



Staff Well-Being Strategy Scan

Framing the Why

Reflect on how staff well-being currently shows up in your system and why it matters for workforce and student success.

Reflection Prompts

How does staff well-being show up in your district's or agency's vision, mission, or strategic priorities?

Where (if anywhere) is "well-being" named or implied in strategic plans, budgets, or accountability systems?

How might improving staff well-being impact student outcomes, retention, and climate in your context?

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Strategic Levers for Employee Well-Being

Assess your current system using the 1–4 scale to capture how well key levers for staff well-being are developed and aligned.

Lever	Current Status (1-4)	Examples/ Notes
<p>Alignment of Frameworks</p> <ul style="list-style-type: none"> • <i>How well are your initiatives (SEL, MTSS, WSCC, wellness policies, etc.) integrated under a shared definition of staff well-being?</i> • <i>Are state and local efforts coordinated?</i> 		
<p>Teaming for Success</p> <ul style="list-style-type: none"> • <i>Are there cross-sector or cross-department teams (HR, student support, health services, teaching & learning) that meet regularly to advance well-being priorities?</i> 		
<p>Data-Driven Decision Making</p> <ul style="list-style-type: none"> • <i>What data sources are used to understand staff experience? (climate surveys, retention data, HR metrics, listening sessions)</i> • <i>How often are results reviewed and acted on?</i> 		
<p>Effective Implementation</p> <ul style="list-style-type: none"> • <i>How are well-being initiatives scaled with fidelity, not just piloted?</i> • <i>Are there feedback loops for continuous improvement and sustainability?</i> 		



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Areas of Strength and Opportunity

Identify what is working well and where growth is needed to strengthen staff well-being across your system.

Reflection Prompts			
<i>What's working well that you could build on?</i>	<i>Where are the biggest gaps or pain points?</i>	<i>What partnerships, resources, or supports could help strengthen alignment and sustainability?</i>	<i>What would "embedding well-being in the system" look like in 1–3 years?</i>

