



PROMOTE MENTAL HEALTH & WELL-BEING IN YOUR SCHOOL STAFF

- Part 1 -

**The U.S. Surgeon General's
Office released:**

FRAMEWORK OF
5 ESSENTIALS
FOR THE
WORKPLACE

- 1 **Protect from Harm**
- 2 **Connection & Community**
- 3 **Work-Life Harmony**
- 4 **Mattering at Work**
- 5 **Opportunities for Growth**



**Each edition explores 1 of 5 Essentials
in your school district's policies & practices
that promote mental health & well-being.**

This week's content:

#1

PROTECT FROM HARM

More than 2 in 5 workers surveyed reported that health & safety concerns negatively impact their stress level at work.

-American Psychological Association, 2022



**Here are ideas on how to create a culture
& environment where your teachers feel
physically & emotionally safe.**



PHYSICAL SAFETY



Maintain compliance with health & safety standards.

- Rehearse security drills
- Provide magnets to keep doors in a locked position
- Establish protocols to enter the building
- Provide healthy lunch options
- Create & share staff manual for common information



Provide training on workplace safety.

- Physical safety
- Inclusive environment
- Free from harassment





PSYCHOLOGICAL SAFETY



Normalize and encourage mental wellness support.

- Validation of staff perspectives
- Consultation with a mentor or teacher coach
- Staff common PLC or prep time
- Opportunities for staff fun & camaraderie
- Benefits that include in-person or telehealth counseling



Create a culture of positive communication.

- Collaborate on new practices
- Ask for feedback on current practices
- Allow staff to speak up without fear of retaliation
- Schedule mentor consultations for novice teachers
- Provide partners to teachers new to the building
- Recognize the strengths & successes of others



Encourage staff to set boundaries.

- Time
- Email correspondence
- Personal Space
- Use of sick & personal days to rest & recharge





DIVERSITY, EQUITY, INCLUSION, & ACCESSIBILITY (DEIA)



Operationalize norms, policies, and programs

- Review staff recruitment & retention strategies
- Investigate implicit bias
- Reflect on language- words matter
- Represent diversity in displayed imagery
- Improve physical access as needed



Celebrate diversity as a source of strength.

- Identify a champion for the issue
- Diversity represented in classroom libraries
- Maintain multiple perspectives to foster creativity
- Promote emotional regulation through inclusive practices



Connecting the dots between mental health and academic success.