

Supports to Advance Emotional Well-being in Schools

Spring '24 PD Event

Wednesday, February 14, 2024

Resource Package

Effective Implementation: Implementation Science



Implementation Science 101

Key Takeaways

- *Implementation science helps us bridge the gap between strategies and outcomes*
- *No matter how effective your practices are, they won't be effective if not implemented effectively in a conducive environment*
- *Improvement cycles (PDSA) can help us incrementally make changes to enhance our work and impact*



Implementation Science

Active Implementation Frameworks Overview
 (UNC FPG Child Development Institute)

Effective Implementation Guide
 (University of North Carolina School of Social Work)

Implementation Science 101: A Brief Overview
 (International Dyslexia Association: Perspectives on Language and Literacy)



Plan-Do-Study-Act (PDSA) Model

PDSA Overview
 (UNC FPG Child Development Institute)

PDSA Template Tool
 (UNC FPG Child Development Institute)

PDSA Planning Cycle
 (UNC FPG Child Development Institute)

PDSA Who Am I Activity
 (UNC FPG Child Development Institute)

Effective Implementation: Staff Well-Being



School Employee Wellness

Key Takeaways

- *Effective staff wellbeing begins with recognizing the importance of comprehensive wellness, encompassing physical, mental, and social aspects.*
- *Prioritize the creation of an inclusive environment that supports identity, belonging, and economic stability for all school employees.*
- *Implement targeted strategies to address specific needs, focusing on professional development, community support, and health initiatives.*



School Employee Wellness

Advancing Comprehensive School Employee Wellness: A toolkit for school systems
 (Child Trends)

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Effective Implementation: Staff Well-Being

LEA Panel Discussion Key Takeaways

Panelists: Chelsea Davenport (Neosho School District), Alex Severs (Monett R-1 School District), Holy Budge (Kelso School District)

Importance of a Balanced Approach to Wellness

- Emphasize the importance of incorporating a comprehensive wellness approach that extends beyond physical health to include mental, financial, emotional, and social aspects.
- Utilize a structured wellness model, such as a wellness wheel, to systematically address various domains of health and well-being.
- Ensure wellness initiatives are inclusive and consider the diverse needs of all staff members, promoting activities that cater to different interests and capabilities.

Enhancing Support through Employee Assistance Programs (EAPs)

- Transition towards more comprehensive Employee Assistance Programs to provide a wide range of support services, including mental health resources.
- Focus on connecting staff with appropriate resources and training leadership to effectively support and guide their teams in accessing these services.
- Utilize EAP usage data to tailor and improve support services, ensuring they meet the evolving needs of the staff.

Fostering Diversity and Inclusivity in Wellness Efforts

- Implement wellness initiatives that are accessible and relevant to all staff members, including those in non-teaching roles, to ensure inclusivity.
- Develop programs and spaces, such as webinars and calm rooms, that accommodate the varied schedules and preferences within the school community.
- Collaborate with student services and other departments to explore and address the interconnectedness of staff and student wellness, promoting a community-wide approach to well-being.

Leveraging Data to Inform Wellness Strategies

- Employ data-driven approaches, such as analyzing survey results and usage statistics, to identify needs and evaluate the effectiveness of wellness initiatives.
- Consider the use of alert systems and other tools to proactively address emerging wellness concerns within the school community.
- Engage in regular assessment and feedback collection to continuously adapt and refine wellness programs to better serve the community.

Building a Supportive Wellness Infrastructure

- Establish a network of wellness champions and committees comprising members from various roles and departments to advocate for and implement wellness activities.
- Maintain flexibility in program planning and implementation by regularly consulting with representatives from different school levels and demographics.
- Integrate wellness responsibilities into leadership and administrative roles to embed wellness deeply within the organizational structure.

Cultivating Community Buy-In for Wellness Initiatives

- Integrate wellness into the culture of the organization, making it a natural and expected aspect of daily life within the school district.
- Promote personal wellness techniques, such as mindfulness and stress management practices, to demonstrate the direct benefits of participation in wellness programs.
- Align wellness objectives with broader organizational goals, such as staff retention and creating a supportive work environment, to underscore the value of wellness efforts to all stakeholders.

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Effective Implementation: Student Well-Being

Centering Cultural Competency and Authentic Youth Engagement to Support Student Emotional Well-Being Panel Presentation Key Takeaways

Panelists: *Future Cain* (***Future of SEL***) and
Chayil Bullock-Mariscal (***The Hadassa Organization***)

Cultivating Emotional Well-being through Equity and Inclusion

- Embrace Leadership Roles: Recognize your intrinsic leadership capacity in fostering an environment where emotional well-being is prioritized, emphasizing the importance of social-emotional leadership regardless of formal titles.
- Promote Equity and Belonging: Actively work towards creating an equitable environment by addressing systemic issues and ensuring that every individual feels valued and included, emphasizing the importance of human-focused efforts to create a sense of belonging.
- Acknowledge Diversity: Acknowledge and prepare for the existing and increasing diversity within communities, understanding that cultural responsiveness is essential in supporting the well-being of all individuals, especially as demographic shifts continue to evolve.

Enhancing Self-awareness and Emotional Intelligence

- Foster Emotional Awareness: Commit to being present and embracing all emotions without judgment, recognizing the neutrality of emotions until they are interpreted by us, which enhances self-awareness and the ability to positively impact others.
- Continuous Self-reflection: Engage in continuous self-reflection to address personal biases, privileges, and behaviors, ensuring actions and beliefs align with the values of equity and inclusion, and understanding how these personal aspects influence interactions with others.
- Build Meaningful Relationships: Establish relationships based on respect for individual backgrounds and experiences, using these relationships as a foundation for relevant and rigorous practices that support growth and learning.

Implementing Actionable Steps for Systemic Change

- Address Systemic and Individual Biases: Take practical steps to disrupt patterns reinforcing cultural blind spots, acknowledge personal limits, and seek growth in skills and knowledge related to cultural responsiveness.
- Hold Systems Accountable: Engage in partnerships and hold educational and organizational systems accountable for implementing equitable practices that acknowledge and address the diverse needs of all students and staff.
- Reflect and Act: Reflect on personal learning and identify actionable steps that can be taken immediately and in the long term to promote a culture of inclusivity, equity, and emotional well-being, recognizing the importance of lived experiences and the value of demonstrating care and empathy through action.

Embracing Diversity and Inclusion in Educational Environments

- Promote Unity and Empowerment: Encourage unity and learning for student empowerment in mental health, emphasizing the importance of every child feeling valued and included.
- Cultural Responsiveness: Acknowledge and respect diverse cultures, backgrounds, and needs, fostering an inclusive community where all students feel safe and valued.
- Celebrate Individual Journeys: Highlight the unique experiences and strengths of each student, encouraging self-expression and mutual respect within the learning environment.

Engaging Youth in Their Mental Health Journey

- Personal Growth through Challenges: Share personal experiences and growth, including overcoming adversity and becoming agents of change, to inspire and relate to students.
- Youth-Led Initiatives: Support youth-led initiatives and provide opportunities for students to lead and engage in mental health awareness and education, enhancing their sense of agency and purpose.
- Peer Support and Collaboration: Foster peer support networks within educational settings, allowing students to support and learn from each other, reinforcing the message that it's okay to seek help and share feelings.

Implementing Practical Strategies for Support and Growth

- Incorporate Diverse Perspectives: Include diverse cultural perspectives in curricula and activities, ensuring students see themselves represented and valued in their learning environment.
- Seek and Offer Help: Recognize the importance of seeking help when needed and offer support to students, emphasizing the role of educators and facilitators in being receptive and responsive to students' needs.
- Build Meaningful Connections: Establish genuine connections with students, listening to their experiences, and tailoring support to meet their individual needs, reinforcing the idea that "healed people heal people."