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SCIENCE

July 14, 2025

# 2025 Annual Wellness Report

BCCS Wellness:  
Promoting Personal and  
Community Wellness



**BROOKLYN  
CENTER**  
COMMUNITY  
SCHOOLS

WE STAND FRONT AND CENTER

Brooklyn Center Community Schools acknowledges that we occupy the unceded ancestral and contemporary lands of the Dakota people.

We also recognize the Anishinaabeg/Ojibwe whose lands were colonized by the United States and are currently occupied by the State of Minnesota.

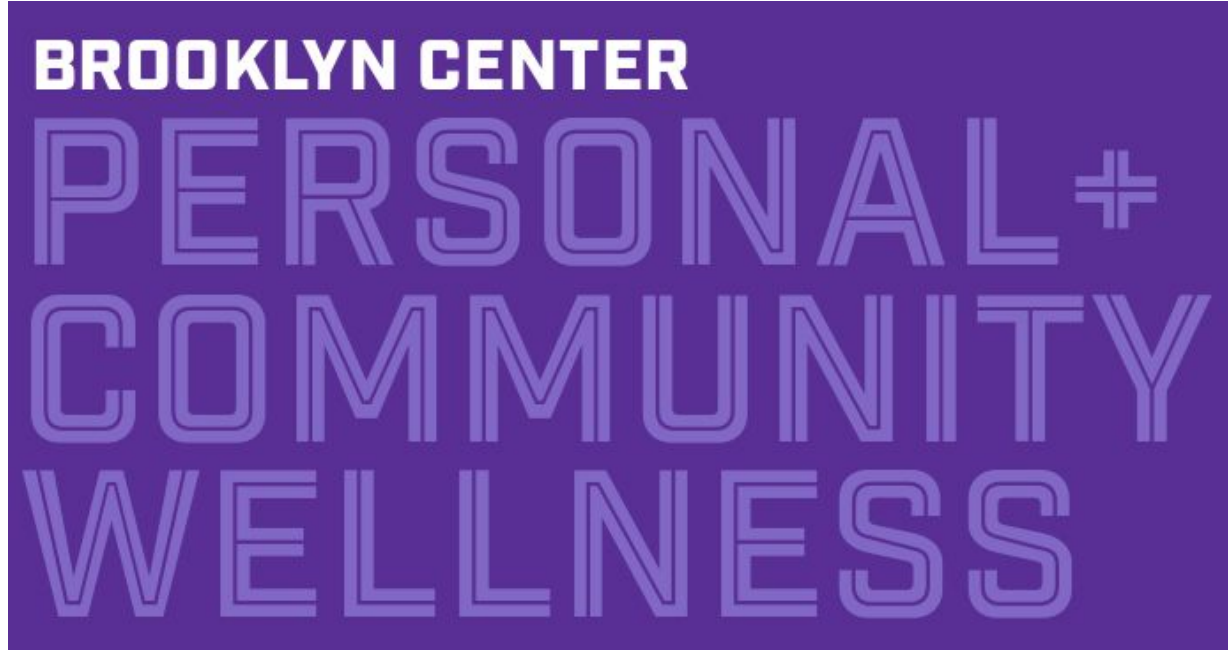
Our community sits upriver from Bdoté, the place where two rivers meet and most importantly, the center of Dakota spirituality and history. We commit to the work of being a justice-centered school community. Together, we will work to decolonize our minds and spaces, and to be good stewards to Mni Sota Makoce and good relatives to each other.



**BCS student athletes practice mindfulness at the end of the day**

# BCCS Wellness Strategy Review

- [Strategy Review Report Draft;](#)
- [Data Resource](#)



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

2.) Enhanced Staff Communication and Engagement Strategy

3.) Strategic Partnerships and Collaborations



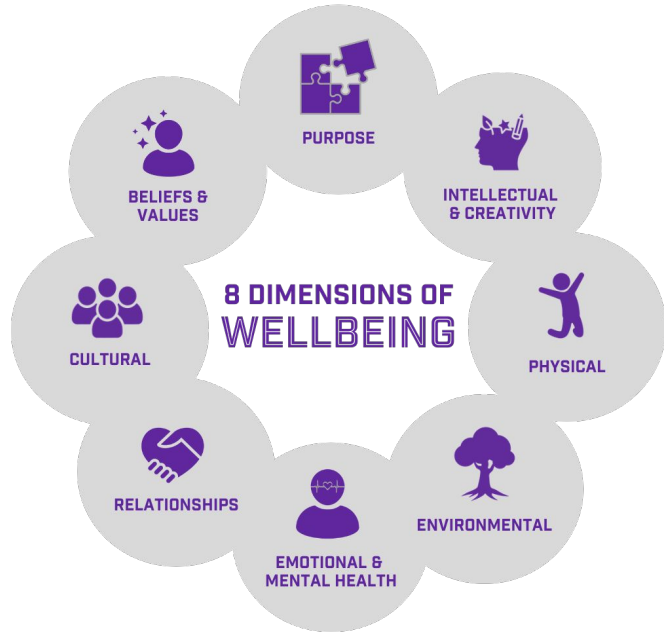
# What Is Working Well:

- Wellness services and trauma-informed PDs (yoga, serenity spaces, 1:1 appointments, gratitude programs) are viewed as impactful when accessed.
- Internal partnerships between HR, Operations, and other departments are emerging as powerful drivers when they function well.
- Culture shift language is beginning to resonate, especially around equity, inclusion, and whole-person wellbeing.
- Wellbeing Specialist leadership and role integration are overwhelmingly praised for connecting strategy to practice across the district (mentioned by all interviewed).

# Areas for Growth:

1. Inconsistent internal buy-in and ownership, especially across departments and some resistant site teams. In addition, mindset and cultural resistance: fear, guilt, and hesitancy around prioritizing workplace wellbeing. Greater clarity is needed on how wellness connects to everyone's roles.
2. Build intentional opportunities for cross-department collaboration, especially where informal alignment is already occurring. Use wellness as an anchor for culture-building across departments, with shared goals around care, safety, and belonging.
3. Communication and clarity gaps, including fractured frameworks, jargon-heavy language, and siloed messaging.
4. Lack of an interconnected and shared framework to connect strategies like MTSS, equity, trauma-informed work, wellness. etc. into a coherent system.
5. Over-reliance on individuals leads to concerns about sustainability, gaps in integration, and person-dependent success. There is a district leadership opportunity to recognize and address the issues that shape the conditions in which wellness communication and efforts are received across staff teams. **Elevating these insights to senior leaders is key to fostering a climate where wellness can take root and grow equitably.**

# Strategy Review Recommendation 1:



Re-frame from “Wellness” to “Wellbeing”. Based on staff feedback, interview data and reflection: BCCS is doing culture, climate, and system-level wellbeing work, not just individual wellness programming.

- “Wellness” is often perceived as optional, individual, or self-care-focused, and may cause resistance in a justice-centered, collective effort.
- “Wellbeing” better captures the systems-level, culturally responsive, and relational nature of the work underway. Rename the program accordingly.

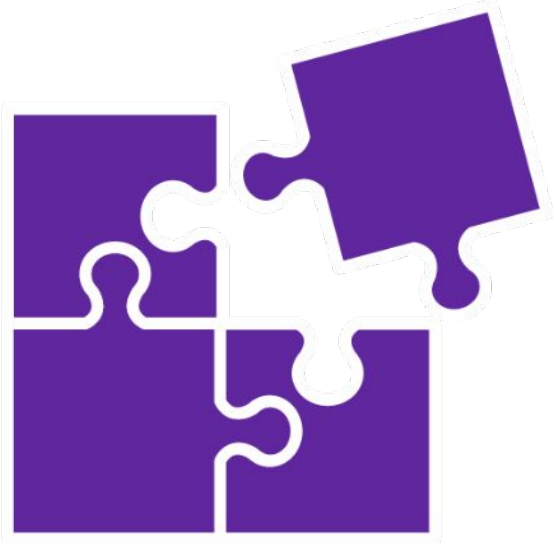
# Strategy Review Recommendation 2:

Explicitly center workplace climate, while amplifying student-led ideas to be a core driver of wellness culture, and shape the programming, spaces, and rhythms that support well-being, so wellness becomes more responsive, relevant, and lasting.

- As one district leader emphasized: “Wellbeing can and should happen at work.” This is still a hard sell for many. The next phase must normalize that wellbeing is not an extra, but a core condition of effective teaching, leadership, and support services.
- Embed this message in leadership PD, HR onboarding, and school-site culture planning.



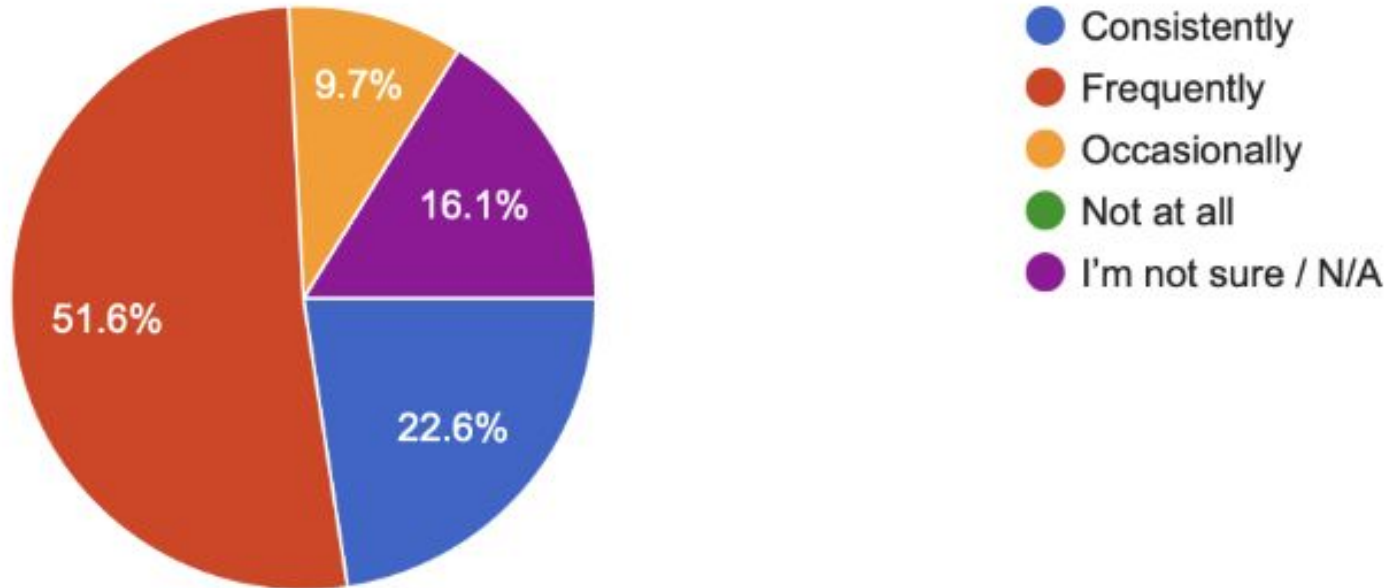
# Strategy Review Recommendation 3:



Codify the strategy into systems: To address the overreliance on individuals, especially the Wellbeing Specialist, move from relationship-based execution to systems-based strategy infrastructure through logic model, an implementation guide, staff-facing roadmap, etc.

# District Wellness Policy Implementation

To what extent did you observe the district wellness policy being applied in decisions, actions, or communications this year?

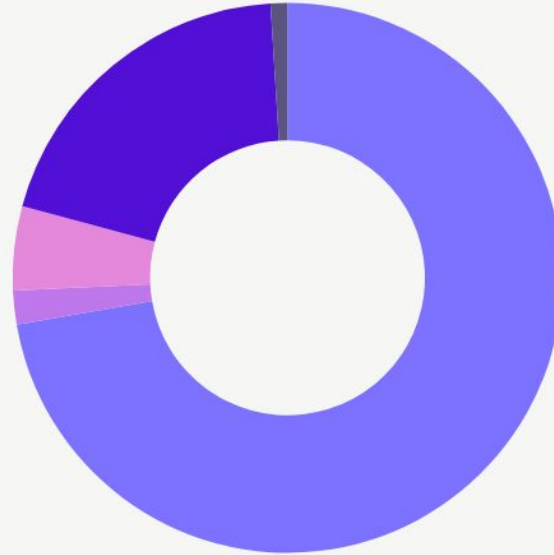




# Financial Impact of the BCCS Wellbeing Program

2025: \$303,160

Student, Staff and Shared Wellness Funding Sources



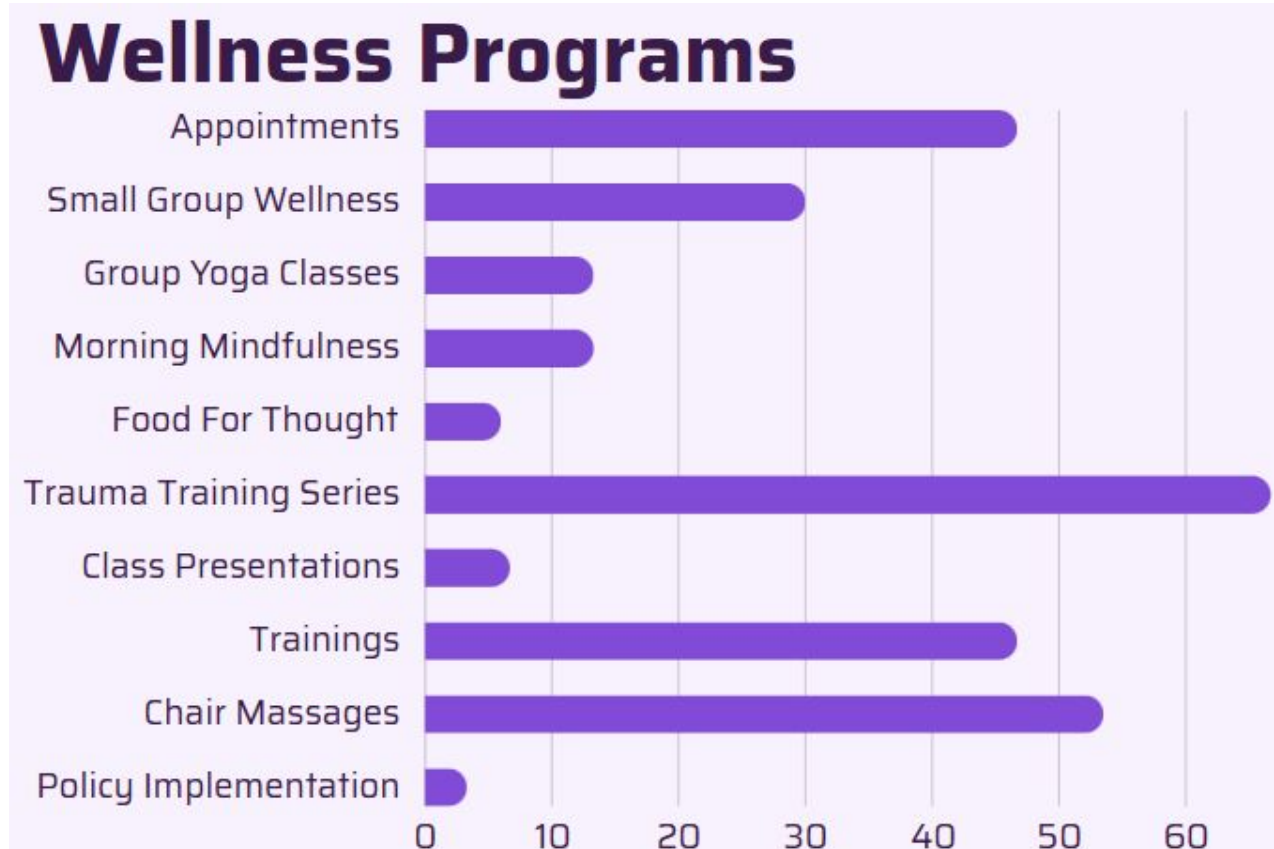
- MnDOT Safe Routes To School Coordinator: \$220,495 (2024 - 27)
- Medica Wellness Credits: \$60,000 (2025)
- Hennepin County SHIP: \$15,000 (2024 - 25)
- MDE / CDC Youth Voice Wellness Project: \$5,000 (2024-25)
- Centaur Foundation BCS EL Active Seating: \$2,665

# BCCS Wellbeing Program Finances

“SHELLY’S POSITION WAS MOVED UNDER THE HUMAN RESOURCES DEPARTMENT THREE YEARS AGO TO ENSURE STABILITY. THE DIRECTOR OF HR AND SUPERINTENDENT BELIEVED THAT CARING FOR STAFF EQUALS CARING FOR STUDENTS —AND THAT THIS COMMITMENT MUST BE ROOTED IN RELIABLE FUNDING. THIS ENSURES WELLNESS IS SEEN AS ESSENTIAL, NOT OPTIONAL.”

“Meet Shelly, our passionate and forward-thinking Wellness Specialist. With a background rooted in relational support and a deep belief in whole-person health, Shelly works across departments to promote employee and student wellness. Her role is funded creatively through grants, partnerships, and wellness credits. If you’re ever looking for someone who can make the dollars stretch and the data sing, Shelly’s your person.”

# Wellness Program Data

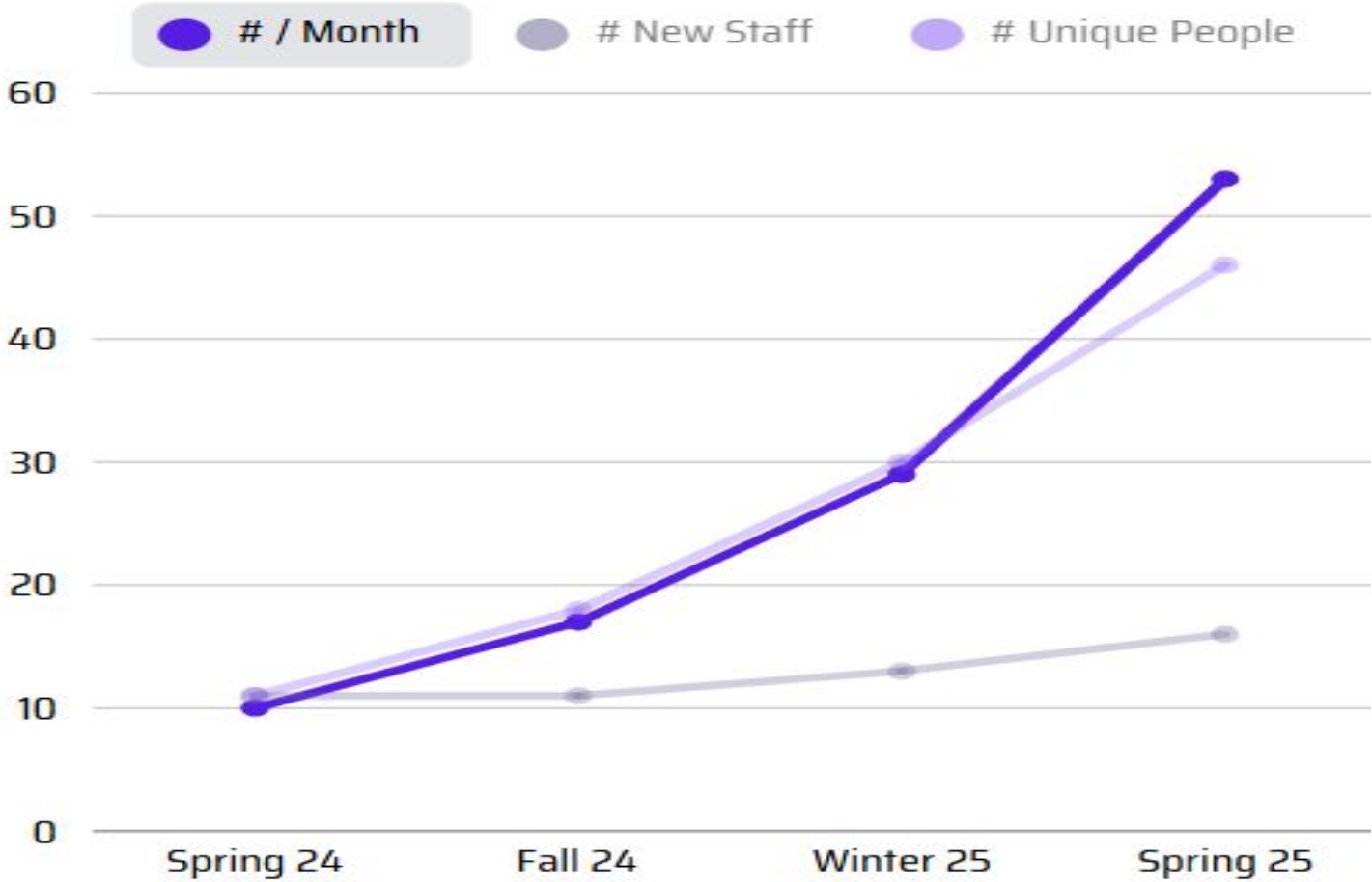


# Innovative Programming

Strategically Planned and Implemented Programs to Meet the Unique Needs & Interests of Staff in 2025:

- Semi- or private wellness services appointments
- Curated staff PD workshops and mini-trainings
  - Through intentional and aligned collaboration with district departments
  - Trauma training series
- Supported onboarding and promotion of new onsite staff mental health partner
- Continued to develop and promote the Staff Serenity Spaces and encourage supervisors to systemize the Monthly Moments of Wellness

# Individualized Staff Wellness Services, 2024-25



# Individualized Staff Wellness Services, 2024-25

## Wellbeing-By-Appointment Data

- ❖ Fiscal year 24-25: 397 total appointments
  - Jul - Dec, 24: 119 appointments
  - Jan - Jun, 24: 278 appointments
  - Jul - Dec average: 1.6 appointments / day
  - Jan - Jun average: 3.2 appointments / day
- ❖ Annual average: 2.5 appointments / day

# Innovative Programming

I'm feel buzzy and like I have energy 🧠 shel you are magic



I'm done!! I'll send the notes in an email in a little bit.

In the meantime, some neck circles and shoulder rolls, especially for the right side, would be helpful.

And, yes, you'll probably notice more clarity with the energy uptick too. 😊



SHEL HOW DO YOU KNOW?!



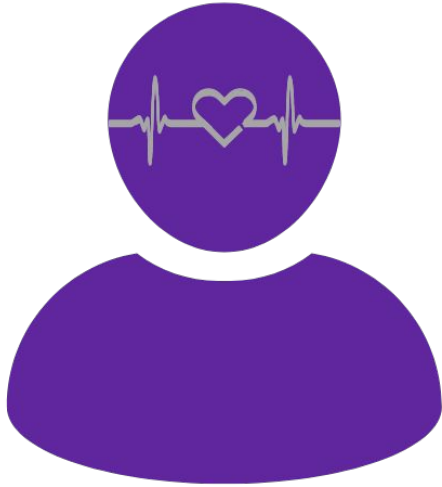
Magic!

Energy!

Incredible. We are so lucky to have you ❤️



# BCE Administrator (Personal):



“Participating in employee wellness sessions with Michelle has had an incredibly positive impact on both my personal and professional life. In my individual sessions, I’ve found a space to center myself, stay grounded, and keep my passion and purpose at the forefront of how I show up each day—for scholars, staff, and families. These sessions have helped me remain calm and clear-headed, even in challenging moments. I’ve become more productive and intentional in balancing my workload, which in turn has allowed me to be more present and patient as a mother to my son. The personal growth and clarity I gain through this work are truly invaluable.”

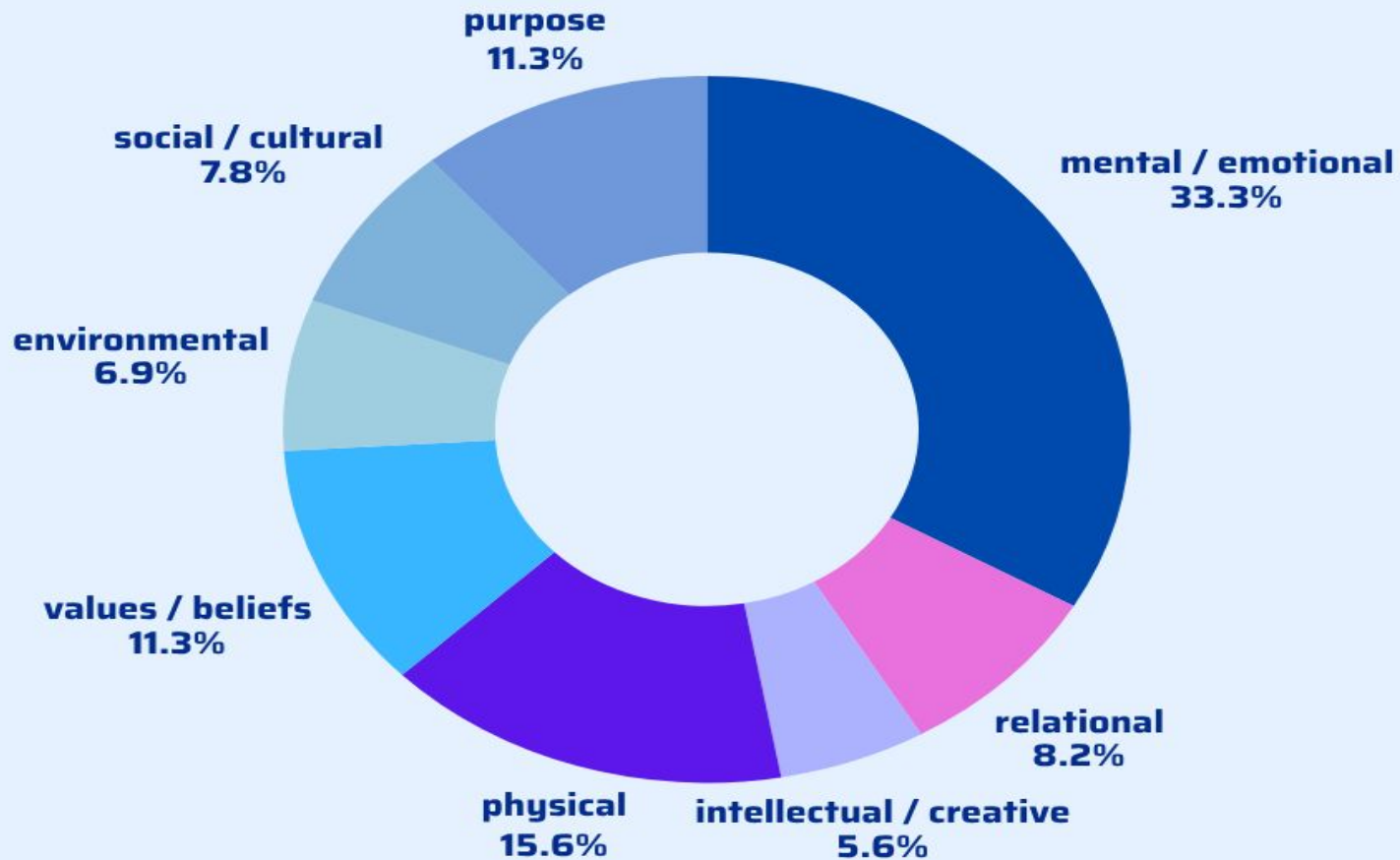
# BCE Administrator (Collective):



“On a broader level, the group wellness sessions Michelle facilitates for our Restorative Practices Team and Social Emotional Educators have been transformative. These staff members often support our school community during its most difficult and emotionally intense moments—navigating crises, responding to trauma, and carrying the weight of secondhand stress. Michelle has created a space of healing, reflection, and restoration where these educators can pause, process, and take care of themselves. Her work has not only supported their individual well-being, but has also helped to cultivate a deeper sense of connection and community among our teams. This shared space for healing has become a vital part of sustaining our wellness, resilience, and capacity to continue showing up with care and intention.”

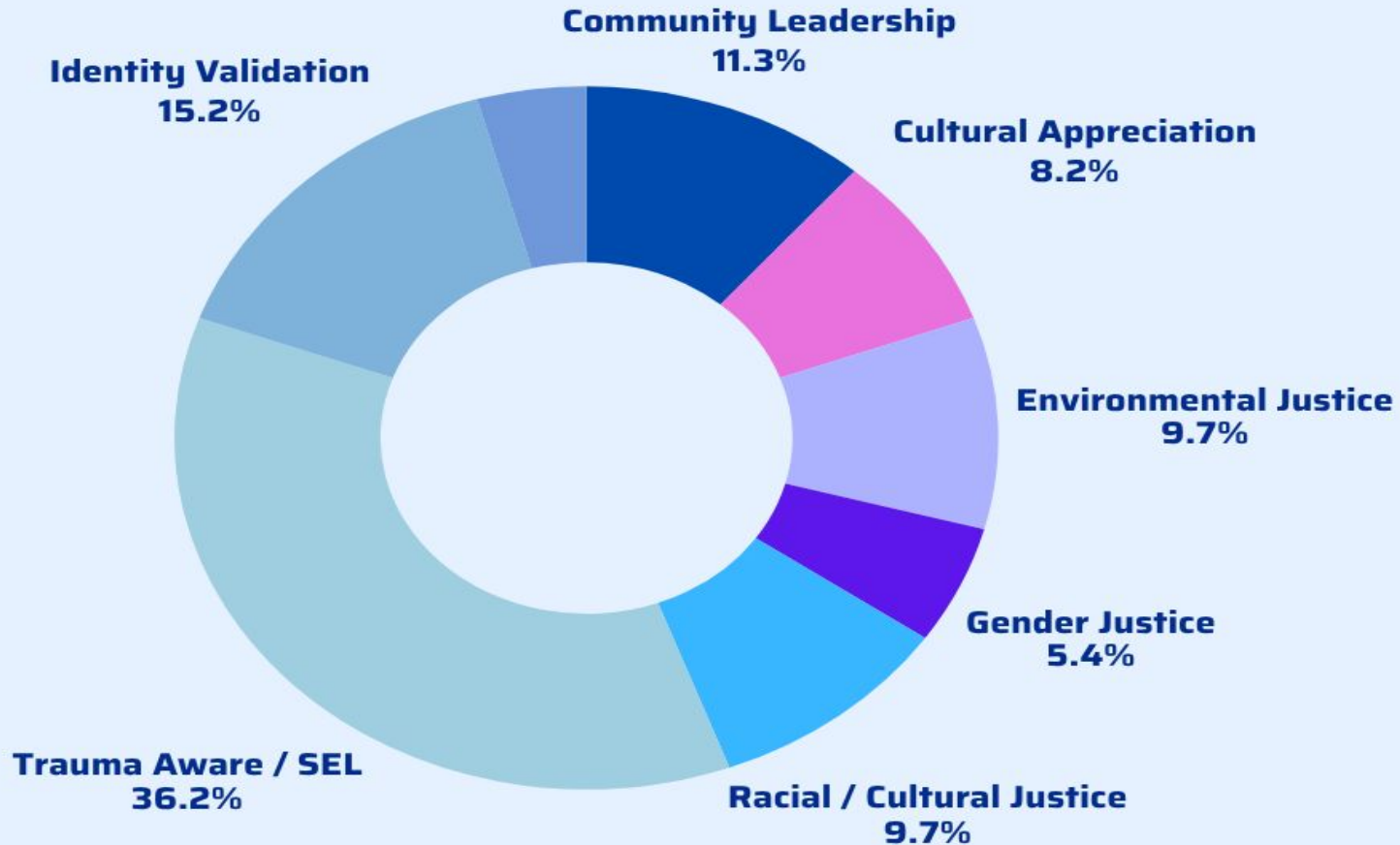
# Dimensions of Wellbeing Impact

Through the Wellness Programming, 2024-25



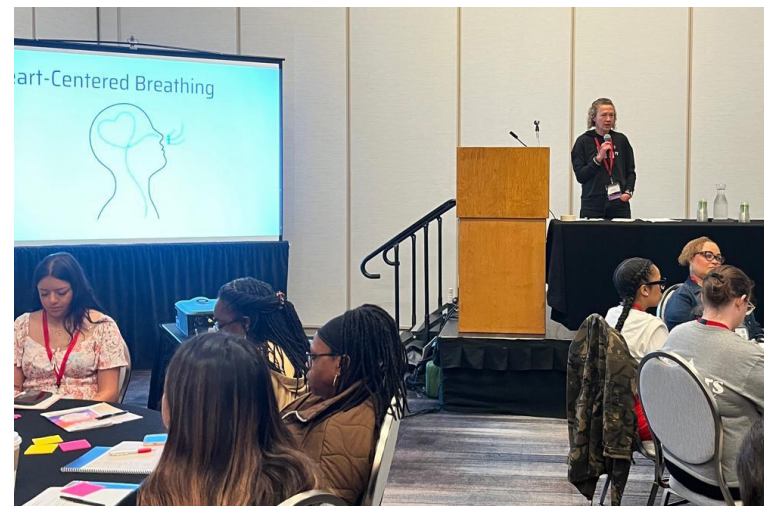
# Healing and Justice Practices Impact

Through the Wellness Programming, 2024-25



# Regional, State and National Representation

- May: FSCS x FE National Conference workshop
  - “[I have been reflecting](#) on why this session was so successful that a group of 90 adults were willing to be physically uncomfortable for 75-minutes in order to learn. ... Transformative adult educators know their audience, know their content well AND know they don't hold all the knowledge ....”
- February: SHIP Regional Network presentation
- October: USDA National Conference workshop
- August: MDE School Nutrition State Conference panelist with the Action For Healthy Kids session



# National and Local Recognition

- USDA Food Services Recognition Award
  - Innovation in Nutrition Education
- msp Wellness Champion Five-Star designation
- MDE [Spotlight on Success](#)
  - Caring For Staff: Caring For Schools



# Becoming a Justice Center School Community: BCCS Wellness Program Plans, 2025-26

- Wellness Services Appointments
- PD trainings
  - Trauma training extension (+video)
  - Emotional Quotient / SEL PD (Leads, etc)
  - Nutrition Justice in Education (1 & 2)
  - Mindfulness & SEL for Anti-racist Practices
  - Employee Wellness Benefits
  - Community of Care (1, 2 & 3)
  - Curated PD trainings for specific site or staff group needs and interests
- Becoming a Healing Organization work
- Employee Experience Event
- Yoga, Nutrition, Mindfulness, Fitness sessions
- Safe Routes to School: Walk, Bike, Fun training; bike fleet
- District Nutrition Standards Collaboration and Implementation
- Classroom / student group activities, lessons, modeling, instructional coaching, etc.

A group of diverse young people are gathered outdoors, likely at a school event. In the foreground, a young woman in a bright yellow hoodie is smiling and clapping. Next to her, a young woman in a blue and red jacket is laughing and holding a smartphone. To her right, another young woman in a white and black striped shirt is also laughing and holding a smartphone. In the background, several other young people are visible, some looking at their phones. A man in a grey hoodie is sitting on the ground in the lower right foreground, looking towards the group. The overall atmosphere is lively and social.

**BCCS**

**WE STAND FRONT  
& CENTER.**