

**Our Mission:** The MISD SHAC Committee strongly recommends the school board to foster and promote a culture of wellbeing within our district. In doing so, we hope to bring awareness to the benefits available for employees, as well as boost additional resources available.

**Our Proposal:** Provide our district's Principals with information and visibility around resources highlighting the Total Rewards & Benefits available to employees within the district. Additionally, give visibility into the lasting wellbeing benefits that Zen Rooms & Calming Corners can provide to both employees and students within our District, thus enabling safe places for restoration, healthy coping & de-escalating tactics, as well as provide a safe place for mental and emotional regulation.

### **Goal 1: Total Rewards & Benefits Refresher**

Our Key Objective for promoting our district's Total Rewards & Benefits is twofold. We would like to ensure our MISD faculty is taking advantage of our Employee Assistance Programs to sponsor personal self care & mental wellbeing to feel empowered in bringing their best selves to work. Additionally, we recommend highlighting the benefits and resources available to make their lives better outside of work.

MISD Website sponsoring Employee Support Programs which highlights 'Personal issues, planning for life events or simply managing daily life can affect your work, health and family'

More information can be found here to promote:

<https://www.mansfieldisd.org/departments/benefits/esp>

MISD Websites that reference EAP:

<https://mybenefitshub.com/mansfieldisd/2024-2025/Benefit/ComPsych/EAP>

<https://videos.thebenefitshub.com/higpveap/T24570>

Flyers to provide to all faculty and staff at the beginning of school year:

<https://www.mansfieldisd.org/uploaded/main/departments/HR/benefits/assets/EAP-OneAmerica.pdf>

### **Goal 2: Raise Awareness to the positive impacts of Zen Rooms & Calming Corners**

Our Key Objective for promoting Zen Rooms & Calming Corners for both faculty and students will offer many benefits. The high level benefits being- stress reduction, emotional regulation, improved focus, psychological safety, and a more positive learning environment for both teachers and students.

Our Why: According to WHO (World Health Organization), 3.6% of adolescents aged 10-14 and 4.6% of ages 15-19 experience anxiety disorders. During our pandemic, we saw 39% of our students experience poor mental health and teen girls and those in protected classifications such as LGBTQ+ are at the highest risk. Over 90% of students who utilize mental wellbeing rooms for 10 minutes experience positive shifts in mood and perspective.

#### Key Benefits:

##### Emotional Regulation & Stress Reduction:

Safe and quiet environment to de-stress and manage emotions. This also allows someone to take a break from high stress situations that can cause focus issues and allow them to return to class more effectively and without distraction.

##### Building Resilience & Coping Skills:

<https://www.goguardian.com>

Being able to self-regulate and cope is critical for growing minds or over-sensitized teachers. This gives a safe place to work through those things and learn to cope in a healthy and safe environment.

These safe spaces create and foster a culture of care, compassion and empathy which are critical skills for growing minds to navigate.

Teachers & Faculty: These rooms have fundamentally changed ways of working in a stressful and sometimes over stimulating environment for the better. Sites that have Zen rooms or calming corners for younger children have seen reduced burnout, improved morale, improved relationships between teachers/students as well as minimized disciplinary conversations in the classroom.

Links for ideas on creating a safe place within your schools:

<https://www.nea.org>

<https://funandfunction.com>

<https://www.the74million.org>

<https://www.edweek.org>

<https://www.bloom.com>

How to make an impact in your school:

Prompt Principles to prioritize either a Zen Room for age appropriate students (Middle School & Above with supervision) & Calming Corners for K-4. We understand space is limited, so utilizing a portion of the Cafeteria, Library or smaller unused classrooms or spaces is preferred over not providing a space.

In order to assist with the space and furnishings, below are resources on requesting Grant's through MISD. Additionally, there are Grant writing sessions offered that we recommend taking advantage of in the link below.

<https://www.mansfieldisdfoundation.org/grants/educator-resources.html/>