

Journey to Wellness: Big Wall of Ideas (District Teams)

- Cheat sheet for “in the moment stress relief”
- Communication of all things available
- Understand union priorities and POV
- Monthly challenges – water, walking, wellness
- Gratitude journaling
- OEA RA – bring wellness NBI
- Focusing on new employees and administrators – share wellness and give them wellness bags to instill a sense of culture
- Site meetings throughout the district to get principals involved
- Check in w superintendent
- Brainstorm challenges/campaigns – hydrate challenge, kindness campaign, etc.
- Revisit/rebrand/remarket work place policy
- Healthy Happy Hour for classified
- Talk, plan, promote and make it happen – micro events that are shared around the district
- New employees’ wellness kit – make it happen
- Expand and open up invites to attend OEA Choice Trust events (Bend 2019)
- 21 day challenges with choices and incentives (individual and school)
- Brain boosters (positivity and gratitude) at staff meetings – build them in
- Puppy therapy 2x a year, scheduled strategically
- PD days and community service staff wash cars, beautification
- In order to communicate with/reach and engage hard to reach employees, find easily accessible form of communication for staff to refer to outside of work email
- Individual healthy gift – share upcoming info or positive information/compliments
- 21 day challenge – Shawn Achor (positive mindset)
- Coloring page challenge
- Organize a wellness rally
- Examine board wellness policy – share out!
- Mindfulness cards
- Encourage administrators to engage in a staff vs administrative activity
- Reboot wellness council to increase support and engagement
- Subs – if you sub 10 times you can participate in wellness activities

- Survey staff about interests and availability
- Embed wellness into routines – mindfulness at beginning of meetings
- Flexibility with time
- Model behavior
- Build community w administrator/superintendent – superintendent does wellness for admins
- Building competitions
- Build relationships with unions – licensed and classified
- Prepare stress reduction plans in advance
- Make wellness part of Board objectives and mission statement
- Sustainability – recruitment tool (retention) – incorporate wellness in everything
- Tool kits for conferences/new employees
- Have fun
- Shared healthy recipes like crockpot soups for Friday lunch or 1x/quarter or monthly
- Create community
- Wellness reps from each program who provide input and encouragement, communication from their program – reaching all employees
- Invite union reps to be on wellness committee
- Invite board members to wellness meetings
- Share TED Talks
- Self-awareness
- Survey staff and collect data
- Offer a variety of wellness activities at different locations and times to meet scheduling needs
- Create programs that are staff driven – not top down approach
- Involve ALL employees – subs, IAs, classified, etc.
- Get admin on board at each building
- Build rapport with leadership
- Give employees autonomy
- Evaluate success and show value added
- Create a cheat sheet of 1 min. and 5 min. ideas
- Exercise ideas posted at stationary areas (like the printer)
- Meet people where they are and make it manageable
- Gather and use data

- Union partnerships
- Large enough incentives to make it worthwhile
- Link to resources on website
- Quarterly newsletter
- Happiness book club and 21 day challenge
- Be present at staff meetings
- Match messages to admin priorities, choose the right messengers
- Provide solutions to barriers when talking with leadership
- Show data – benefits
- Clear messages about what you need admins to do – participate, set consistent policy regarding implementation
- Professional development using TED Talks
- Wellness terminology in union contracts
- Update staff website
- SHAC team focus on gratitude
- Food in classrooms
- “Pause” poster
- “Ralph” (rhino) comfort creature item
- Include principals when surveying
- Wellness buddy – include maintenance and custodians and go physically to each site to contact/invite
- Tell your story – use data and personal connections/stories
- Have them participate in events and celebrations
- Checking in/acknowledging/gratitude
- Participate with students
- Mindfulness – be present – staff and students, integrate all students
- Insurance – be sure everyone is clear on benefits and understands “language”
- Use EAP resources, discount programs and partners
- Keep up challenges and be creative with new ideas
- Have a Wellness Rep from each building to help with continuous communication