

PERSONNEL WORKFORCE SECONDARY TRAUMATIC STRESS: 5515

Purpose

In alignment with the Federal Way Public Schools Strategic Plan, the Federal Way School District commits to supporting the mental health of personnel in the workplace through the development of comprehensive programming to support wellbeing. Every day, school staff work with students experiencing trauma and loss. As a result, school staff may experience secondary traumatic stress, also known as compassion fatigue. When left unaddressed, secondary traumatic stress may lead to staff turnover, burnout, adult chronic absenteeism, and health issues that negatively impact the school community. By supporting the mental health of personnel in FWPS, this will increase the capacity of staff to be an effective, caring, and culturally competent community.

Secondary Traumatic Stress

The District acknowledges that [*Secondary Traumatic Stress](#) is a natural but disruptive set of symptoms that may result when one learns firsthand of the traumatic experiences of another.

Policy Statement

Federal Way Public Schools is committed to promoting a positive workplace that includes a focus on diversity and inclusion.

Encompassed within the comprehensive staff wellness programming developed by FWPS, the District hereby establishes a district-wide workforce mental health committee to assist with the following functions:

- Support the sharing of 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 District;
- Support the sharing of links to a secondary traumatic stress self-assessment tool and any associated resources;
- Report to the District at least once per year with a summary of the program and committee's activities.

The Federal Way School 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 References: RCW 28A.300.825 Secondary Traumatic Stress - Resources