



5th Advancing Behavioral Health Collaboration Summit

September 30, 2021

Advancing Wellness
and Resiliency in
Education: **Schools
Can...**



Be Leaders for
Resilience

2 Sep.

9 Sep.

16 Sep.

23 Sep.

30 Sep.

Reimagine How
We Support
Students

Create
Compassionate
and
Connected
Communities

Promote Hope
and Healing for
Students

Restore Staff
Wellness

Today's Topic.....



Restoring Staff Wellness

Today's Agenda.....



10:00-10:30	Leading While Restoring Staff Wellness
10:30-11:10	SMART Resiliency Training
11:00-11:15	Break
11:15-12:00	Panel - Best Practices to Support Staff Wellness
12:00-12:15	Break
12:15-12:40	Creating an Organizational Wellness Plan
12:40-1:00	ABC Summit Closure

Today's Objectives.....



1. Describe three evidence-based practices (EBPs) that support educator wellness.
2. Learn three wellness strategies.
3. Develop an organizational wellness plan.



Stress Management and Resiliency Training (SMART)

The Resilient Option

Stress Management and Resiliency Training (SMART)

The Resilient Option

Building resilience can help you enhance your focus, improve your relationships, and increase your productivity.

The SMART program, designed by Dr. Amit Sood, breaks resilience into four key areas:

- Gratitude
- Mindful Presence
- Kindness
- Resilient Mindset — presenting insights and corresponding exercises to help you build your resilience



Gratitude

Insights:

Our brains struggle with focus, fatigue, and fear, that causes stress and burnout, and depletes our resilience.

Stronger attention that naturally focuses on positivity and gratitude builds resilience.

Practices:

- Before you get out of bed and cede control of the day to email, to-do lists and the demands of others, think of 5 people you appreciate and send them a silent gratitude.

GIVE

a compliment

GET

Mindful Presence

Insights:

The brain notices what it finds of value (i.e. things that are interesting or threatening).

Over time, what was once interesting and attractive loses novelty, and you notice it less. This weakens attention.

Practicing mindful presence enables you to regain novelty and focus on what is truly important and meaningful. This will strengthen your attention.

Practices:

2-MINUTE RULE

- Give at least 2 minutes of undivided attention to someone in your life who deserves that attention but isn't getting it. Do not try to improve or change the other person in that time.

CURIOUS MOMENTS

- Observe what's around you with a more engaged presence and a deeper sense of curiosity.



Kindness

Insights:

Just like a muscle, areas of the brain that you use more become stronger / better connected.

By cultivating kind thoughts, you can change your brain's innate wiring to move past the tendency toward negativity and fear.

In addition, when you are kind toward others, you become kinder toward self. Self-kindness, in turn, can nurture every aspect of your life.

Practices:

KIND ATTENTION

- Assume most people you meet or see (even those who are difficult) are special and have struggles. Treat them with kind attention by sending them a silent good wish.

KINDNESS TO SELF

- Self-kindness can take many forms, including regulating your intake of “toxic news,” periods of prolonged sitting, and mindless multi-tasking.



<http://www.donothingfor2minutes.com/>

Resilient Mindset

Insights:

The same event can be thought of in many different ways, depending on your mindset.

A mindset guided by your core values is important to resilience and happier life.

Practices:

RESILIENT THINKING

- Integrate these five timeless values into your mindset: Gratitude, Compassion, Acceptance, Meaning, and Forgiveness.
- Consider assigning each of them one day per week, or one week per month, during which you will focus on that value.



**What is one word to describe how
you are feeling right now?**

Menti.com Code 1226 6930

BREAK

See you
back at:
11:15





Panel

BREAK

See
you back
at: 12:15



Creating an Organizational Wellness Plan



Schools Can! Restore Staff Wellness

Creating an Organizational Wellness Plan

Plan | Convene a School Mental Health and Wellness MTSS team

Assess | Assess the Well-being of Staff

23

September 30th, 2021

Creating an Organizational Wellness Plan

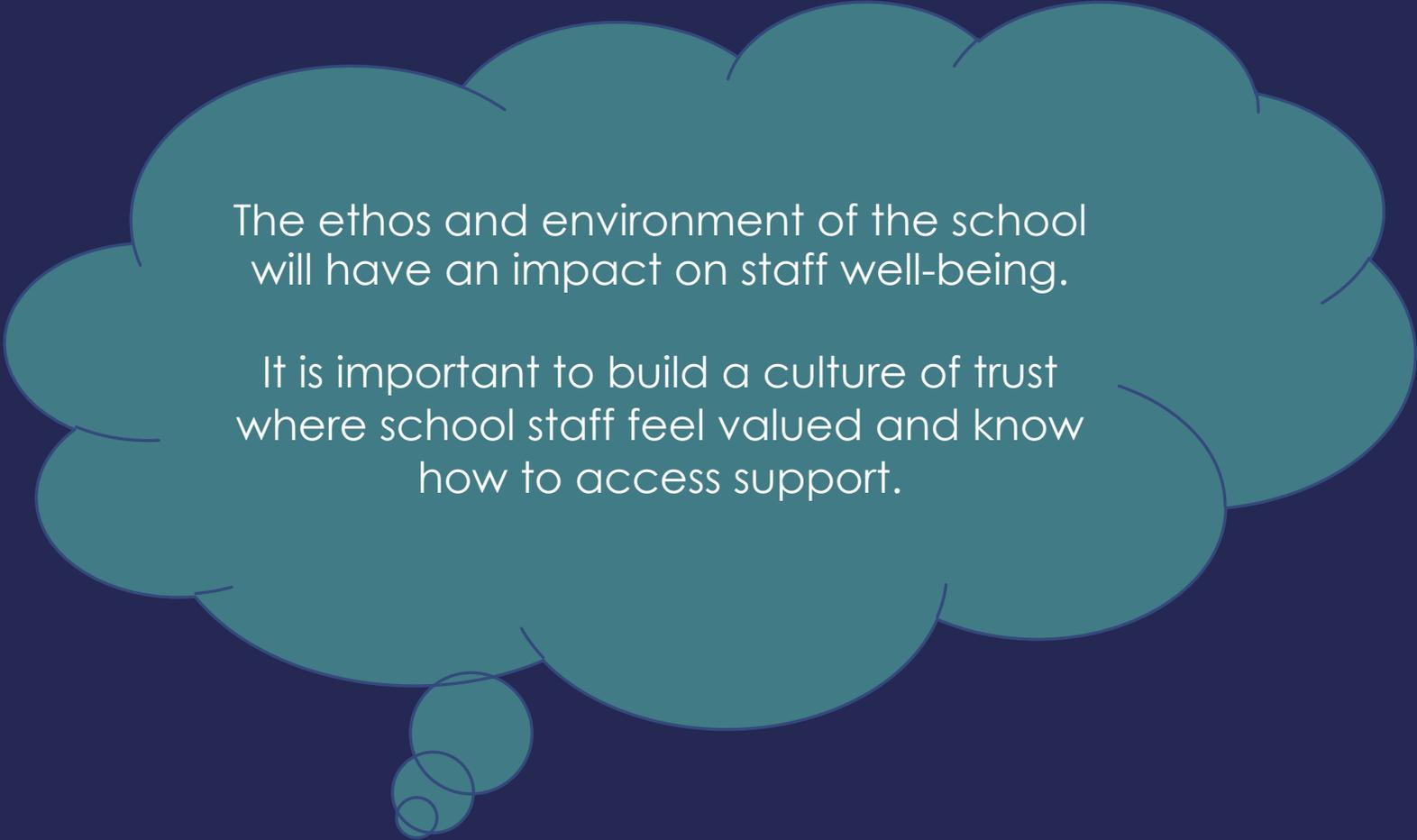
Build | Build a Culture of Wellness & Resiliency

Train | Professional Development & Training

24

Creating an Organizational Wellness Plan





The ethos and environment of the school will have an impact on staff well-being.

It is important to build a culture of trust where school staff feel valued and know how to access support.



Assess



Plan

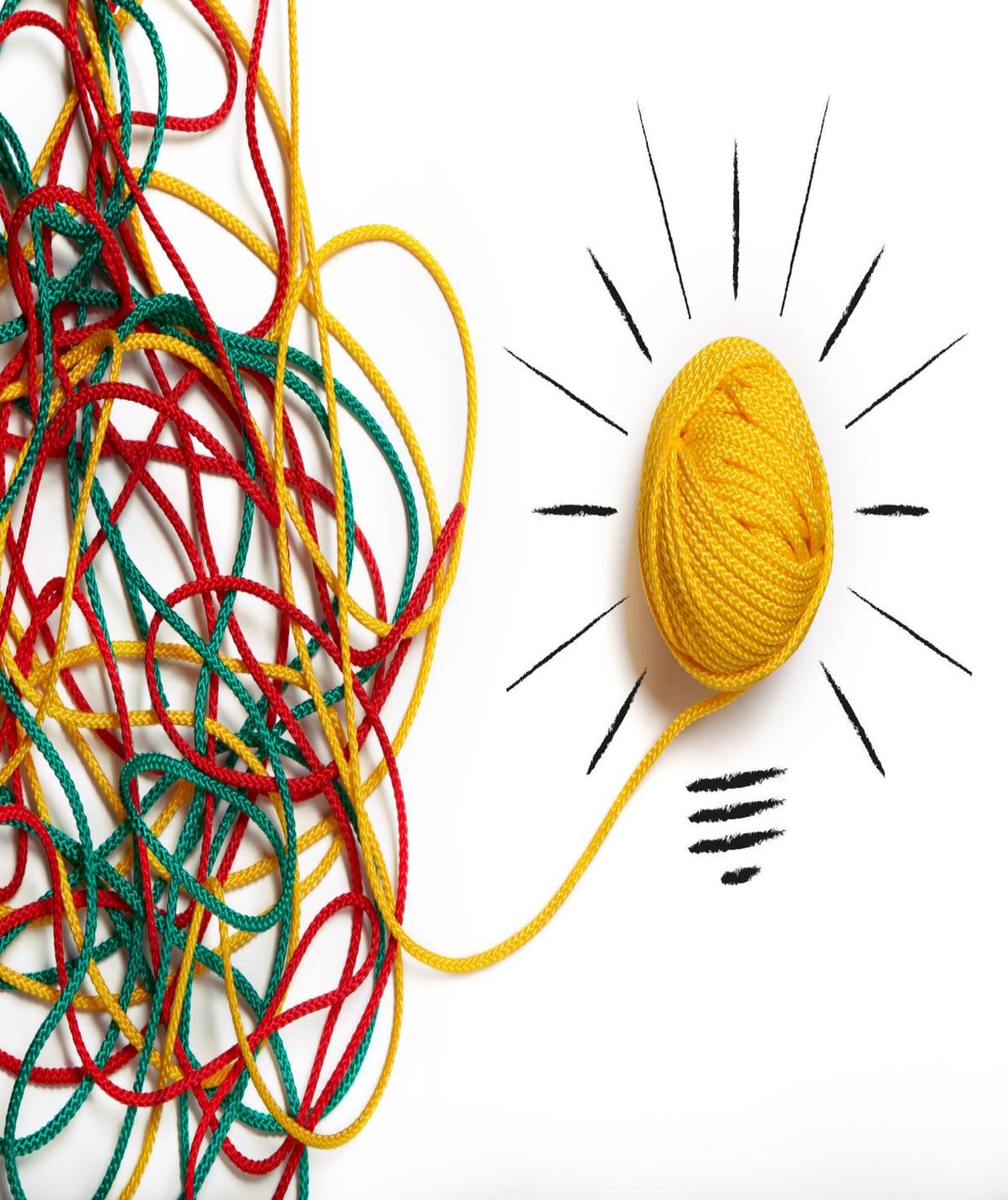
**Staff Support
& Well-being**



Train

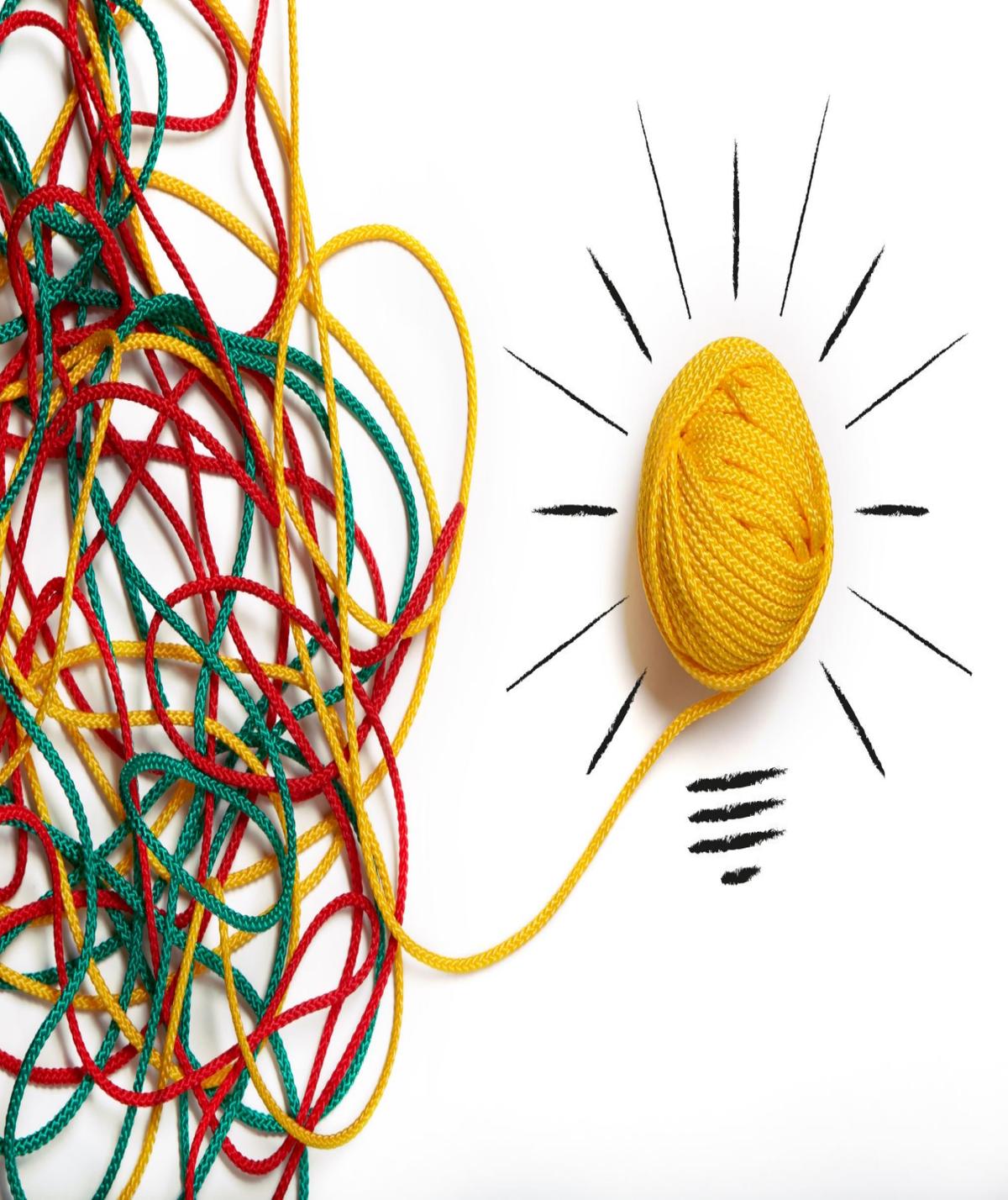


Build



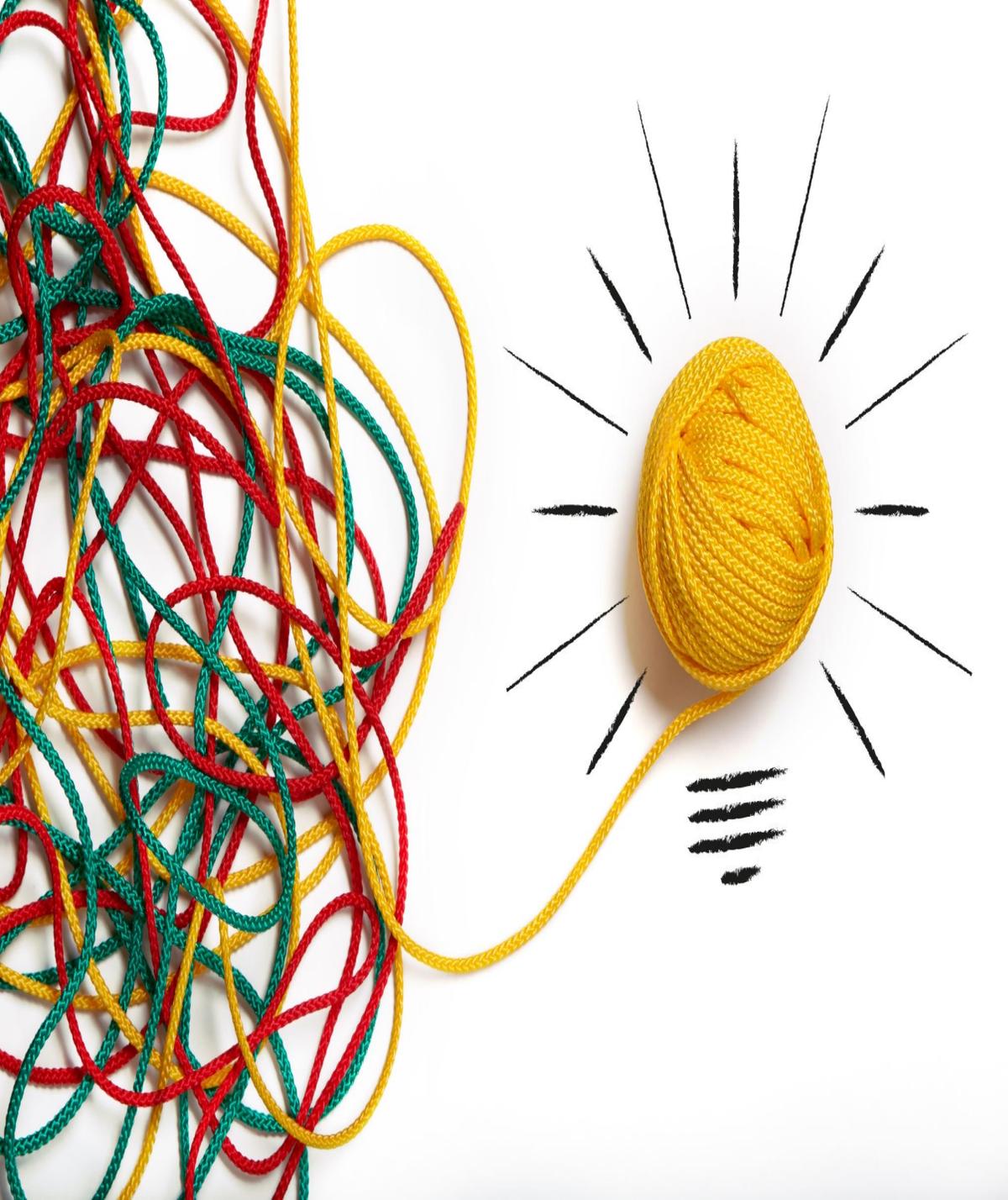
Convene a Mental Health & Wellness MTSS Team:

- ✓ Ensure that the MTSS team is supported to safely brainstorm, share ideas, and consider strong universal supports (tier 1) to promote staff well-being.
- ✓ Establish norms for the meeting and include time on the agenda to share experiences and concerns first.
- ✓ Provide an opportunity for honest and open dialogue about concerns with COVID-19 with the MTSS team.



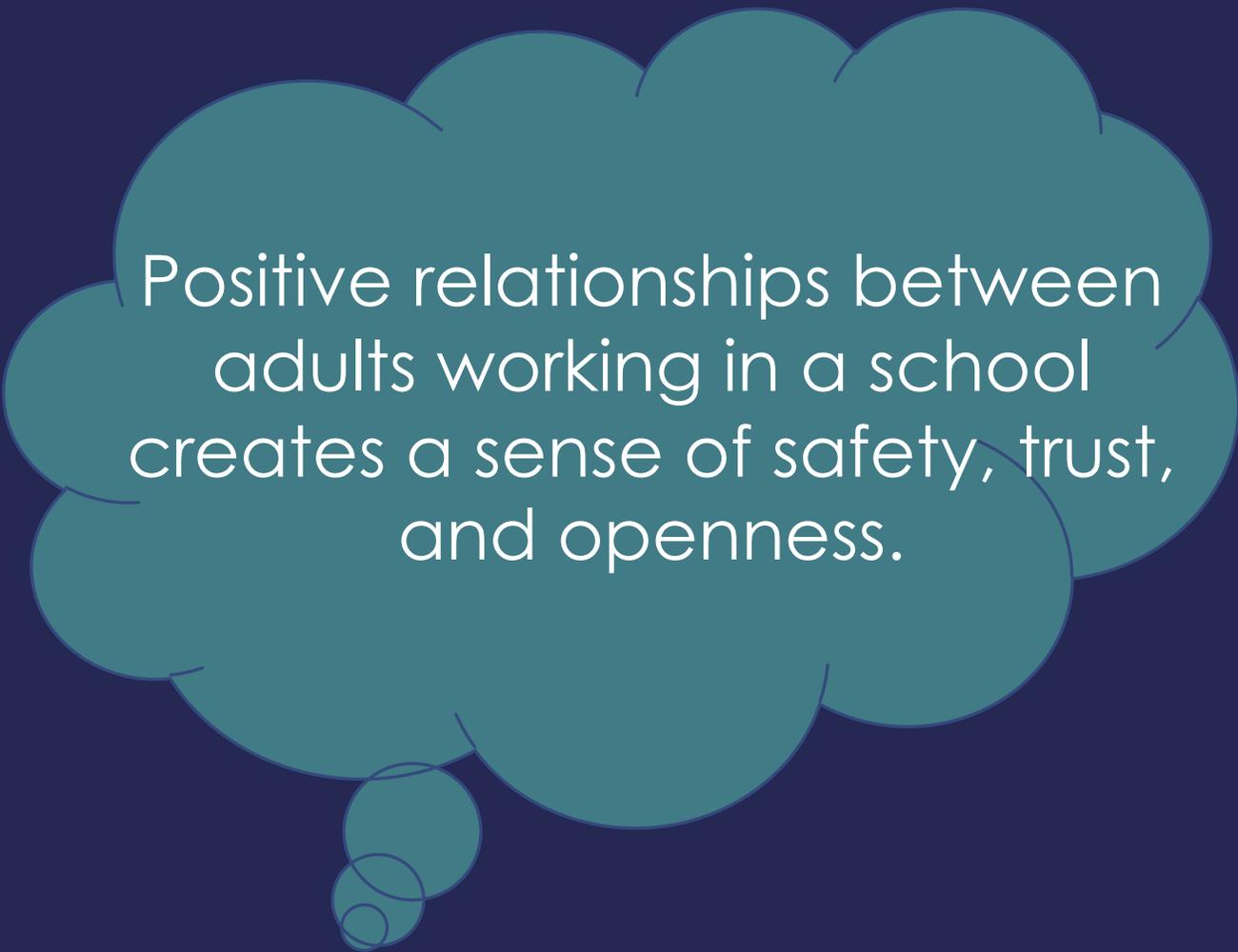
Convene a Mental Health & Wellness MTSS Team:

- ✓ Focus on connection before content.
- ✓ Ensure that the MTSS team is supported to safely brainstorm, share ideas and consider strong universal supports (tier 1) to promote staff well-being.
- ✓ Plan for strong tier 2 and tier 3 supports for staff.
- ✓ Develop and promote strategies to reduce stigmas.



Convene a Mental Health & Wellness MTSS Team:

- ✓ Consider designating wellness ambassadors on campus to champion the vision for mental health and emotional wellness across campus.
- ✓ Create an intentional plan for onboarding new employees that includes teambuilding.
- ✓ Schedule regular touchpoints for teambuilding and support throughout the school year.



Positive relationships between
adults working in a school
creates a sense of safety, trust,
and openness.



Assess



Plan



Train



Build

**Staff Support
& Well-being**

Assessing the Well-being of Staff

- ✓ Consider hosting a resource fair for school staff.
- ✓ Share the TEA State Mental & Behavioral Health Resource List.
- ✓ Communicate plans and activities.
- ✓ Establish systemwide approaches to address secondary traumatic stress.
 - ✓ STAT
 - ✓ Buddy Classrooms
 - ✓ Tap in/tap out
 - ✓ Staff calming room – remote or in person
 - ✓ Wellness Wednesdays
 - ✓ Remote check ins
 - ✓ Self-care activities



Assessing the Well-being of Staff

- ✓ Conduct a landscape analysis on assessing mental health needs and social service needs of staff.
- ✓ Provide a time and space for frequent processing and reflection for all staff.
- ✓ Ensure ongoing wellness touchpoints to continually assess and support all staff throughout the year.



Assessing the Well-being of Staff

- ✓ Coordinate with district human resource department to ensure needed supports are in place.
- ✓ Be patient, model empathy, and give grace.
- ✓ Continually reassess needs.



Professional Quality of Life Scale (ProQOL)

*Compassion Satisfaction and Compassion Fatigue
(ProQOL) Version 5 (2009)*

When you *[help]* people you have direct contact with their lives. As you may have found, your compassion for those you *[help]* can affect you in positive and negative ways. Below are some-questions about your experiences, both positive and negative, as a *[helper]*. Consider each of the following questions about you and your current work situation. Select the number that honestly reflects how frequently you experienced these things in the *last 30 days*.

1=Never 2=Rarely 3=Sometimes 4=Often 5=Very Often

- _____ 1. I am happy.
- _____ 2. I am preoccupied with more than one person I *[help]*.
- _____ 3. I get satisfaction from being able to *[help]* people.
- _____ 4. I feel connected to others.
- _____ 5. I jump or am startled by unexpected sounds.
- _____ 6. I feel invigorated after working with those I *[help]*.
- _____ 7. I find it difficult to separate my personal life from my life as a *[helper]*.
- _____ 8. I am not as productive at work because I am losing sleep over traumatic experiences of a person I *[help]*.
- _____ 9. I think that I might have been affected by the traumatic stress of those I *[help]*.
- _____ 10. I feel trapped by my job as a *[helper]*.
- _____ 11. Because of my *[helping]*, I have felt "on edge" about various things.
- _____ 12. I like my work as a *[helper]*.
- _____ 13. I feel depressed because of the traumatic experiences of the people I *[help]*.
- _____ 14. I feel as though I am experiencing the trauma of someone I have *[helped]*.
- _____ 15. I have beliefs that sustain me.

Professional Quality of Life Measure

ProQOL.org

HOME

THEORY

PROQOL MEASURE & TOOLS

POCKET CARD & HANDOUTS

USE THE PROQOL

PROQOL DATABANK

RESOURCE LINKS

FAQ

ABOUT US

CONTACT US



Professional Quality of Life: Elements, Theory, and Measurement

*Compassion Satisfaction and Compassion Fatigue, Burnout,
Secondary Traumatic Stress, Vicarious Traumatization, and Vicarious Transformation*



Assess



Plan

**Staff Support
& Well-being**



Train



Build



Building a Culture of Wellness & Resiliency

- ✓ Model good working practices and self-care to encourage a healthy work/life balance.
- ✓ Map out staff wellness events throughout the year.
- ✓ Promote positive greetings and affirmations with staff throughout the day (ex. email, shout outs, check in/check outs, etc.).



Building a Culture of Wellness & Resiliency

- ✓ Encourage a sense of community among staff.
- ✓ Keep staff well-being and professional development on the agenda.
- ✓ Provide opportunities for community building.



Building a Culture of Wellness & Resiliency

- ✓ Create a support network between staff members.
- ✓ Remain open and honest with staff about any pivots.
- ✓ Include clear communication and create ongoing opportunities for staff to provide feedback and express concerns.



Assess



Plan

**Staff Support
& Well-being**



Train



Build

Professional development and training

- ✓ Survey staff to highlight specific training and professional development needs.
- ✓ Provide regular and ongoing professional development, study groups, and opportunities for staff to challenge themselves with new learning that is emerging in the education field.
- ✓ Ensure ongoing coaching and consultation for professional development and training needs.



Professional development and training

- ✓ Review resources on Guidance and Support on COVID 19 that are continually updated to support professional development.
- ✓ Ensure that staff are equipped with information about Adverse Childhood Experiences.
- ✓ Consider using data from the school and the surrounding community to drive decisions for specific and tailored professional development or training.



Professional development and training

- ✓ View and share Project Restore video series.
- ✓ Review supplemental resources from professional school counselors and school psychologists.
- ✓ Prepare staff to develop a growth mindset.





DISD STAFF WELLNESS SUPPORT GUIDE

DICKINSON ISD 2020-2021

Dickinson ISD is dedicated to ensuring staff feel connected, supported and equipped to tackle the 2020-2021 school year. Together, we will focus on promoting wellness and resiliency. This support guide is to help provide resources and reminders to encourage and advocate over all wellness.

Wellness Supports:

- **Campus/Departments:**
 - Character Strong Dare/Pursuits
 - Restorative Practices for Staff
 - Calm Teacher Lounge or Space
 - Campus SEL SQUAD's
(SEL SQUAD: social emotional learning staff qualified uniquely advocating for Dickinson)
 - Gator Gauge Survey (staff check in)
- **Gator Wellness Center:**
 - Resource Library for Staff and Families
 - Professional Development Opportunities
 - Wellness Wednesday Emails
- **District:**
 - Employee Assistance Program (EAP):
◦ The EAP is a free and confidential service that is available 24 hours a day, 7 days a week. Please scan the QR code to learn more about the service.



Recommendations:

- **Buddy Up:** Find another staff member to be your buddy. Provide each other support and encouragement. Make a daily plan to check in with each other.
- **Self-Care Plan:** make an intentional plan and follow through daily.

For more information please contact, Amy Cmaidalka 281-229-7662 or acmaidalka@dickinsonisd.org

WHAT IS 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. (tea.texas.gov)



- **Physical:** A healthy body through exercise, nutrition, sleep, etc.
- **Mental:** Engagement with the world through learning, problem-solving, creativity, etc.
- **Emotional:** Being in touch with, aware of, accepting of, and able to express one's feelings (and those of others).
- **Spiritual:** Our search for meaning and purpose in human existence.
- **Social:** Connecting with, interacting with, and contributing to other people and our communities.
- **Environmental:** A healthy physical environment free of hazards; awareness of the role we play in bettering rather than denigrating the natural environment. (globalwellnessinstitute.org)



DISD STAFF WELLNESS ADMINISTRATOR SUPPORT GUIDE

DICKINSON ISD 2020-2021

How to Support Staff?

- Provide Regular Check ins
 - Gator Gauge
- Build on Strengths
- Model Building Relationships
 - Restorative Practice Circles
 - Character Strong Dares/Pursuits
- Provide Encouragement on regular basis
 - Emails
 - Notes
 - Bulletin Board Brag Board
 - Shout outs
- Cultivate a Trauma Informed Environment for Staff
 - Welcoming Lounge
 - Clear Daily Communication
 - Create a support network
 - Mentor
 - Buddy/Accountability Partner

Staff Wellness Multi-Tiered System of Support (MTSS)

Tier 1	Tier 2	Tier 3
<ul style="list-style-type: none"> • Campus SEL SQUADS • Wellness Wednesday Emails • Gator Gauge Survey • Staff Training Opportunities • Staff Meetings that allow for Social Connections • Relaxing Teacher Lounge 	<ul style="list-style-type: none"> • Gator Wellness Center Resources 	<ul style="list-style-type: none"> • Employee Access Program (EAP)

For more information please contact, Amy Cmaidalka

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Take Care of the Whole You
Greyhound Wellness Program
Session #2 Sept. 28-Nov.6

Self-Care

- List 10 things you are grateful for
- Unfollow negative people on social media
- Declutter three things from your home



Nourish
 FRUITS AND VEGGIES CHALLENGE
 5 daily servings

Stress Less

10 TIPS TO STRESS LESS

- CALL A FRIEND
- CATCH UP
- OFFER + RECEIVE HELP!
- DO ONE THING AT A TIME
- WALK WHEREVER YOU CAN
- SURROUND YOURSELF WITH REMINDERS
- LEARN MORE ABOUT SOMETHING THAT APPEALS TO YOU
- Let go of what is out of your control
- WRITE IT DOWN
- GO OUT of your house TO PARK SOMEONE'S DAY
- MAKE TIME FOR FUN!

WWW.STRESSLESS TIPS.ORG

ANXIETY GROUNDING TECHNIQUE

focus on your breathing, then identify

- 5 things you can see
- 4 things you can touch
- 3 things you can hear
- 2 things you can smell
- 1 thing you can taste

drink your water!

#64ozchallenge
 DRINK YOUR WATER CHALLENGE

64 oz per day

hosted by peppercraps.com & weightwaver.com

TEA: Understanding Your Experiences & Building Resilience Link

<https://www.texasprojectrestore.org/videos/understanding-your-experiences-and-building-resilience>

If you are interested in joining the second session of workout classes on Mon. & Wed. @ 4 and Sat. @ 7:30 AM, contact Mrs. Williams.

Take Care of the Whole You
Greyhound Wellness Program
Session #1 Aug.19-Sept.25

FIXED MINDSET VS GROWTH MINDSET

- Fixed Mindset:** Avoids Challenges, Shy Away From Things You Don't Know, Unable to Handle Criticism or Feedback, Intelligence and Talent is Static and Does Not Develop Post Birth, Do Not Carry Out Any Actions Without Seeking Approval, Focused On Proving Yourself, Threatened By The Success of Others, Effort is Not Regarded Fruitful, Understanding Failure As The Limit of Ability, Gives Up Easily.
- Growth Mindset:** View Challenges as Opportunities, Acknowledge and Embrace Your Weaknesses, Learn to Give and Receive Constructive Criticism, Intelligence and Talent is Dynamic and Ever-improving, Prioritize Learning Over Seeking Approval, Focus on The Process Instead of The End Result, Be Inspired By The Success of Others, Think of Learning as "Brain Training", Understanding Failure As An Opportunity to Grow, Persists In The Face Of Setbacks.

BEone

drink your water!

#64ozchallenge
 DRINK YOUR WATER CHALLENGE

64 oz per day

hosted by peppercraps.com & weightwaver.com

BREATHE IN, BREATHE OUT

SQUARE BREATHING

1 2 3 4
 breathe in for 4 seconds

4 3 2 1
 hold for 4 seconds

1 2 3 4
 hold for 4 seconds

4 3 2 1
 breathe out for 4 seconds

TEA: Understanding Trauma & Its Impact

<https://www.texasprojectrestore.org/videos/understanding-trauma-and-its-impact>



“Resilience cannot exist without hope. It is the capacity to be hopeful that carries us through challenges, disappointments, loss, and traumatic stress.”

- Dr. Bruce Perry, Child Trauma Academy



**What is one idea
learned today you
plan to implement
to promote overall
staff wellness?**

Menti.com

Code: 1226 6930

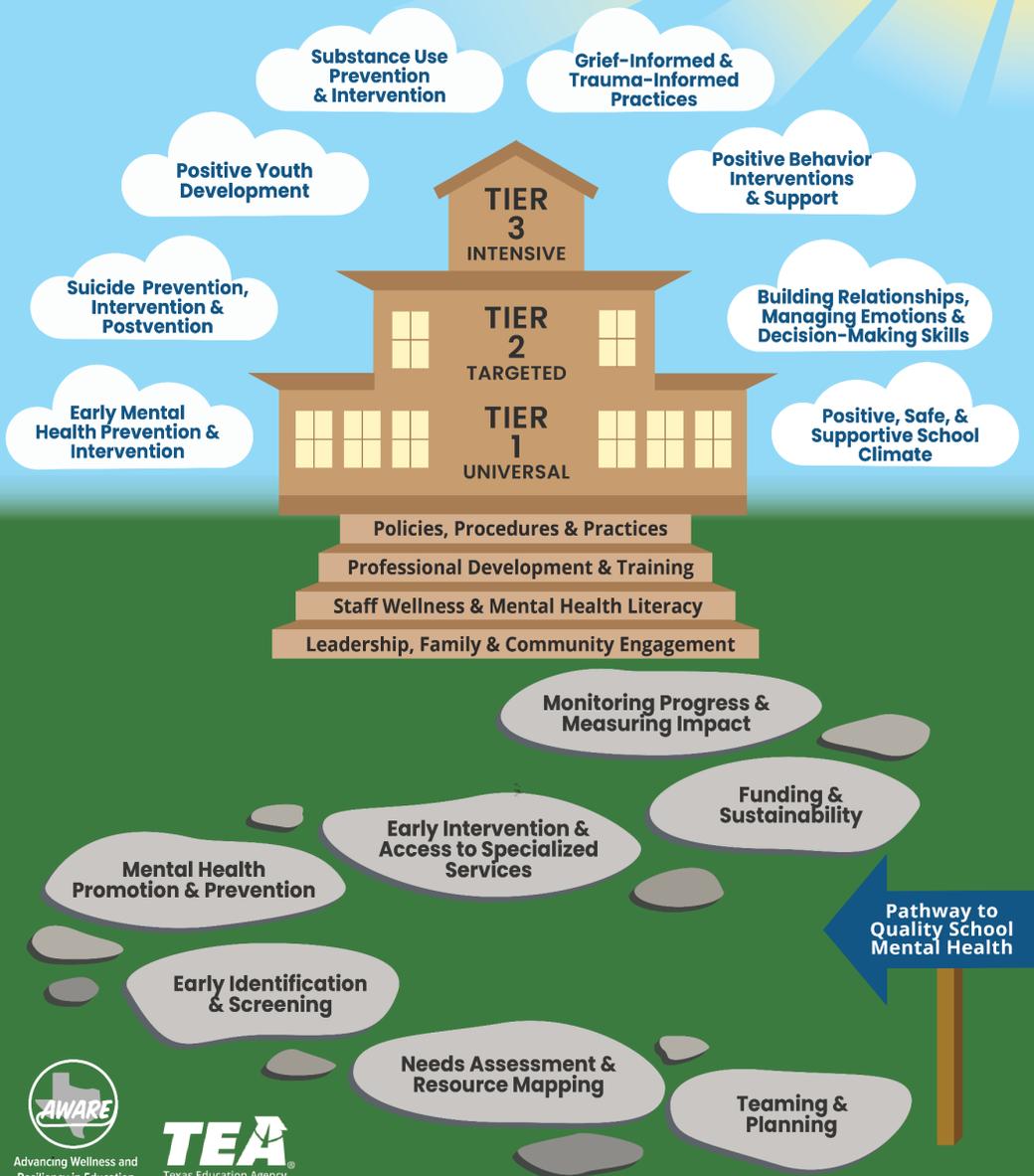


Julie Wayman

TEA Updates

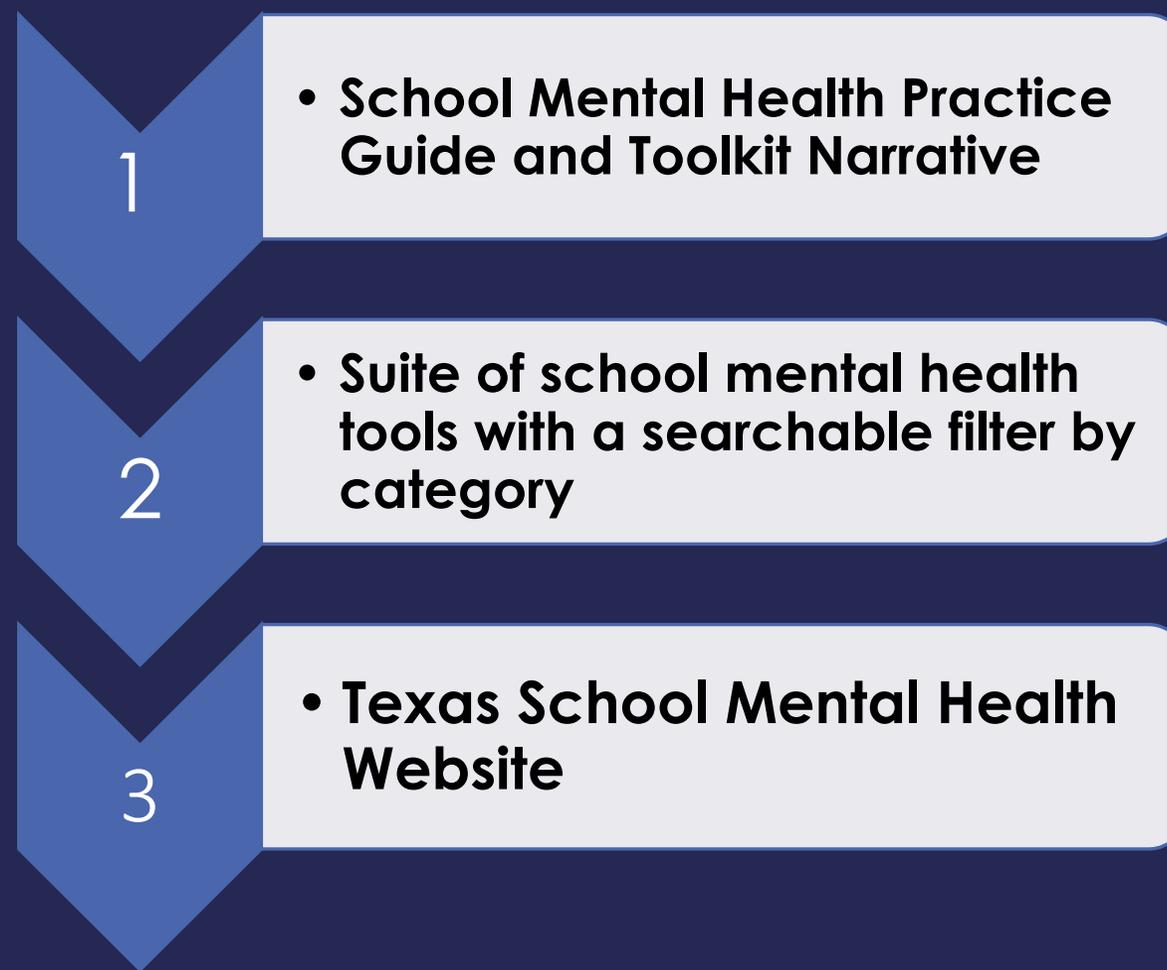
Texas School Mental Health Framework

Essential Elements for a Safe & Supportive School



NEW: School Mental Health Resources in 2021 – 2022

SOFT LAUNCH – 9.30.21 for ABC Summit Attendees Preview!



School Mental
Health Practice
Guide and Toolkit

JUNE 2021



**Soft Launch
Today!**

Version 1

**For ABC
Summit
Attendees!**

Soft Launch Today for ABC Summit Attendees! Texas School Mental Health Website



TEA TEA Website Contact TEA Sign Up For Updates

Texas School Mental Health

ABOUT INITIATIVES TOOLS HIGHLIGHTS TRAINING RESOURCES **CONTACT**

Mental health is critical to children's success in school and life.

READ MORE

An illustration of a classroom scene. A female teacher with long dark hair, wearing a white shirt and teal pants, stands and gestures towards two students. The students, a boy and a girl, are seated at a black table with yellow chairs, each using a laptop. The background features a teal clock, a document icon, a potted plant, and a desk with books.

See you at next year's ABC Summit!



Advancing Wellness and
Resiliency in Education



tcmhcc



South Southwest (HHS Region 6)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

In collaboration with the Texas Health and Human Services Commission



Gratitude

Session #5 Evaluation.....



<https://ttc-gpra.org/P?s=676075>



**Thank you for joining
us at this year's ABC
Summit!**