

December Care Package

Organizational Wellness for Equity



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Bite (5-10 minutes)



Check out some of the out some of the RAND report from the January 2022, [Well-being of Teachers, Principals and Working Adults](#) within the NEA article about making educator wellness a priority. Think about the quote from a teacher, “They offer things like wellness programs and mindfulness activities those things are not helpful. They were adding things to my plate just to check a box.”

Consider where systems level supports are necessary if self-care strategies are to be accessed in meaningful ways.

Option 1: Watch [Fall-Hamilton Elementary: Transitioning to Trauma-Informed Practices to Support Learning](#)

Discuss as a team one possible quick win strategy (For example, Check-In – Check-Out

- Discuss the positives of the possibility of this being implemented.
- Discuss the barriers and how to overcome some of them.
- Discuss and plan for a first-step towards action.

Option 2: Read [School Leaders Take Note: Teacher Care is a lot More than Self-Care](#)

Discuss with your team or self-reflect:

- In what ways does the wellbeing pyramid challenge typical cultural and workplace norms?
- What thoughts come to mind as you viewed the wellbeing pyramid?

Snack (30 minutes)

Option 1: Review [Structural Supports to Promoting Teacher Well-being](#)

Discuss with Your Team

- What policies and practices at your school building and/or district are in place to protect and support staff with wellness at a systems level?
- What structures are still needed in order to build positive staff wellness supports?



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- What biases and misunderstandings are still in place? How do your policies and practices address these?

Option 2: Read Grasping for Less

Discuss with Your Team

- What surprised you about the data?
- What does it look like to take something off educators' plates? What could that even be when all the work is so necessary?
- What might it look like to not invest in protocols to reduce educator workload? What might it look like if this is an intentional protocol that is given priority?
- What is one thing you could do to support educators, staff or leadership with this week so they can have one less item on their plate? How will you make this happen and communicate this?

Meal (90 minutes +)

Option 1: Watch & Discuss the December Graduation Equity Webinar

Organizational Wellness for Equity with Rachel Madding



Past and present challenges in the workplace have resulted in unprecedented levels of professional stress & increased vulnerability to compassion fatigue also known as the “weariness that comes from caring.” This presentation will address the importance of understanding the impacts of working with high stress situations & practical strategies necessary to mitigate the effects.

Discussion Questions for Your Team

- How can you approach staff wellness through a systems lens?
- What needs to occur for staff wellness to be implemented positively?

Option 2: Read Self-Care is Not Enough by Dr. Mona M. Johnson

Discussion Questions for Your Team

- Start or rekindle an organizational sense of belonging for everyone in the school.
- Strengthen social-emotional competence in adult professionals.
- Promote an active understanding and practice of workplace self-regulation strategies.
- Invest in workplace well-being resources.



Buffet (180 minutes +)

Option 1: Invest in Building a School Wellness Committee

[Alliance for Healthier Generation School Wellness Committee Toolkit](#)

This guide was created as a resource for school wellness committees to convene, plan and implement their action plans. The tools and other tips contained in this toolkit are meant to coordinate with other Healthy Schools Program resources and technical assistance provided by the Alliance for a Healthier Generation.

Option 2: Download and Read [Nurturing Well-being in Schools](#)

Educators and students have faced a turbulent couple of years, and there are many signs that stress and frustration levels remain high. How can schools take a step back and put greater focus on well-being in their communities?



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