



Southeast (HHS Region 4)

MHTTC

Mental Health Technology Transfer Center Network

Funded by Substance Abuse and Mental Health Services Administration

Schoolwide Wellness: Staff, Partners, and Families

- Presenter: Christina Borbely, Ph.D.
- School Mental Health Initiative
- Southeast Mental Health Technology Transfer Center (MHTTC)
- Rollins School of Public Health, Emory University
- September 27, 2023

SAMHSA

Substance Abuse and Mental Health
Services Administration



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Acknowledgement

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At the time of this publication, Miriam E. Delphin-Rittmon, Ph.D, served as Assistant Secretary for Mental Health and Substance Use in the U.S. Department of Health and Human Services (DHHS) and the Administrator of SAMHSA.

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Post Event Evaluation

At the conclusion of this webinar,
a link to an **evaluation** form will appear on your
screen.

Please take a few minutes to provide us with your
thoughts as this is a very important part of our
funding.

We appreciate your feedback!



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About the Southeast MHTTC

The **Southeast MHTTC** is located at the Rollins School of Public Health, Emory University.

Serve states in HHS Region IV: Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, and Tennessee.

Our Mission: To promote the implementation and sustainability of evidence-based mental health services in the Southeastern United States.

Our Vision: Widespread access to evidence-based mental health services for those in need.



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Presenter



Christina Borbely, Ph.D.
School Mental Health Advisor
SEMHTTC

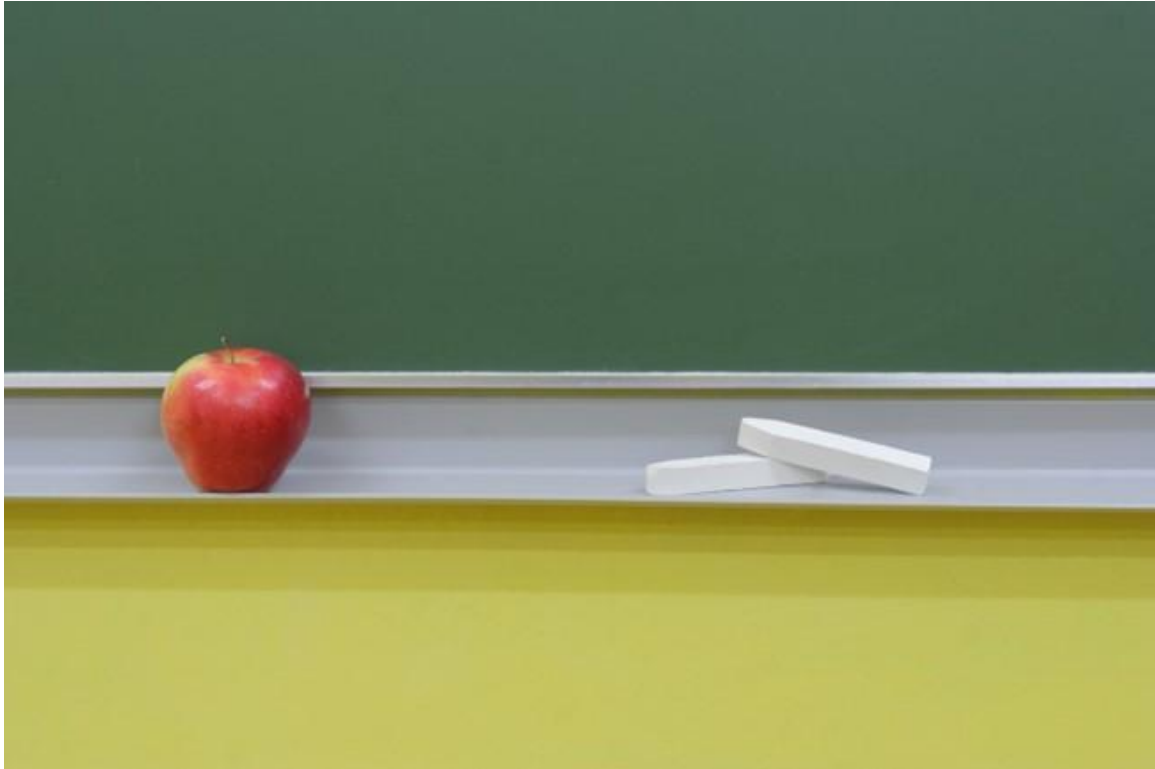
Learning Objectives

Participants who join this session will be able to:



1. Strengthen practices that mitigate stress and improve morale of school staff.
2. Leverage strategies to support the wellbeing of yourself and your colleagues.
3. Select and use resources that shape school climate and culture for the benefit of all adults supporting our students, including staff, community partners, and families.

Agenda



- Wellness Here & Now
- Climate & Culture of Wellness
- Collective Care
 - Data for Wellness
 - Policy and Procedure for Wellness
 - Strategies for Wellness
- Resourcing Wellness in Education



Wellness Here & Now

Wellness for School Staff, Families & Partners



Stress is our body's response to pressure. Many different situations or life events can cause stress. It is often triggered when we experience something new or unexpected that threatens our sense of self or when we feel we have little control over a situation.

Mentalhealth.org



Stress

Stressors Impacting Adults on Campus

- Workforce conditions
 - Attrition
 - Demands of the job and competing priorities
 - Political controversy
- Public Health conditions
 - Covid-19 is endemic ([CDC](#))
 - Impact of Covid-19 pandemic 2020-2023 on: your families/students, on you and your family
 - Mental health crisis for children and youth ([American Academy of Pediatrics](#))



Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences, especially through mental, emotional, and behavioral flexibility and adjustment to external and internal demands.
APA.org



Resilience

Compassion Resilience

“A reservoir of well-being that we can draw upon on difficult days and in difficult situations.”

(WISE)

Benefits of Compassion Resilience

- Improve staff retention and productivity.
- Decrease employee absenteeism.
- Decrease employee health care costs.
- Strengthens partnership.
- Increases parent involvement.

(CDC, 2023)



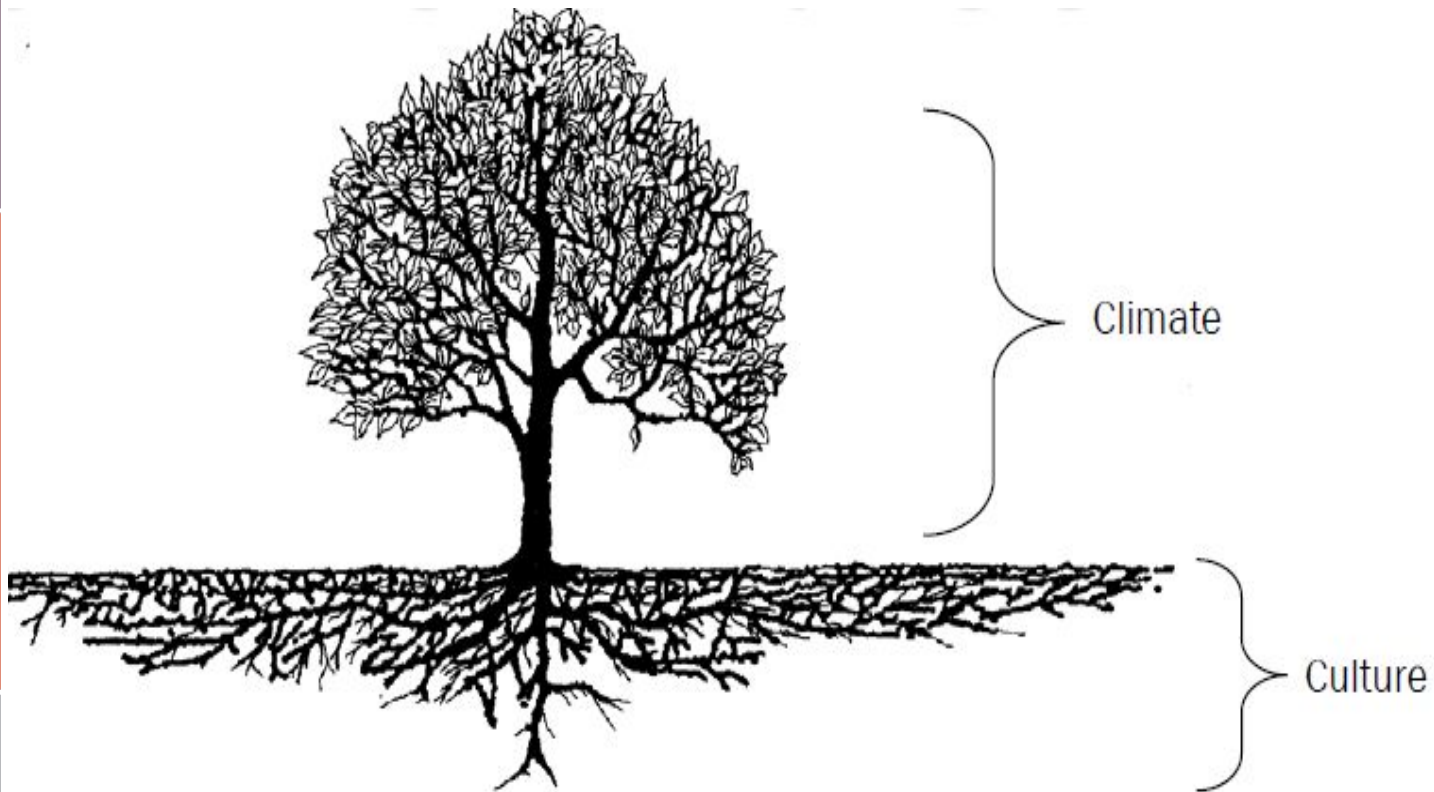
Who is responsible for ensuring schoolwide wellness for staff, partners, and parents?

- ✓ The individual
- ✓ The leadership
- ✓ All of us
- ✓ Not me
- ✓ I don't know
- ✓ We have a team
- ✓ There's a person who does it on top of their regular job





School Climate School Culture



“The quality and character of school life.”
(National School Climate Council)

“The way teachers and other staff members work together and the set of beliefs, values, and assumptions they share.” (Association for Supervision and Curriculum Development)

Discuss

What comes to mind when you think about:

School climate?

School culture?



Benefits of Positive School Climate & Culture

- Job satisfaction
- Sense of self-efficacy
- Employee retention
- Reduction in burnout, including emotional exhaustion
- Student achievement

(Aldridge et al 2016; Grayson et al 2008)



Contributors to Positive School Climate & Culture

- Leadership
- Collegial relationships
- Collaboration
- Communication

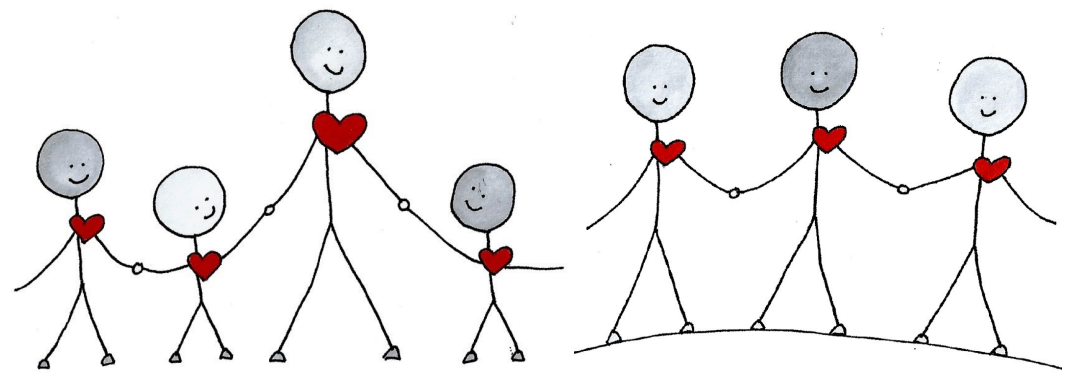
(Kraft et al 2016)



Resilience



Collective Care



Self-care

- Focused on the individual
- Posits the issue as the person
- Leverages solitary action

Collective care

- Focused on shared responsibility
- Posits the issue as the organization/system/context
- Leverages group action and resources

Building Infrastructure for Collective Care



On a Foundation of Healthy, Effective Workplace Systems

Building Infrastructure for Collective Care

Top-down Leadership for Modeling, Normalizing, and Promoting Care

- Supportive workplace relationships
- Fair treatment
- Effective communication from managers
- Staff feeling effective through experiencing success at work

Create
manageable
workloads

Reduce
trauma
exposure

Strengthen
prevention
focus

Address
systemic roots
of chronic stress

Which adults in your school community are engaged in your current wellness approach?

- ✓ School administrators
- ✓ Teachers
- ✓ Aides
- ✓ SMH Providers (counselors, social workers, psychologists)
- ✓ Classified staff
- ✓ Parents, grandparents, caregivers
- ✓ Volunteers
- ✓ Community-based partners
- ✓ Contractors



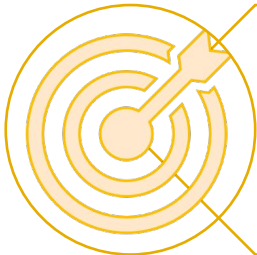
3 Key Practices to Promote Schoolwide Wellness



Data-driven approach



Consistent policies and procedures



Effective strategies

Global Resource



**A TOOLKIT FOR SUPPORTING THE
IMPLEMENTATION OF SCHOOL EMPLOYEE
WELLNESS IN DISTRICTS/ SCHOOLS**

3 Resources for Practicing Schoolwide Wellness



SCHOOL CLIMATE
SURVEY – PBIS



Wellbeing School Climate
Improvement Action Guides
for Leadership & Staff



ADULT SEL TOOLKIT FOR
EDUCATORS

Data for Wellness

- [School Climate Survey](#) – PBIS
- [Compendium of School Climate Measures](#)

Examples

- Gather data using surveys/assessments, “listening tours,”
- Engage adults as solution-seeker for needs/issues
- Systematically integrate feedback from adults engaged on campus



Data-driven

Policy & Procedure for Wellness

- [Wellbeing School Climate Improvement Action Guides for Leadership & Staff](#)
- [Compassion Resilience Toolkit for Schools](#) by WISE

Examples

- Dedicated planning time AND dedicated collaboration time
- Mentorship and professional development opportunities
- Norms around collective responsibility for each other and for students



Policy & Procedure

Strategies for Wellness

- Panorama Education's [Adult SEL Toolkit](#)
- CASEL's [Strengthening Adult SEL](#)

Example

[3 Signature SEL Practices for Adult Learning](#)

1. a welcoming activity,
2. engaging practices, and
3. an optimistic closing



Effective Strategies

Resourcing Wellness in Education



THE POWER OF HAPPINESS
FOR EDUCATORS

Key Practices



- Debunk the “irrational optimism” barrier to prioritizing fulfillment at work.
 - Realistic assessment of the good and the bad: our behavior matters and change is possible.
- Scan for the positive; identify/express gratitude; connect to meaning
- Activate an ecosystem

(Camola, 2023)



Discuss

How does your school support staff wellness?

Describe the climate or culture you think community partners on campus experience?

What would parents/caregivers say about how the school invests in their wellness?



Additional Resources

Creating Cultures of Staff Wellness & Care for our Schools & Community

Partners (2021)

[Part 1](#): In this Moment: Nudging Ourselves Towards Inner Calm and Connection

[Part 2](#): Listening to Scientists and Our Grandmothers: Seven Self-Care Strategies for Taking Care of a Human Being

- Quality Sleep | [link](#)
- Supportive Relationships | [link](#)
- Mindfulness | [link](#)
- Mental Health | [link](#)
- Access to Nature | [link](#)
- Physical Movement | [link](#)
- Nutrition | [link](#)

[Part 3](#): Creating Intentional Cultures of Wellness and Care Where Staff Can Thrive

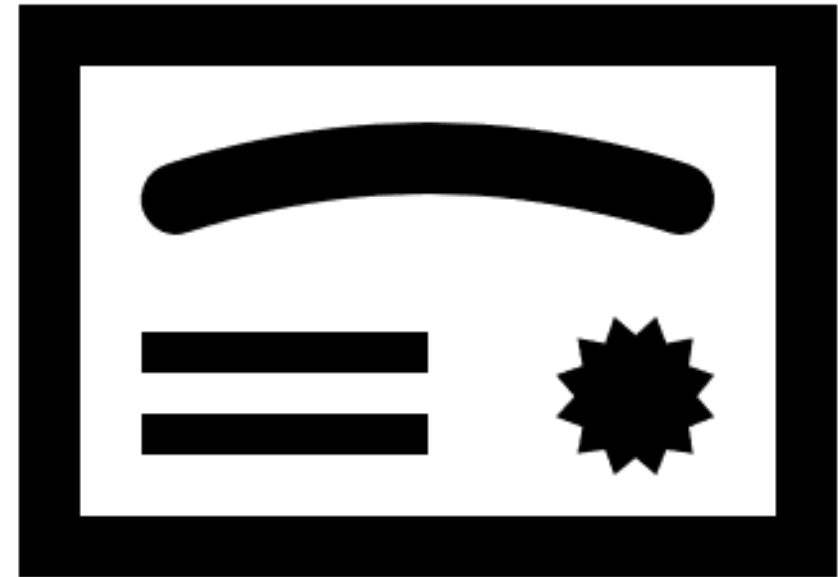
Evaluation & Certificate of Attendance

Thank you for your help with evaluating this webinar!

Here is the [link](#) to an **evaluation** form. The link is also in the chat.

Please take a few minutes to provide us with your thoughts, as this is a very important part of our funding.

We appreciate your feedback!



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