice-centered practices.
 - c. Integration level of anti-oppressive practices into wellness department policies (e.g., percentage of policies updated)



2. Enhanced Communication and Engagement Strategy:
 - a. Percentage increase in awareness and utilization of the wellness program among staff and students.
 - b. Number of cross- district department workshops and events held.
 - c. Effectiveness of targeted communication strategies, measured through feedback mechanisms and perceived barriers addressed.
3. Strategic Partnership:
 - a. Integration level of wellness initiatives with school climate efforts and benefits programming.
 - b. Participation rates in joint initiatives supporting holistic wellbeing of stakeholders.
4. Outcome Measurement:
 - a. Degree of ingrained culture of justice-centered, anti-oppressive practices and holistic wellbeing within Brooklyn Center Community Schools, measured through surveys or assessments capturing perceptions of staff, students, and community members.
 - b. Alignment level with internal departments to develop an organizational culture committed to collective wellbeing, measured through feedback mechanisms and assessment of collaboration effectiveness.
 - c. Accessibility improvement to programming and creation of safe spaces for communication, evaluated through surveys, participation rates, and qualitative feedback.

The Future: Create a five- year plan that strategically centers 2-3 priorities, allowing the department to spend more time fostering strategic alignment to school and workplace climate and evaluation.

2024 ACTION PLAN

Quarter	Month	Goal/ priority	Activity
Q1	June	<i>Strengthen district culture</i>	<p>One campaign for the year- District theme: belonging and connection</p> <ul style="list-style-type: none"> <input type="checkbox"/> Determine a development plan for the justice-centered communal wellbeing training modules for all staff (Building a Community of Care, etc.) <ul style="list-style-type: none"> <input type="checkbox"/> Work with Nuhu and Lucy etc. on Healing Organization presentations <input type="checkbox"/> Schedule the PD days and staff meetings, as well as confirm the contractors for the district office staff trauma trainings <ul style="list-style-type: none"> <input type="checkbox"/> 1-2 sessions on adult/personal trauma <input type="checkbox"/> 1-2 sessions on student trauma <input type="checkbox"/> Adult personal wellness (funded by health at work) <input type="checkbox"/> Student and community wellness (funded by school health) - 30 mins in 3-4 staff meetings
		<i>Enhance Communication and Engagement</i>	<ul style="list-style-type: none"> <input type="checkbox"/> Plan collaborative workshops and events to promote staff dialogue <ul style="list-style-type: none"> <input type="checkbox"/> Collaborate with BCS admin for Community of Care phase 3 <input type="checkbox"/> Finalize dates for Host collaborative staff workshops/events to promote dialogue <ul style="list-style-type: none"> <input type="checkbox"/> Mindfulness, SEL, and Anti-racist material <input type="checkbox"/> offered at 2 first friday pd's <input type="checkbox"/> Explore other settings (new hire meetings, PLCs, RP meetings) for dialogue
		<i>Partnerships and Collaborations</i>	<ul style="list-style-type: none"> <input type="checkbox"/> Collaborate with school climate and equity teams to align efforts <input type="checkbox"/> Development: District wellness fair for staff <ul style="list-style-type: none"> <input type="checkbox"/>  WellnessBenefitEnrollmentFair202425 Work Plan.xlsx <input type="checkbox"/> Align wellness with school climate efforts for effectiveness/sustainability <ul style="list-style-type: none"> <input type="checkbox"/> Potential collaborators: RP specialists, nutrition services, coaches, FACS class, Growing BC

	July	<i>Strengthen district culture</i>	<input type="checkbox"/> Outline a plan for Student-Facing Wellness Integration Content on nutrition, mindful movement, etc. paired/aligned with mental health, equity, etc. delivered in First Fridays, etc. <input type="checkbox"/> New Staff Sessions - Wellness Policy - Healing Organization content (big picture, BCCS is about it, what's available to staff) <input type="checkbox"/> Care for the Caregivers - planning support and collaboration for the year: <ul style="list-style-type: none"> <input type="checkbox"/> Wellbeing specialist visits for relationship building <ul style="list-style-type: none"> <input type="checkbox"/> Debrief sessions with RP team <input type="checkbox"/> Holding space for capacity building when team is independent <input type="checkbox"/> Plan for more formal equity collaboration in years 2-3 after strengthening relationships
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Develop staff wellness initiatives focused on 1-2 dimensions <input type="checkbox"/> Design a 45 min workshop week -Nutrition <input type="checkbox"/> Build out a plan to implement staff wellness initiatives focused on 1-2-3 dimensions at a time
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Work with equity department on integrating anti-oppressive practices into wellness policies <input type="checkbox"/> Development: District wellness fair for staff <ul style="list-style-type: none"> <input type="checkbox"/>  WellnessBenefitEnrollmentFair202425 Work Plan.xlsx <input type="checkbox"/> Forge strategic partnerships with district teams (food service, teaching/learning, engagement, leadership)
	August	<i>Strengthen district culture</i>	<input type="checkbox"/> Deliver justice-centered training modules to all staff <input type="checkbox"/> Provide wellness policy and healing organization training for new staff <input type="checkbox"/> Begin development of the staff Wellness/HR benefits presentations during First Friday sessions (December & February)
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Plan targeted staff communication strategies <input type="checkbox"/> Start up communication for the year- weekly and bi-weekly emails to staff (current resources, programs, collaborations, and student integrations)

			<input type="checkbox"/> Host a 45 min workshop week -Nutrition <input type="checkbox"/> Collaborate with admin on plans to address school climate initiatives
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Further partnerships with district teams (food service, teaching/learning, community engagement, site leadership) <input type="checkbox"/> Development: District wellness fair for staff <input type="checkbox"/>  WellnessBenefitEnrollmentFair202425 Work Plan.xlsx <input type="checkbox"/> Utilize wellness specialist's perspective to prioritize top staff needs <input type="checkbox"/> Ensure leaders are aware of wellness goals and how the department can support
Q2	September	<i>Strengthen district culture</i>	<input type="checkbox"/> Establish regular staff reflection sessions on justice-centered practices <input type="checkbox"/> Provide trauma-informed training focused on adult wellness
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Host staff dialogue workshops/events <input type="checkbox"/> Set a plan for staff meeting visits for dialogue to build trust and community <input type="checkbox"/> Integrate wellness messaging into existing platforms instead of separate sections
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Development: District wellness fair for staff <input type="checkbox"/>  WellnessBenefitEnrollmentFair202425 Work Plan.xlsx
	October	<i>Strengthen district culture</i>	<input type="checkbox"/> Develop an evaluation process for the justice-centered staff training to determine effectiveness
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Launch staff wellness dimension initiatives <input type="checkbox"/> Enlist community members to also champion the wellness messaging
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Host the district wellness fair for staff <input type="checkbox"/> Create a form for leaders to propose belonging/community promotion plans for feedback

	November	<i>Strengthen district culture</i>	<input type="checkbox"/> Explore the Phase 3 Building a Community of Care - for new teacher cohort (finalize when and where) <input type="checkbox"/> Schedule the Community of Practice sessions with the new teacher cohorts
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Develop targeted communication strategies tailoring to perceived barriers/misconceptions <input type="checkbox"/> Determine necessary communications after finalizing activities
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Collaborate within departments for staff professional development <input type="checkbox"/> Present Belonging and Community campaign to LEADS for their implementation roles
Q3	December	<i>Strengthen district culture</i>	<input type="checkbox"/> Provide Wellness/HR benefits presentations during First Friday sessions (2 sessions)
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Get leaders on board with wellness goals/5-year plan for additional communication channels
		<i>Partnerships and Collaborations</i>	
	January	<i>Strengthen district culture</i>	
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Embed wellness strategies in places besides wellness department <input type="checkbox"/> Develop a 5-year plan: <ul style="list-style-type: none"> <input type="checkbox"/> Year 1: Trauma training in First Fridays and 30-min staff meetings (all sites) <ul style="list-style-type: none"> <input type="checkbox"/> Focus on personal/adult awareness and resources first, then student application <input type="checkbox"/> Offer opt-in paid sessions on trauma, RP, adult wellness <input type="checkbox"/> Evaluate year 1 to inform future years' planning

			<input type="checkbox"/> Assess if year 1 training equipped staff for personal/communal trauma healing
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Respond to stakeholder wellness interests with collaboration and support
	February	<i>Strengthen district culture</i>	<input type="checkbox"/> Begin the collaboration with Equity department to integrate anti-oppressive practices into wellness policies (exploration and brainstorming for 2026-2027 policy revision process) <ul style="list-style-type: none"> <input type="checkbox"/> Begin to build plan for the utilize FSCS leadership team meetings to review wellness policy <input type="checkbox"/> Provide Wellness/HR benefits presentations during First Friday sessions (2 sessions)
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Increase awareness/engagement through 2-3 years of consistent newsletters/principal comms
	<i>Partnerships and Collaborations</i>		
Q4	March	<i>Strengthen district culture</i>	
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Define initiatives (policy implementation, alignment with events/campaigns/appointments) <input type="checkbox"/> Continuously expand positive relationships around staff wellness <input type="checkbox"/> Implement feedback mechanisms for staff/families to adjust communication strategies <ul style="list-style-type: none"> <input type="checkbox"/> Align with school climate efforts/evaluation/measurement
		<i>Partnerships and Collaborations</i>	

	April	<i>Strengthen district culture</i>	
		<i>Enhance Communication and Engagement</i>	<input type="checkbox"/> Use Qualtrics instead of Google Forms starting April 2024 <input type="checkbox"/> Draft a 5-year evaluation plan, consider embedding in staff satisfaction survey
		<i>Partnerships and Collaborations</i>	<input type="checkbox"/> Share annual wellness report with LEADS at end of year
	May	<i>Strengthen district culture</i>	
		<i>Enhance Communication and Engagement</i>	
		<i>Partnerships and Collaborations</i>	

Build from this: https://docs.google.com/document/d/1HI9W574y_rpN6LVAJiB-__EjwghgHp60kizyTWBys/edit

To be added in:

- District Wellness Framework Design Process: A Guide to RECOVER's Wellbeing Framework