

NC
E
A
R
T
S
T
E
C
H
N
O
L
O
G
Y
S
C
I
E
N
C
E
E
N
G
I
N
E
E
R
I
N
G
M
A
T
H
S
C
I
E
N
C
E
A
R
T
S
T
E
C
H
N
O
L
O
G
Y
S
C
I
E
N
C
E
E
N
G
I
N
E
E
R
I
N
G

June, 2026

2026 Annual Wellbeing Program 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.

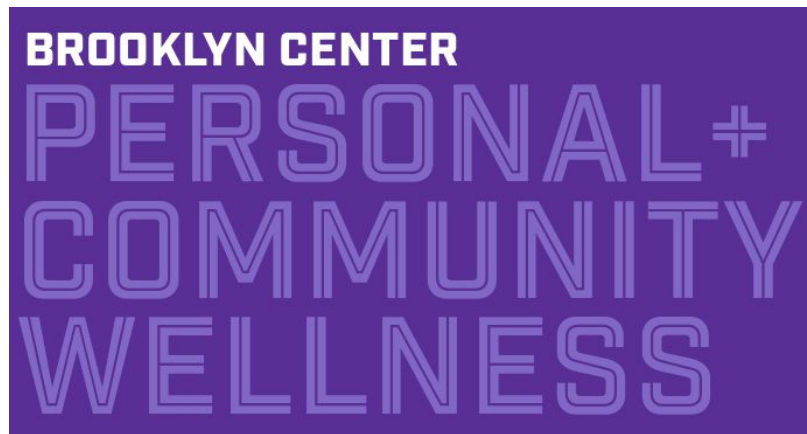
Our community sits upriver from Bdoté, the place where two rivers meet and most importantly, the center of Dakota spirituality and history. We commit to the work of being a justice-centered school community. Together, we will work to decolonize our minds and spaces, and to be good stewards to Mni Sota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



Yoga movement and guided breathing
session with ECA students and staff

BCCS Wellbeing Program Strategies

- [Priorities](#)
 - The BCCS Wellbeing Program will work to advance a collective justice-centered culture of belonging, healing, and wellbeing in alignment with the district's mission of "Becoming a justice-centered school community"
 - Within the scope of the wellbeing program, enhance relational trust and transparent communication
 - Systemic alignment, collaboration and shared responsibility to advance collective wellbeing
- [Action Steps](#)



What Is Working Well:

- Elevating Wellbeing as one of the primary district frameworks, along with Educational Equity, Restorative Justice, Community Schools, STEAM, high structure, high warmth and high demand
- Amplifying the Fueling Genius quadrants (high warmth with high structure and demand), the Community Schools model, equity and restorative justice practices throughout the wellbeing professional development training workshops, with practical classroom (STEAM) and relational application
- Increasing staff training and exposure to the “why” of Wellness Policy implementation, highlighting equitable practices and procedures to solidify within systems



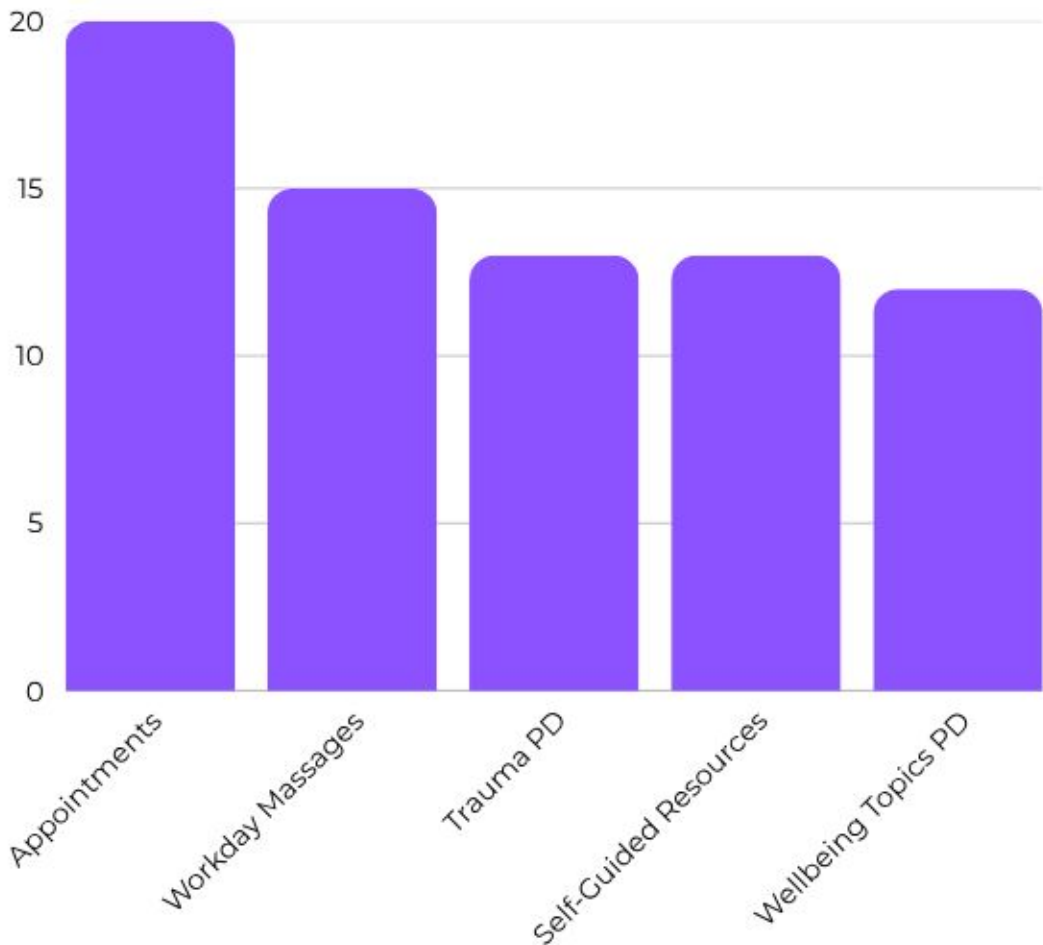
Areas for Growth:

- Inconsistent internal buy-in and ownership, especially across departments and some resistant site teams, specifically regarding foods served and distributed during the school day.
- Continued promotion by all departments and supervisors of all employee wellbeing resources, internal and external, including the on-site mental health partner services through Good Human Work, the 24/7 Employee Assistance Program, AllOne Health, the new medical care provider, Kavira, and the wellness program services appointments.
- Communication and clarity gaps, and siloed messaging.
- Continued exploration of best practices to sustain the growing usage of the staff wellbeing services appointments.



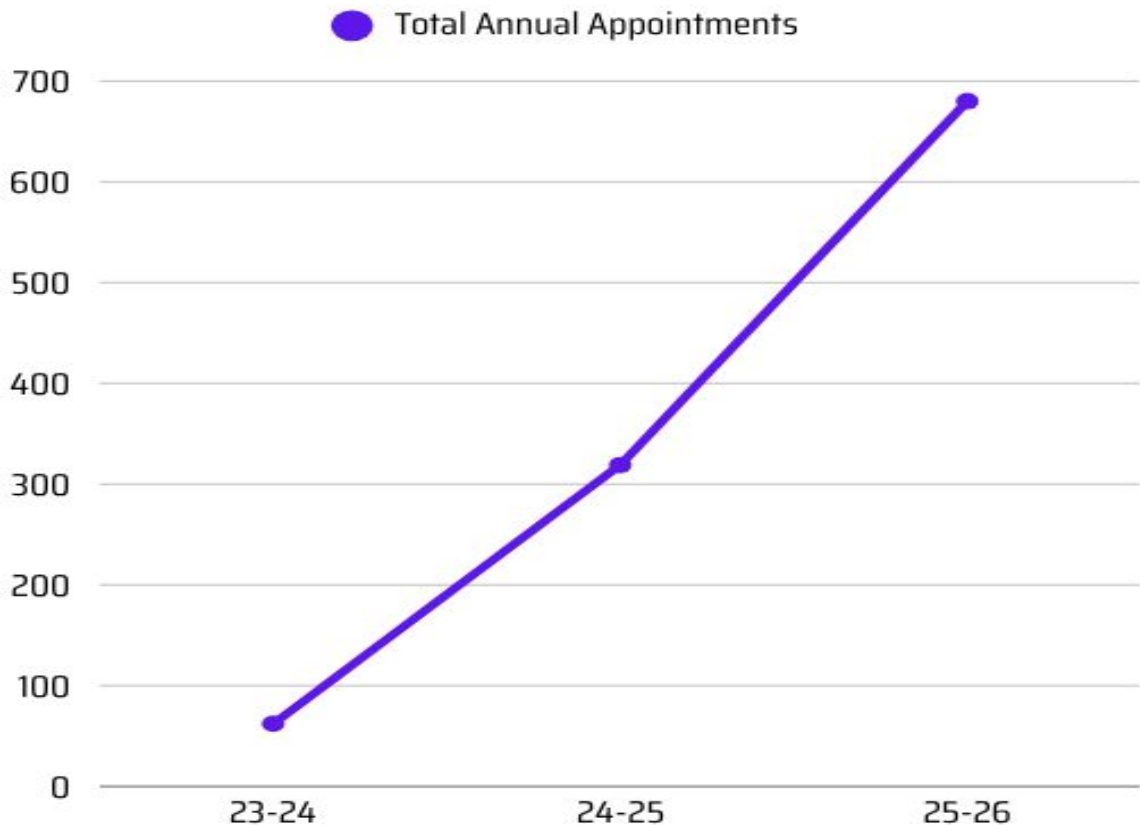
Wellness Program Data

Appointment-based services received a 95% “excellent” rating.

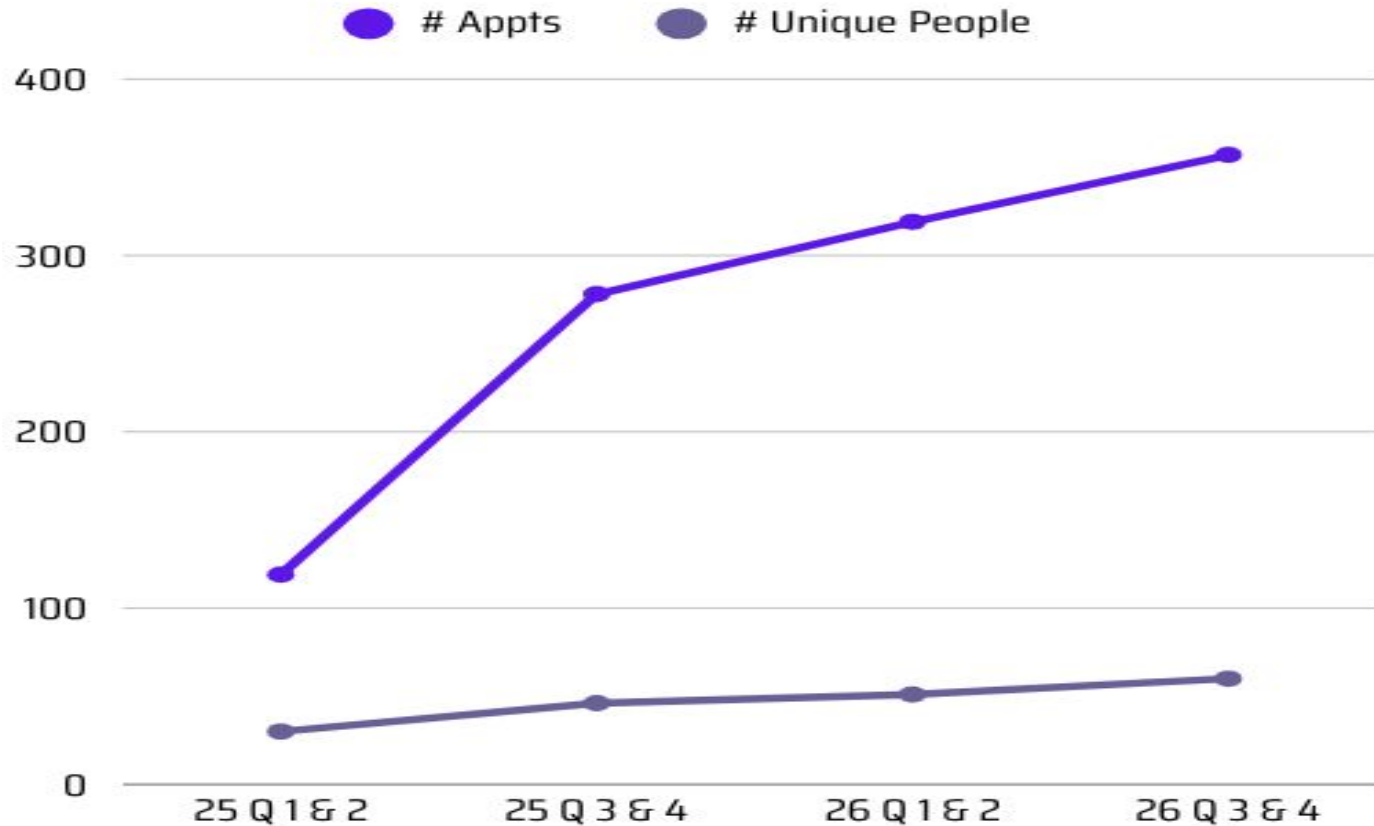


Wellness Services Appointments Trend

January, 2023 -
June 2026



Individualized Staff Wellness Services, 2025-26





Individualized Staff Wellness Services

- 25-26: 680 total appointments (71.25% increase)
 - 24-25: 397 appointments
- 25-26: 61 unique staff
 - 24-25: 51 unique staff (consider: staff turnover and rebuild of the list year to year)
- 25-26 annual average: 5.5 appointments / day
 - 24-25 annual average: 3.2 appointments / day

Innovative Programming

- 40% of the appointments were long distance or virtual
 - Indicates more equitable access for all district staff positions, and individual needs and interests
- Healing-Centered Organization
 - Cross-pollinating the work throughout the Wellbeing Committee, FSCS District Lead Team, Restorative Practices Council and more
- Midweek mindfulness options
 - Pivoted the practices to fully on-demand videos throughout the spring for an average of over 21 views per video
- Wellness-themed team building
 - Invited to facilitate team building activities, demonstrating practices for personal wellness, as well as curriculum and instruction use

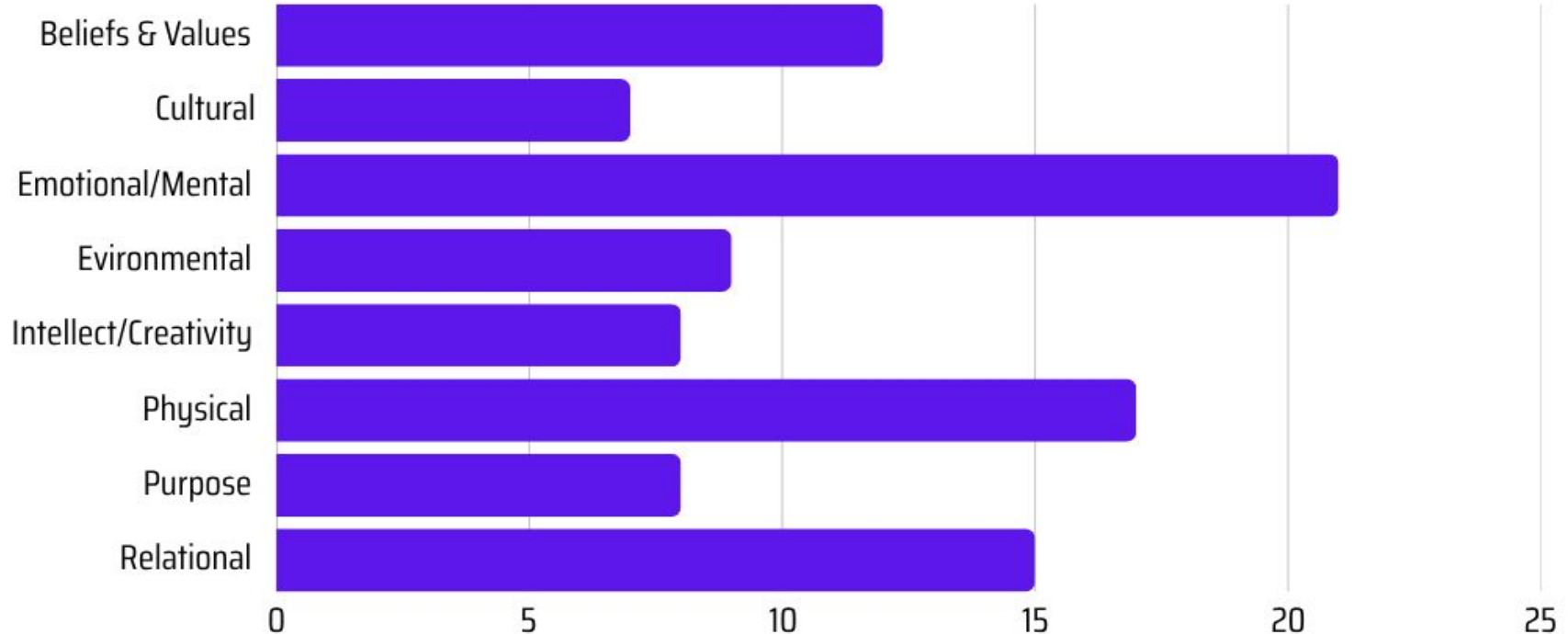


Nature-based sensory mindfulness practice with Pre-K staff

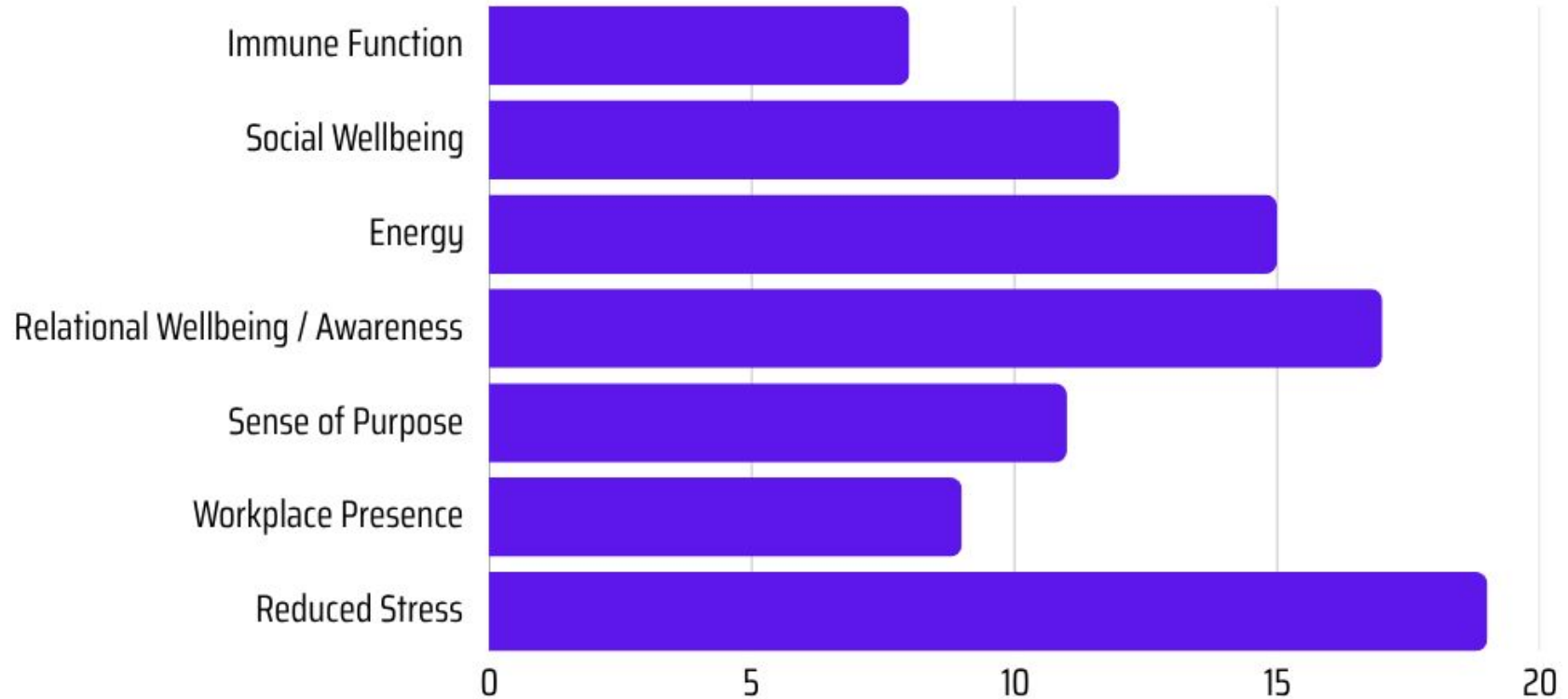
Professional Development Facilitation

- Series of four Trauma training workshops, co-facilitation
- Employee Wellbeing Benefits, co-facilitation
- Mindfulness & SEL for Anti Racist Practices
- Nutrition Justice in Education
- Wellbeing: A Culture of Safety, Belonging and Care
- Arts Integration, co-facilitation
- Series of four Eight Dimensions of Wellbeing for School Environments (all RP and all AP staff)

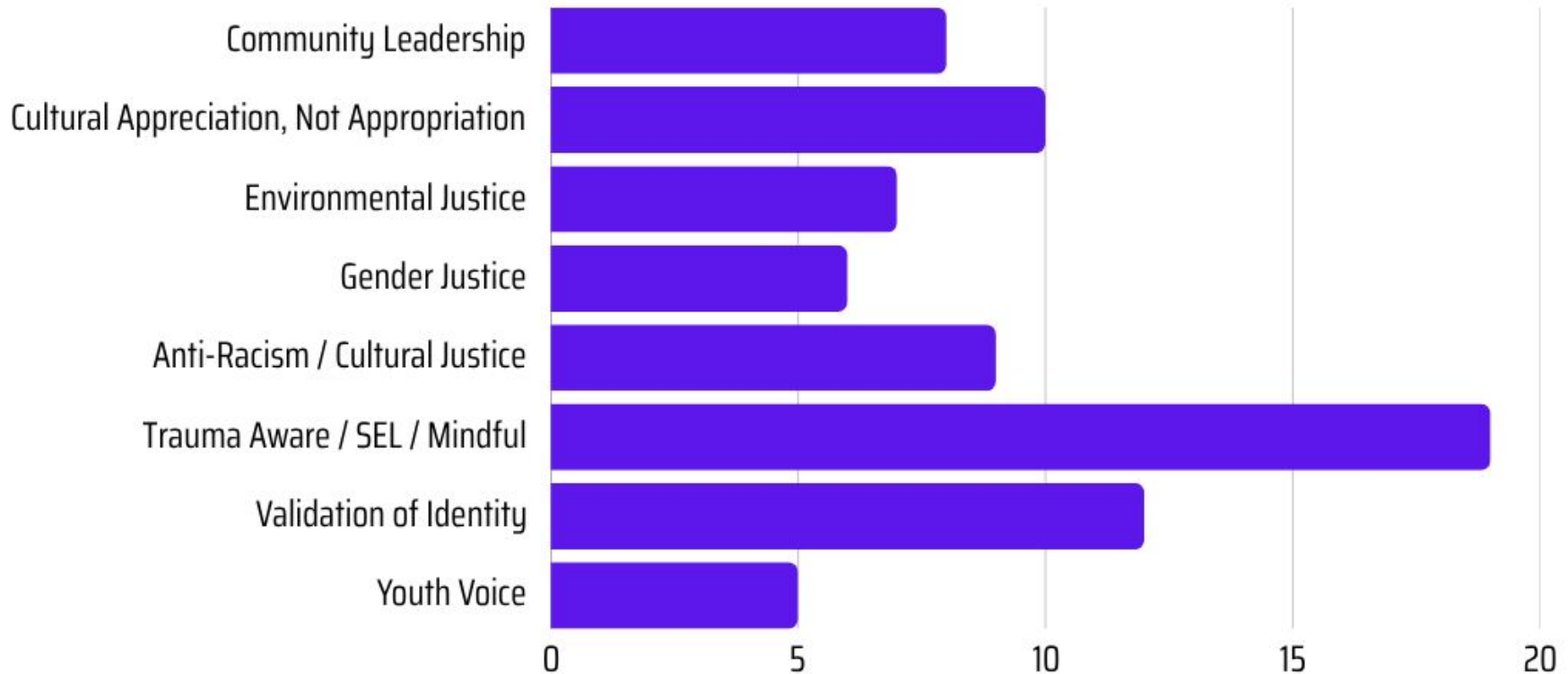
“For the programs or activities you participated in, did you feel supported in any of the dimensions of wellness?”



“What benefits did you experience from engaging in any of the Wellbeing Program services or opportunities?”



“For the programs or activities you participated in, did they address any of these aspects of social justice?”



What Staff Are Saying:



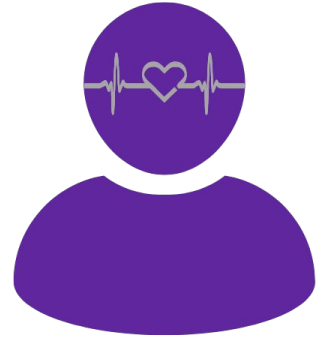
- Love the yoga!
- This is a HUGE benefit to BCCS employees. Michelle is incredible. At this time of the school year, the stress is difficult to deal with. After a Reiki session, I feel like a new person again! So calming. So grounding. Thank you!!!!
- I've really enjoyed the sessions I have participated in. The trauma training sessions have been great for building my understanding and the personal wellness sessions have helped me continue to show up my best at work.
- Michelle has been an amazing resource for mindfulness! She is always a great listener and knows exactly what to do to help with whatever I need.
- One thing I really appreciate about the wellness program is that it has supported me in trusting my intuition, growing as a leader, and taking better care of myself as a whole person. As a woman working in education, it can be easy to constantly pour into others while putting your own wellbeing last, and I've appreciated opportunities that encourage balance, reflection, and sustainability.

BCE Staff Testimonial:

“Working in education during the spring months brings an incredible amount of responsibility, emotional energy, and demand. Combined with the realities of parenting, my schedule has made it difficult to attend in-person Reiki sessions as regularly as I would like. Having the option to continue receiving wellness sessions virtually with Michelle Auld has been instrumental to my physical, emotional, and spiritual well-being.

What continues to amaze me is Michelle's ability to help me recenter my energy, release stress, and find balance, even when she is not in the same room as me. Each session leaves me feeling lighter, more grounded, and better equipped to show up as the best version of myself for both my son and the school community I serve.

Michelle creates a space that feels safe, supportive, and restorative, regardless of whether the session is in person or virtual. Her intuition, compassion, and healing presence transcend physical distance. I am incredibly grateful for the flexibility of virtual sessions and for the consistent care and support Michelle provides. Her work has become an important part of my wellness journey, and I highly recommend her to anyone looking to invest in their overall well being.”



Student-Facing Programming



- Student Wellness Take-over Day event at BCS
 - Facilitated workshops for middle and high school: “Collective Wellbeing vs. Self Care”
- PLTW Science high school classes presentations
 - The Nervous System and Mental Health, co-facilitated
- ECA Wellness Day
 - Student and staff yoga session
- P.E. yoga sessions
 - Supported instruction during initial main gym closure
- Yoga for Athletic teams
 - Football, track and field

BCCS Wellbeing Program Financial Impacts

- **Hennepin County SHIP Funding**

- Playworks contract: Junior Coaching program at BCE
- Menopause and Age-related Hormone Changes project
- Nutrition Services promotion project

- **MnDOT Safe Routes To Schools Coordinator grant**

- SRTS Specialist
 - Ruby Bridges Walk to School Day mini-grant
 - MnDOT SRTS Planning Assistance / program strategic plan
- Approved for a one-year continuation for SY27-28

- **Medica**

- Partial funding of Wellbeing Specialist position
- Supplies and equipment for serenity spaces and services needs

- **USDA Fresh Fruits and Vegetables Program**

- Nutrition education for BCE



State and National Representation

- MN Full Service Community Schools Statewide Network
 - Invited to present “Boundaries for Wellbeing” professional development workshop at the spring virtual convening
- Hennepin County Wellness Advisory Council
 - Quarterly functions, combining training and networking
- Children’s Outdoor Bill of Rights Network, MN DNR / MDH
 - Specifically participating in the Nature for Mental Health subcommittee
- Odyssey Alliance Community of Practice
 - Values-based leadership practices
- Action for Healthy Kids District Impact Network
 - Enhancing school district’s resources for student wellness programming and impacts

Collaborate, Align, Codify

- **Employee experience team**

- Continue to develop and promote the Nurture Nooks & Staff Serenity Spaces
- Supervisors systemize Monthly Moments of Wellness
- Menopause / Aging project
- Good Human Work partner
- AllOne Health EAP

- **Educational equity**

- Restorative Practices Council
- De-siloing frameworks throughout all departments

- **Special Services**

- Curated trauma PD and practices

- **Curriculum & instruction**

- Nutrition ed, BCE
- Standards-aligned wellness curriculum
- New teacher support

- **Community Schools**

- Student and family experience through school culture improvements

- **Operations**

- Nutrition services
- SRTS

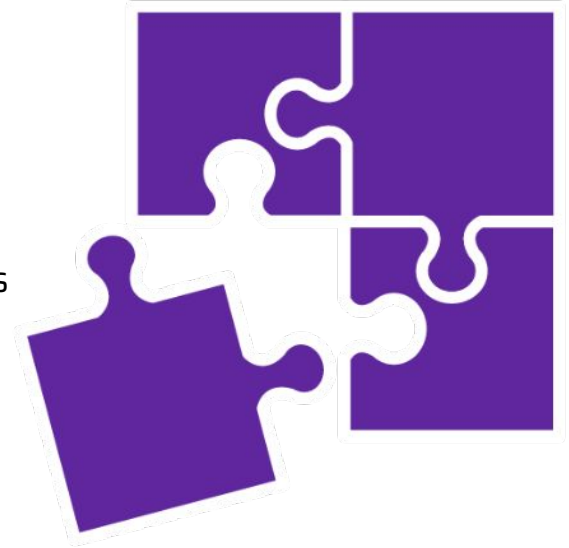
- **Community ed**

- Events

- **Wellness Policy #533 triennial review process**

Becoming a Justice Center School Community: BCCS Wellness Program Plans SY2627

- Wellness Services Appointments
 - One site per day; one appointment per month per employee*
- PD trainings
 - Community of Care, scoped and sequenced four-part series
 - Curated PD trainings per specific site or staff group needs and interests
- Yoga, Nutrition, Mindfulness, Fitness sessions
 - Including more virtual and/or videos for all topics (per staff request)
- Employee Wellbeing Benefits Event collaborative management
- Quarterly workday chair massage days management
- Student Wellness Takeover Day coordination support
- Safe Routes to School strategic planning support
- Nutrition Services monthly events support
- Integrating healing practices and equitable wellbeing through the Restorative Practices Council and the FSCS District Lead Team
- Classroom / student group activities, lessons, modeling, instructional coaching, etc.





BCCS

**WE STAND FRONT
& CENTER.**