

BCCS WELLNESS DEPARTMENT

2024-2025 STRATEGIC PLAN





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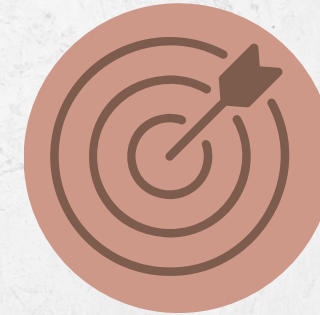
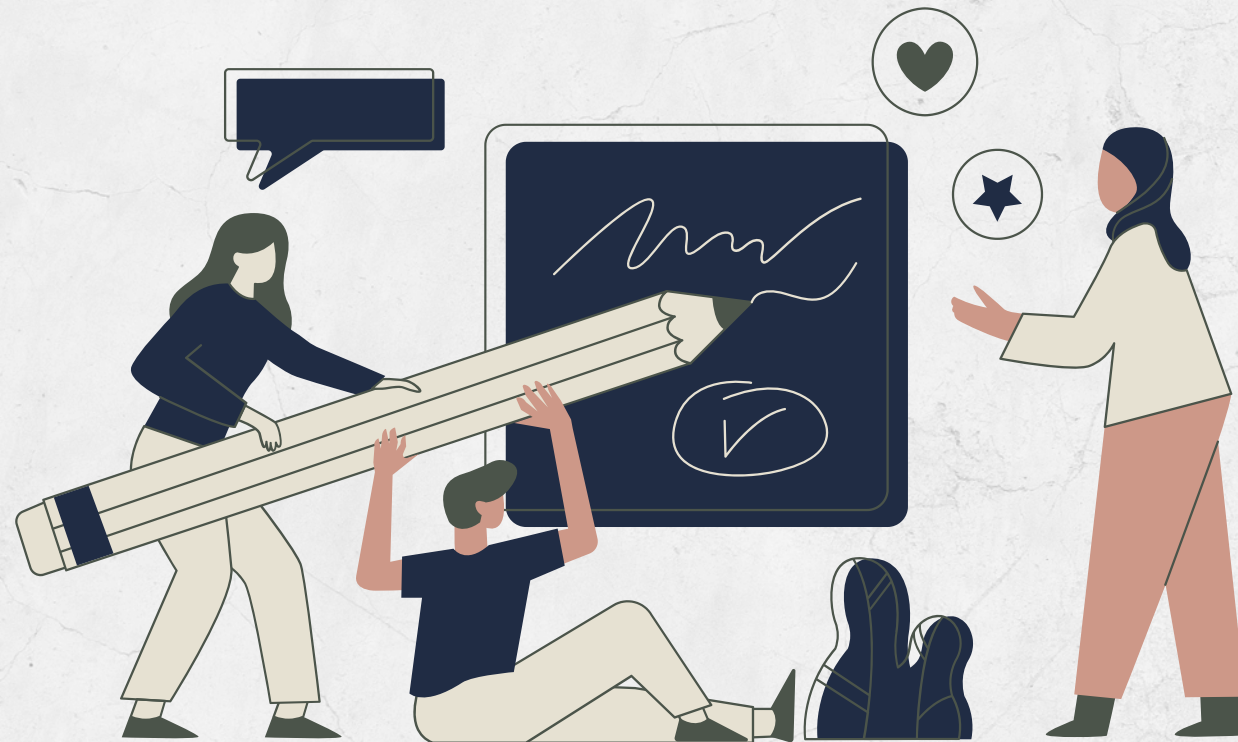
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Vision & Mission



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.



Target Market

Brooklyn Center Community School employees and students.

Core Values



Justice-Centered Facilitation

Creating a district wellness program where every voice is heard, valued, and included, with a focus on dismantling oppressive systems.



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.



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.



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.



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.

2024-2025 Strategic Priorities

BCCS District Wellness Program and
Committee



01 Priority

Strengthen the district culture by building systems that are steeped in justice-centered, anti-oppressive practices

02 Priority

Enhanced Staff Communication and Engagement Strategy

03 Priority

Strategic Internal Partnerships and Collaborations

Priority One

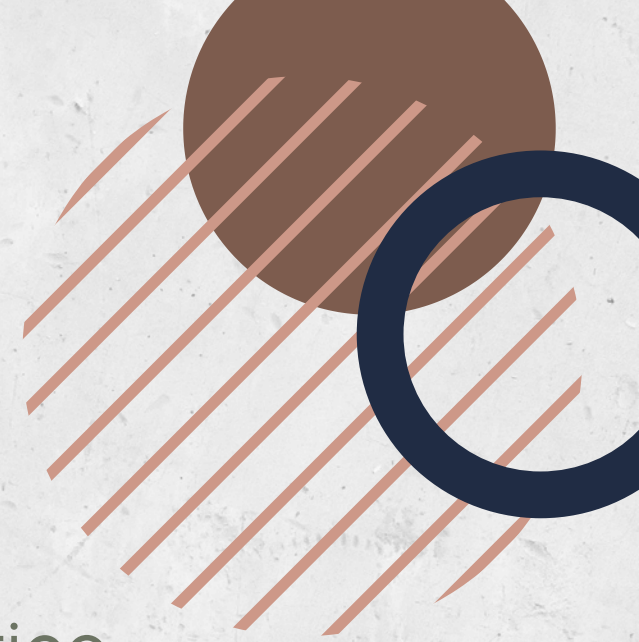
Strengthen the district culture by building systems that are steeped in justice-centered, anti-oppressive practices

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:

1. Develop and deliver justice-centered communal wellbeing training modules for all department staff.
2. Establish regular reflection sessions to assess alignment with justice-centered practices.
3. Collaborate with the equity department to integrate anti-oppressive practices into the district wellness policies.



Priority Two

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:

1. Host collaborative workshops and events to promote dialogue and reflection on wellness priorities.
2. 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.
3. Develop targeted communication strategies tailored to address perceived barriers and misconceptions about wellness initiatives.
4. Implement regular feedback mechanisms for families and staff to share insights and suggestions to adjust communication strategies accordingly.



Priority Three

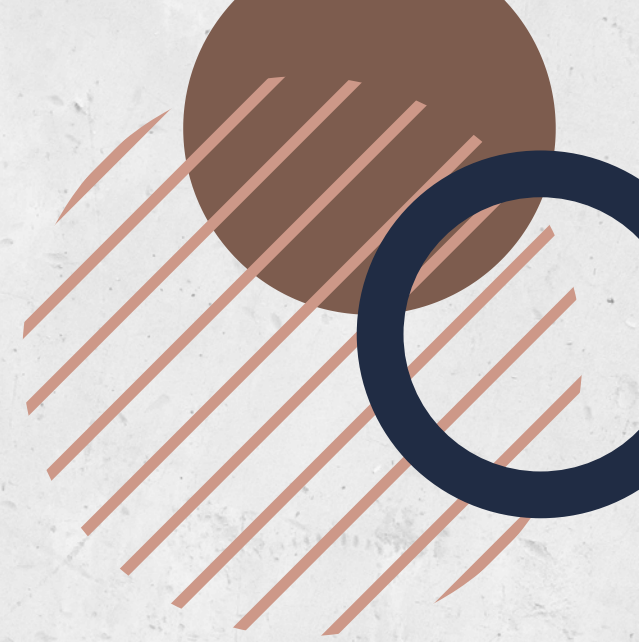
Strategic Internal Partnerships and Collaborations

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.



Strategic Objectives

01

Strengthening District Culture

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

02

Communication & Engagement

- Percentage increase in awareness and utilization of the wellness program among staff and students.
- Number of cross-district department workshops and events held.
- Effectiveness of targeted communication strategies, measured through feedback mechanisms and perceived barriers addressed.

03

Strategic Partnerships

- Integration level of wellness initiatives with school climate efforts and benefits programming.
- Participation rates in joint initiatives supporting holistic wellbeing of stakeholders.

Outcomes, Outputs, and Objectives

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.

Outcome Measurement:

- 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.
- Alignment level with internal departments to develop an organizational culture committed to collective wellbeing, measured through feedback mechanisms and assessment of collaboration effectiveness.
- Accessibility improvement to programming and creation of safe spaces for communication, evaluated through surveys, participation rates, and qualitative feedback.

Objectives:

- 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.
- Enhance student wellness, identified through Minnesota student survey responses and Social-Emotional Learning screener data.
- Increase accessibility to cross-district staff programming and create a safe space for employee communication to foster collaboration and relationships/values.

Output:

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

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.



Action Plan

Task list across all three priorities:

1. **Strengthening District Culture**
2. **Communication & Engagement**
3. **Strategic Internal Partnerships**

For the next 12 months





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