

PROMOTE SCHOOL STAFF MENTAL HEALTH & WELL-BEING

U.S. SURGEON GENERAL'S FRAMEWORK OF 5 ESSENTIALS

- Part 2 -

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:

#2

CONNECTION & COMMUNITY

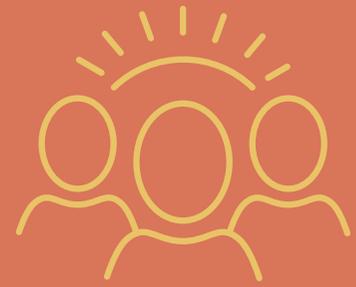


**Here are ideas to help you
build positive relationships among staff.**

Limited time?

Ask for volunteers to help at the next faculty meeting.

A sense of
BELONGING



Have some FUN together! Here's how...

 **Cook-Off:** Organize entries, share recipes, and make an anonymous staff voting box. Create a silly trophy or crown that can serve as a source of bragging rights every year.

 **Secret Pal Exchange:** With a little organization, staff anonymously surprises one another with an inexpensive thoughtful gift paired with a note of affirmation once per month.

 **Staff Night Out:** Being in a classroom or office space can feel isolating. Organize fun as a group outside of school hours, whether it is a happy hour or a good old-fashioned potluck.

 **Student-Staff Sporting Event:** Create student-staff sports teams, plan the date, and consider selling tickets to support a local cause.

SHOW SUPPORT

to create a needed sense of community.



Engage: Step out of the office & be visible. Greet staff with a smile and use their name on a daily basis. Ask them about their family, listen to their answers, & share something of yourself. Build future supportive conversations based on these interactions.



Show Appreciation: Make it your goal to acknowledge the positive aspects of your co-workers and staff. Do not assume they know how you feel. Providing genuine specific compliments can build confidence and make someone's day.



Recognize Good Work: When students share positive learning experiences with staff, take a moment to let the teacher, counselor, or team know. Compound the impact by sending them an email and copying their supervisor(s).



ACTS OF KINDNESS

can become contagious!



Small Surprises: Unexpected treats are valued by staff because they show you are thinking of them. Set out a bowl of candy with a note of thanks, after conference week, or with words of encouragement on a random Monday.



Service: Giving back makes people feel happy and promotes gratitude. Poll the staff on a specific organization or event that they would rally behind. This also creates an opportunity to gather buy-in, as opposed to it being just another initiative.



thrive
Alliance Group

Connecting the dots between mental health and academic success.