

# HOW SCHOOLS & DISTRICTS CAN SUPPORT STAFF WELL-BEING STAFF\*

## LEADERSHIP

District/school leaders show commitment to a mentally healthy workplace through words and actions

## MENTAL HEALTH

Promote a mentally healthy work environment

## OPEN COMMUNICATION

Foster open communication and listen to what staff have to say

## ENGAGE

Engage staff in discussions about well-being, and together, identify priorities and solutions.

## MODEL

Model and encourage work-life balance, healthy eating, and an active lifestyle

## RELATIONSHIPS

Work on building trusting, positive relationships with and among staff

## COLLABORATION

Provide opportunities for professional collaboration

## STUDENT SEL

Invest in student SEL programs that reduce behavioural issues and staff stress

## AUTONOMY

Allow staff to make their own decisions

## PROFESSIONAL LEARNING

Provide opportunities for all staff – including administrators - to learn more about mental health, and develop the skills to manage their own.

## AVAILABLE SUPPORTS

Promote well-being supports such as Employee & Family Assistance programs

## SUPPORT & APPRECIATE

Support and encourage staff and recognize their good work

## POLICIES & PRACTICES

Assess the impact of policies, practices, and job design on mental well-being



\*Includes teachers, educational assistants, administrators & all other district employees