

School Employee Health, Well-being & Resilience Model



OEA Choice Trust’s school employee health, well-being and resilience model is grounded in prominent research and evidence based practices.¹ The focus is on key well-being and resilience elements that together promote the overall health of school employees. This holistic model is school employee centered within the workplace and community environment. OEA Choice Trust’s approach acknowledges the dynamic interaction between individuals and the places where they live, work and play. Individuals are better able to put health-promoting behaviors and resilience skills into action when their workplace practices and social norms collectively create the opportunities to be healthy, safe, supported, engaged and challenging. Creating a workplace culture and environment that values and prioritizes employee health, well-being and resilience is essential to the overall success of school employee wellness initiatives and ultimately education.

<p>Physical</p> <p>Having good health and enough energy to get things done daily</p>	<p>Social</p> <p>Having supportive relationships and fostering social belonging and connectedness</p>	<p>Emotional</p> <p>The way you feel, the way you function and flourish in life</p>	<p>Purpose</p> <p>Having a sense of meaning, being motivated to give back to others and the world in some positive way</p>	<p>Financial</p> <p>Managing your economic life to reduce stress and increase security</p>
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¹ Gallup 5 Elements of Well-being www.gallup.com/businessjournal/126884/five-essential-elements-wellbeing.aspx

OEA Choice Trust *Fostering Healthy, Resilient School Communities Position Paper* at www.oachoice.com