

## ***Journey to Wellness – Carousel Activity Notes***

### **How to Engage Principals to be Involved and Supportive**

- Asking questions to learn more
- Face to face contact
- Have supportive data connecting wellness to finances, “telling the whole story” – survey feedback, TELL data, insurance plan info, participation at events, testimonies
- Invite them to experience
  - Ongoing conversation
- Keep it simple and specific
- Ownership and excitement
  - Take advantage of “new blood”
- Connect it to the current needs
- Tell personal stories (positive stories), use visual aids; work/life balance
- Get on their schedule
  - Insert yourself in the conversation
  - Newsletter
- Leave wellness reminders (such as oranges and trail mix)
- Highlight them
- Participate in events
  - Figure out where their passion lies
  - Tap into their knowledge base and expertise
  - Participate in the celebrations
- Generate informal conversations such as a payday debrief
- Share your specific challenges and figure out an action plan
- Work life goal for leadership meetings
  - Continue work they’re already doing
- Create a cheat sheet for them
  - Staff updates
  - Healthy snacks
  - 1 min wellness ideas/5 min wellness ideas/outdoor wellness ideas
- Building success from other principals
- Give them survey
  - Have a list of questions to ask ahead of meeting with them
- Competition between principals

### **How to Sustain Employee Wellness Beyond the Grant**

- Mac \$
- Sub \$
- Insurance Rebate
- District fun run
- Corporate sponsorship
- Representation at ALL sites
- Make it part of the culture

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### **How to Gain Union Support and Involvement**

- Ask union about Engage data
- Union stewards on wellness council
- Develop model contract language with bargaining team
- Invite to wellness events – social and physical
- Get to know the union membership chair and coordinate
- Develop a relationship
  - Ask them to present at a local rep council meeting
  - Look at safety committee for a model
- Invite OEA leadership (not just in-district)
- Incentives/mini prizes/swag
- Collaborate to reshape an activity that needs to be refreshed
- Benefit Advisory – bring up wellness, ask for their ideas
- Understand union priorities
  - Find common ground for employee wellness
  - Understand their point of view
- Go to the OEA RA – bring wellness NBI
- Ask the NN/DD to partner
- Ask union to host an event or partner on a survey
- Mental health wellness

### **How to Leverage Health Insurance Benefits**

- Communication – help people know and understand what is available to them
  - Share on district websites
- Wellness Advisors
- Flu shot clinics
- Dental benefits
- Engagement from HR
- Benefit and wellness fairs
- Website links to available resources – benefits/public health
  - Tweet
  - Email/message
  - “Did you know?”

### **How to Create Wellness Challenges**

- Face to face with building wellness rep
- Water challenge – collapsible water bottles
- Survey – time, facility, interests

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- Know your tsunami trail – Walker Tracker challenge
- Know your community and what's available (could be no cost)
- Golf courses – discounts
- Partners – hospital, wellness coordinator
- Networking – internet as resources
- Between school buildings/departments or close by districts or other community partners
- Know resources – 5K partners with police and city
- Know your numbers – have nurses come in and explain
- Salad club – bring healthy components
- Grand prize – paddle board
- Facebook page
- Freezer meals, make 4 options – first 5 to show up pay half price for class
- Whole family participation
- Moving trophy
- Gardening challenge – what comes from the garden, type, who grows the most lbs and do a cooking challenge and/or share recipes
- Healthy Halloween luncheon – healthy version and note on how healthier – trophy (homemade, see Pinterest)
- Coloring page challenge – district wide, kids judge, prize such as Hoodoo sledding pass
- Incentives such as gift cards, pencils, massage gift card, local gym 3 month membership, safety equipment for home/work, t shirts, Fit Bits
- Posters
- Turning in challenges/activity punch card = massage
- Maintain don't gain – just participation
- Little prizes for all who participate (because some may be tired of never winning a grand prize)
- One challenge a month – water/sleep/deep breathing for stress reduction/create your own
- Survey – did you do this?
- Redesign logo

## **How to Engage Hard to Reach Employees**

- Survey staff, collect data
- In-person, one on one communication

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- Different strategies to reach staff
- Variety of wellness opportunities that meet their needs and interests
- Variety of times offered for activities
- Rewards or incentives for participation
- Celebrate things already being done
- Building trusting relationships
- Staff driven – not top down approach
- Find/encourage wellness buddy
- Translation services, childcare opportunities during wellness activities
- Create wellness committee
- Foster relationships for staff at the school and department level
- Include staff at different locations with variety of activity ideas and options such as staff meetings, virtual options, individual activity options, newsletters
- Offer activities that involve families and children – brainstorm free activity ideas
- Wellness activities offered during the work day such as moment of gratitude, stretching, mats, Headspace or other app on speakers during prep time
- Give credit to wellness opportunities already created by staff
- Celebrate social gatherings with staff already happening/established
- Reframe activities as part of wellness program – celebrate successes

### **Getting Board Support**

- Visuals
- Get on the agenda (show/tell) – seeing is believing
- Use the TELL data
- Use your superintendent
- Policy – wellness policy – EFA (employee wellness language); find EFA – make sure it is current
  - What board members need to know and do – wellness
  - Board sec – from OSBA
- Resource management – sub \$, insurance – connect dots for the board (take care of the people, cost savings)
- Get a board member on the wellness committee
- Invite board members to participate in wellness activities

### **How to Integrate Employee Well-being Practices into the School Day/Environment**

- Walk during lunch breaks
- Classes after work

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- Meditation Monday with students
- Participate in mindfulness with students
- Walking meetings
- Walk to someone in building instead of email
- Staff-wide PD – built into work time
- Before school activities
- Weight Watchers-style check ins for all types of wellness goals
- Wellness tips in daily announcements
- #1smallthing – write and post somewhere
- Wellness Wednesday (t shirts)
- Mindful moments
- Weekly staff wellness emails
- On-site wellness spaces to be used on own time
- Posters by printers
- Ideas for back of badge such as stress thermometer
- Random acts of kindness
- Checking in with others/acknowledgment
  - Helps others to feel seen
  - Mean it!
- Build time into lesson plans
- Community period/circle during class time
- Mindfulness book/article club during lunch – rotate among buildings
- Go Noodle (online) to do with students
- Essential oil diffusers in rooms
- Deliver prizes during work/class
- Have kids track/encourage
- Water and snacks available to all, bottle-fill
- Gratitude trees
- Encourage standing/stretching during meetings
- Organized appreciation/recognition
- Playing at recess
- Water bottles/gear
- Chime for transitioning activities
- Marysville – soft start in morning, MindUp curriculum

### **How to Gain Active Leadership Support**

- Get to know “new” leadership

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- Let leadership know benefits to them, teachers, everyone
- Use other successful groups as examples (their peers) when sharing success stories
- Let admin think it is their idea
- Be persistent, help them find solutions to barriers
- Right message from the right person
- Help admin see how well-being fits their approach and goals
- Match benefits to address their priorities
- Choose right messenger – explain how this will make leadership’s job easier
- Fitting message/approach to dynamic of the community
- Sending communication, participation in events, modeling behaviors – recognize administrators and sites that are actively involved
- Engage district leadership in systematic change
- Highlight recruitment and retention value
- Cite examples from business (Google)
- Recruitment – emphasize teaching is an “experience”
- Build on current resources – switch the narrative (track for educators?)
- Look for resources – mini grants
- Be specific regarding what you need from leadership for success
- Have ducks in a row
- Beginning of the year address, start and end year with
- Show data such as sub cost savings
- Flexible with time – non-game days, etc.
- Camaraderie – build community with admin
- Ask superintendent to model/lead wellness for admin
- Embed wellness into routines such as mindfulness at beginning of each meeting