

Staff Support and Well-Being | Equipping School Staff for Reentry

Throughout this tool you will find practical guidance, suggestions, and key action steps for the topics addressed in the chart below to promote staff wellness, resiliency, and overall well-being. The first step in preparing for the reentry of staff is to plan. Campus leaders should convene a team of mental health and well-being champions. It is vital that this team is supported by the senior leadership team in a district, school, or open-enrollment charter school. This team should be charged with developing a multi-tiered system of support (MTSS) plan using reputable resources that are trauma-

Best Pr

Assess | Assessing the well-being of staff

It is important for LEAs to assess the well-being of staff prior to the beginning of the 2020-2021 school year. Staff well-being assessments are used to inform planning and decision-making for the school community. MTSS School Mental Health and Wellness Teams can use assessments to inform supports planned in the school. Timely assessment helps schools to preemptively identify staff needs and ensure that supports are in place for staff prior to the beginning of the school year.

Wellness and resiliency for everyone in the school community should remain at the forefront of all decisions. Promoting wellness is not a one and done activity; it must be intertwined daily into the school ecosystem. Systems of support includes building a schoolwide culture of care and trust. It includes promoting both formal supports and informal supports for self-care. Below are a few suggestions to ensure that processes are in place to assess and support staff well-being within an MTSS.

Best Practices and Strategies

- %o Conduct a landscape analysis on assessing mental health needs and social service needs of staff, including reviewing and adapting resources that will ultimately support students as well. (TEA developed Staff Wellness Survey located at the end of this document, other adaptable samples: [Quantum Workplace](#), [Health Related Quality of Life \(HROOL\)](#), [Professional Quality of Life \(PROQOL\)](#).) Reinforce with staff how data collected will aid in building a culture of wellness and resiliency. Take care to use surveys to build a culture and climate of trust.
- %o Once staff return to the work environment (remote or in-person), provide a time and space for reflection, share information on [Educator Resilience & Trauma-Informed Care](#) for self-care, and allow staff [debriefing opportunities](#) and consultation with mental health specialists.
- %o Ensure ongoing [wellness touchpoints](#) to continually assess and support all staff throughout the year.
- %o Consider hosting a remote resource fair for school staff that introduces and links staff to mental health supports and social services. The Zoom meeting application offers a useful feature of “Zoom Rooms,” which allows for breakout sessions or classes to occur within the same meeting.
- %o Establish referral pathways, share the [TEA Rem](#)

%o Keep staff well-being and professional development on the agenda. Map out [staff wellness events](#) throughout the year and develop plans and alternate plans to participate in unique ways that are innovative, positive, and strengths based.

%o Promote positive greetings and affirmations with staff throughout the day (e.g. email, shout outs, check in/check outs, etc.).

%o Provide opportunities for community building by having morning meetings or [restorative circles](#) for staff and using tools to build [compassionate resilience](#) schoolwide.

%o Create a support network between staff members to promote partnerships, mentoring, connections, and accountability partners.

%o Remain open and honest with staff

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School Mental and Behavioral Health Training, Policies & Best Practices At-A-Glance

School Mental Health Components Include

Required
Staff
Training

Term	Definition
Wellness	An active process of becoming aware of and making choices toward a healthy and fulfilling life. Wellness is more than being free from illness, it is a dynamic process of change and growth. Wellness is being balanced – physically, intellectually, spiritually, and emotionally. Strategies that focus on promoting wellness, including mental and behavioral health, contributes to a sense of emotional well-being.
Trauma	A deeply distressing event or set of experiences that can have lasting impact on a person’s behavior and well-being. Each person reacts differently when they feel threatened, injured, harmed, or when they experience loss. Examples include divorce, illness, an accident, a pandemic, a natural disaster, abuse or neglect, and witnessing or experiencing violence or bereavement.

Secondary
Traumatic Stress

The Texas State Board of Education, 2019. 24.68 367.8 0.96 ref539.5.1 (s)1.9 8i7.84 rt

What types of supports do you feel that you need from your school administration to help you be successful this year?
