

Staff Culture and Wellness

Creating a Culture of Healing and Care



CA School Health Alliance Conference
April 17, 2023

Center for Healthy Schools and Communities
Alameda County, Health Care Services Agency



Staff Culture and Wellness Workshop Objectives

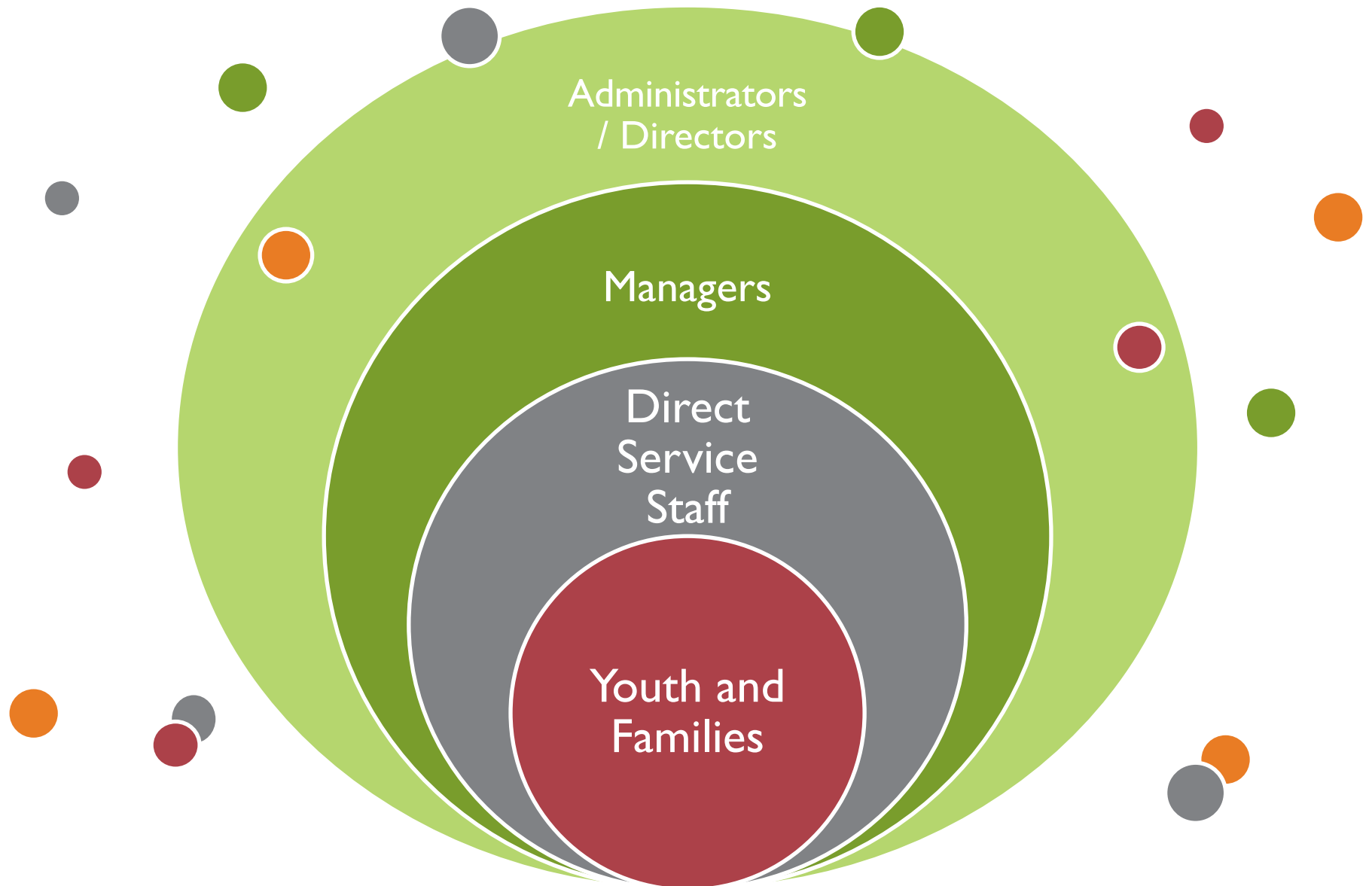
1. Recognize the impacts of trauma and stress on staff and the organization or school itself
2. Develop an understanding of compassion fatigue
3. Introduce a framework for building staff wellness at three levels

Why Staff Culture and Wellness?



How does staff culture and staff wellness affect the organizational and/or school community?

Stressors in the System that We Hold



Why? Staff Wellness and ...

1. Student Achievement

Factors including resilience, confidence, and relational trust are competencies of individual teacher efficacy and organizational efficacy, and valid predictors of student achievement

2. Retention and burnout

Guess the research-based determinants of job satisfaction

3. Role of collegial support, leadership & culture

75% of resilient teachers rated supportive relationships with their colleagues as a positive critical influence on their capacity to maintain their call to teach

- Goddard, Roger D., et al. "Collective Teacher Efficacy: Its Meaning, Measure, and Impact on Student Achievement." *American Educational Research Journal*, vol. 37, no. 2, 2000, pp. 479–507.
- University of Virginia, Curry School of Education
- John F. Kain, Steven G. Rivkin and Eric A. Hanushek, *The Revolving Door*, A study of teachers reveals that working conditions matter more than salary. *Education Next*, Winter, 2004
- Day, C. and Gu, Q. (2013), Challenges to teacher resilience: conditions count. *Br Educ Res J*, 39: 22–44.

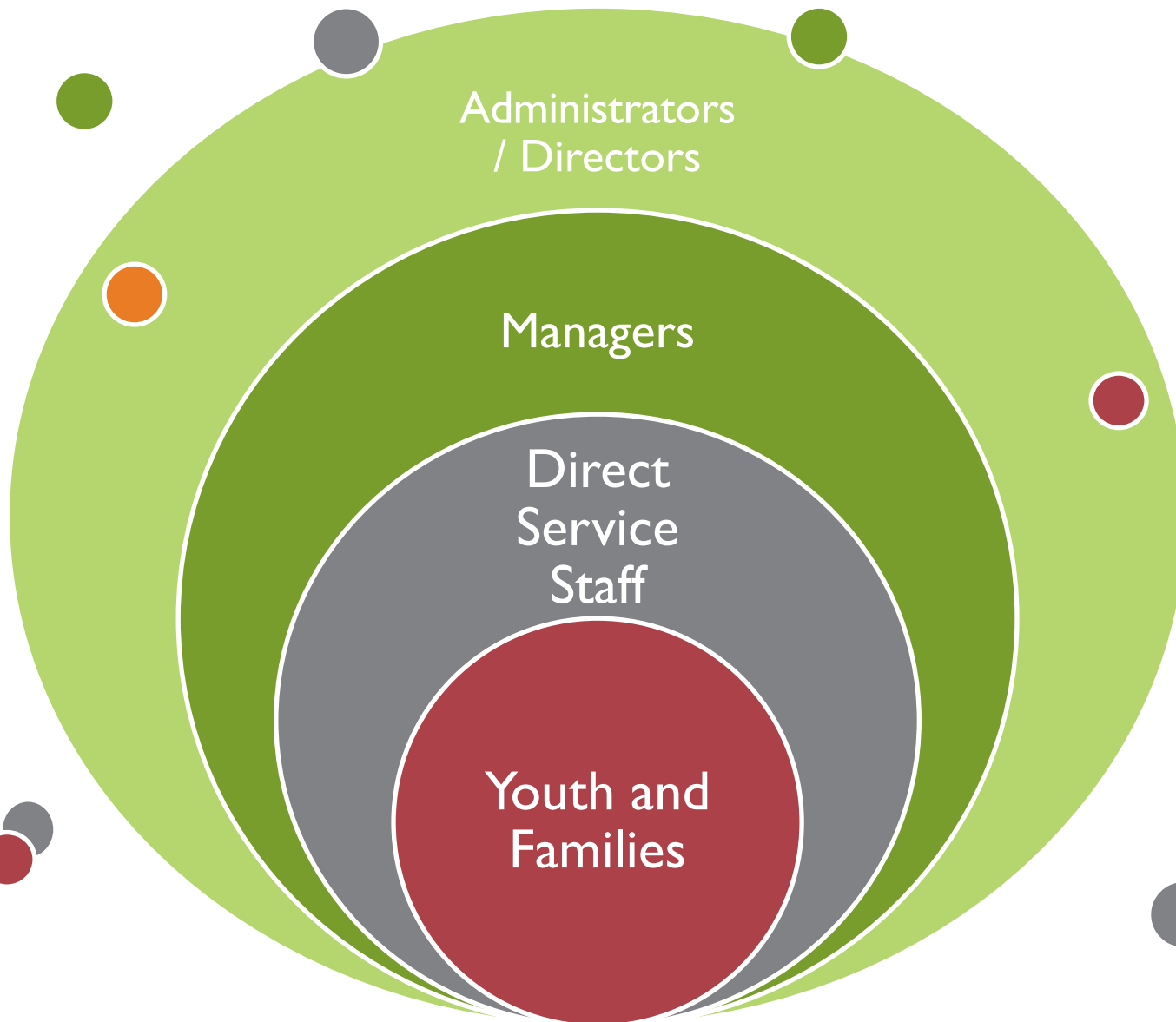
Compassion Fatigue

Compassion Fatigue

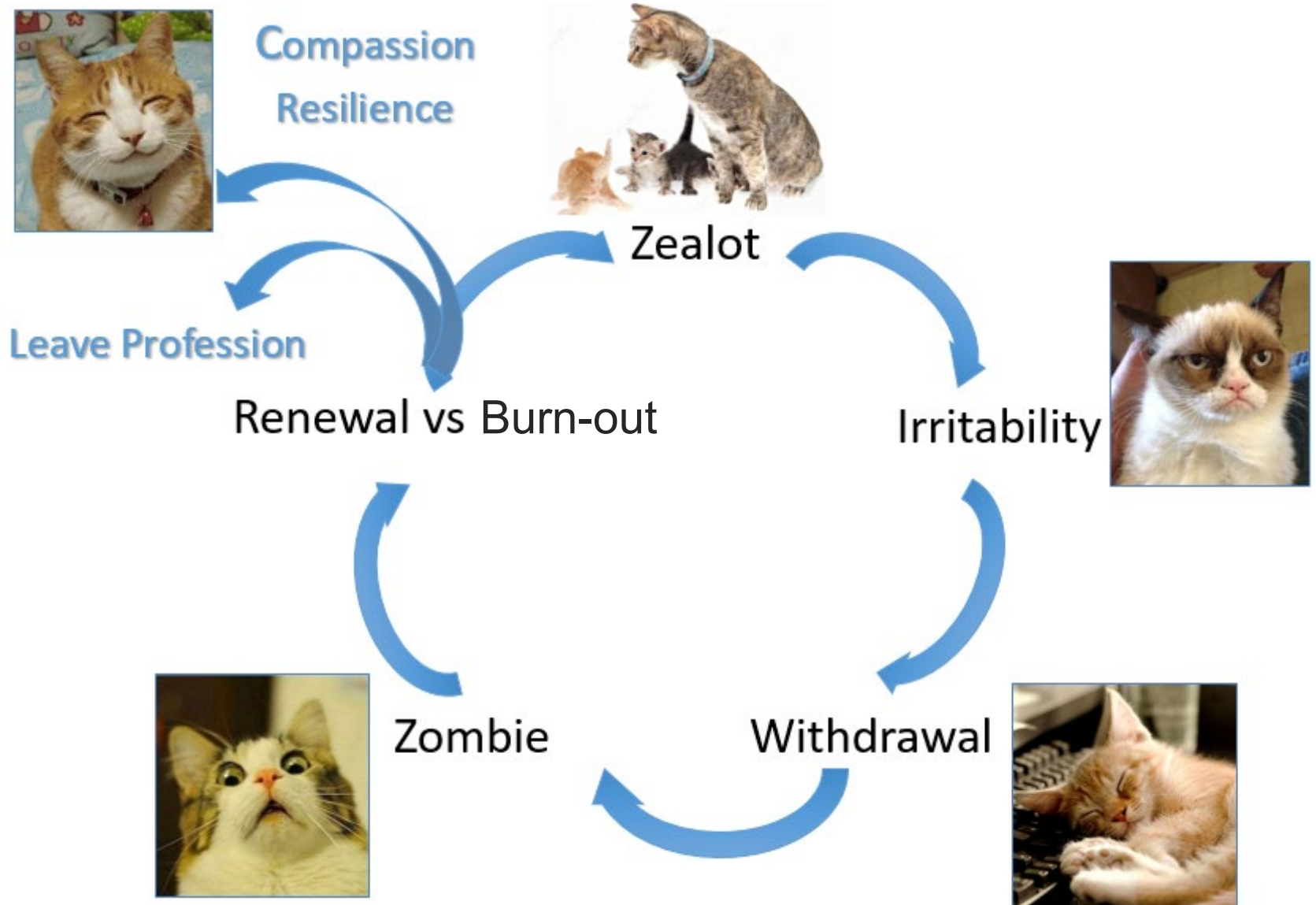
- Compassion fatigue has been described as the “cost of caring” for others in emotional pain
- Decrease in a person’s capacity to empathize and have compassion with those who are suffering
- Profound emotional and physical erosion when helpers are unable to refuel and regenerate
- Compassion fatigue can affect entire organizations and systems



Stressors in the System that We Hold



Compassion Fatigue's Path

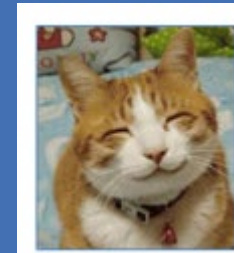


Small Group Activity

Read the description
and discuss...



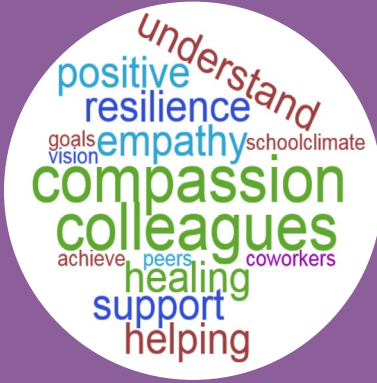
Renewal and Resilience: Staff Wellness



Staff Wellness: Our Approach



Self Care



Staff Culture



Structures & Protocols



Structures and Supports for Staff

If “form follows function,” what form do schools and districts need to support staff culture and wellness?

Staff Culture

Connecting with colleagues in ways that heal and help

- “Culture of Wellness”
- Compassionate Culture or Relationship Building
- Healthy Boundaries (not too fluid, not too rigid)

Self-Care: Resiliency Factors



