

Supporting Employees' Social, Emotional and Mental Well-being

Grantee Zoom Call #3, 2-11-20

Key Take-Aways

Current Context

- School employees are experiencing increased feelings of stress, isolation, loneliness, and feelings of decreased efficacy
- Changes are happening more districts gear up for the return of students to school, creating new challenges and transitions for school employees

Strategies for Supporting Social, Emotional and Mental Well-being

Northwest Regional ESD

- New wellness coordinator
- Working this year to tailor program
- Conducted 6 listening sessions to gather feedback from staff
 - Monday memo to promote the sessions
 - Incentives helped to encourage staff to participate
 - Participation was a little lower than planned due to timing
 - 40 participants, 1 session was an affinity group focused on equity
 - People feeling isolated, people want more connection
 - Staff pre-registered on Zoom, played music at beginning, presentation was prepared
- Surveys and listening sessions used to gather staff feedback
- More collaboration and friendly challenges (department vs. department)

Willamette ESD

- Virtual classes such as yoga
- Sharing mental health resources
 - Hosted a webinar on mental health featuring a psychologist in Salem
- Sharing resources to use at home

Scappoose SD

- New wellness coordinator
 - Excited to make program more robust
- Focused on mental health, Wellness Wednesdays
- Weekly yoga and meditation
- Question about creative ways coordinators are tracking participation beyond surveys

Lebanon SD

- Interested to learn what others are doing to support mental health
- Chat and doodle activity - virtual class, safe space for staff to come and talk about how they're doing - unstructured
- Base chat and doodle on survey feedback so they are staff driven
- Use Kaiser Permanente and Moda courses and internal courses created by staff
- District wide viral plank challenge

Village School

- Social emotional learning for students - have to start with teachers, will trickle down to students
- Themed wellness months like "Self-care September" and "Mental Health Awareness" in May
- Well-being bingo card staff can complete for incentives

Silver Falls

- Wellness bingo
 - Organically doing activities in pairs or groups
 - Not all bingo squares are physical fitness

Tillamook

- Paint night
- Zoom salsa making night
 - 50 people and their families joined the call
 - Everyone preregistered and all ingredients were delivered at the school
 - 30-minute class
 - Great to see people's kids
- Making granola using the SNAP-ed kitchen through OSU
- Heart healthy snacks delivered
- Virtual race with pedometers
 - Took photos
 - Made video
- Wellness bingo
- Tokens of appreciation to help bolster morale

Eugene

- TOSA meetings – mindfulness – teach 5-10 minute breathing techniques, practices that can be done with students
- Data collection and looking at agency and belonging at work as well as which activities are most useful/meaningful to you in your life
 - Tillamook used empathy interviews to gather this data and was able to show the biggest impacts of program

- Human experience and voice to help change minds of those in leadership
- Chocolate recommendations that don't spike blood sugar: Lili's Stevia sweetened tea and Chocolate love

Fern Ridge

- Have a mindfulness initiative
- Using WellSteps
- Providing healthy snacks
- Realizing that all wellness plays into social well-being
- People sharing skills, getting to know different aspects of their colleagues
- Communications/staff feel heard
- Virtual family run
- Online cooking class

Group share out

- Staff are feeling exhausted
- Can be tough to be a wellness coordinator
- Virtual races
- Getting to know staff in a deeper way virtually
- Different kinds of bingo boards
- Share favorite song of a building staff member on Monday, have other building employees guess, give a prize to the first person who guesses correctly
- Demonstrating breathing techniques with staff that can be done on their own time, at the start of meetings or with students
- OHA - Sources of Strength- youth led culture change but good for adults - suicide prevention, collective wellness
 - Funding from OHA