



UNIVERSITY of MARYLAND
SCHOOL OF MEDICINE



WSCC Emotional Well-Being Learning Collaborative

February Community of Practice Call
Individual & Organizational Well-Being and
Action Planning

CDC DASH National Initiative to Advance Health in K-12 Education
by Preventing Chronic Disease and Promoting Healthy Behaviors
Priority 2: Emotional Well-Being

**National Center for School Mental Health &
Collaborative for Academic, Social, and Emotional Learning**



Agenda





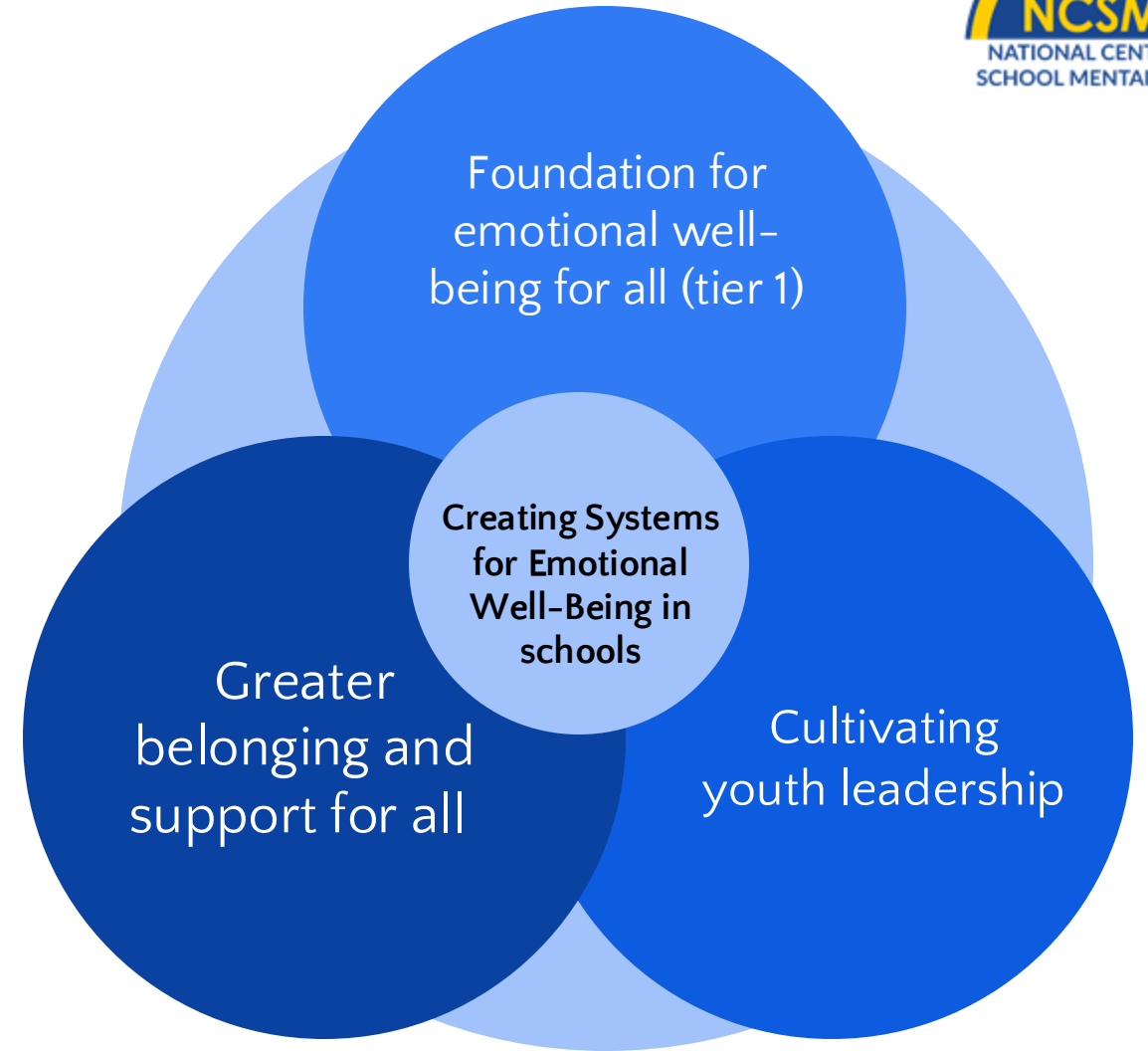
Inclusive Welcome: Loving Kindness Meditation





WSCC Emotional Well-Being LC

Content Focus Areas







Individual & Organization Well-Being



Adult Emotional Well-Being

Individual or Personal Well-Being	Organization Well-Being
	
<p>INDIVIDUAL (OR PERSONAL) WELL-BEING is a state of feeling satisfied, fulfilled, and having a sense of meaning or purpose.</p>	<p>ORGANIZATION WELL-BEING is an organization's efforts to promote and maintain the physical, psychological, and social health for all staff.</p>





Individual Well-Being

What is a wellness practice that fills your cup?

Here are some questions to ask yourself/staff about well-being

- What are activities I can do, places I can go, people I can reach out to for that support?
- What are the plates I can drop and what are the plates that need to keep spinning?
- What are the essentials I need to get done today?
- What are the “if there is time” things I can get done?





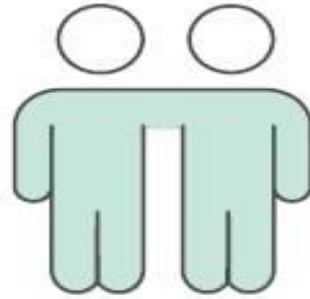
Through an MTSS framework and implementation process, districts can support employees with varying challenges and needs. Here are some examples of a tiered-approach:

MTSS for Teachers and Staff



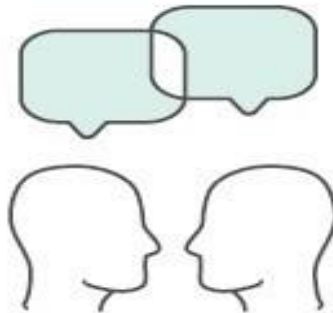
TIER 1

- Assess teacher well-being
- Promote self-care
- Implement mindfulness-based interventions
- Design wellness rooms



TIER 2

- Establish small group supports



TIER 3

- Connect through one-on-one conversations
- Offer Employee Assistance Programs (EAPs)





TeacherWise



[Login/Register](#)

What is TeacherWise?

TeacherWise is a research-informed program that helps teachers and school staff manage five areas of their well-being:



Physical



Occupational



Intellectual



Social



Emotional



Organization Well-Being

*An organization's ability to **promote and maintain the physical, psychological, and social health** for all employees. (NIH)*

- More than making time for self-care
- Creates and sustains an environment that is conducive to and supportive of employee wellness
- Supports are available to everyone and not reactive to an issue





Organizational Well-Being Inventory - Schools



Jefferson United

The Organizational Well-Being Inventory for Schools (OWBI-S)
The OWBI-S provides an overview of the organizational well-being of your school system, often surfacing numerous strengths and opportunities for improvement or growth.
Administration time is less than 20 minutes. Feedback reports and comprehensive guides will be generated to support schools and districts as they work to enhance their organizational well-being.



Source: National Center for School Mental Health

<https://www.theshapesystem.com/>





Consider Ways to Support Professional Development, Recognition & Input

- What are your schools doing well in Professional Development & Recognition?
 - Do I recognize staff for their efforts at work?
 - Do I help staff identify their strengths?
 - At my level of leadership, do we demonstrate care for staff as people, beyond employees?
- What are your schools doing well in Input, Flexibility, & Autonomy?
 - Am I satisfied with my level of involvement in decision-making?
 - Do staff members have opportunities to impact what happens within the school?
 - Do administrators involve staff in decision-making?





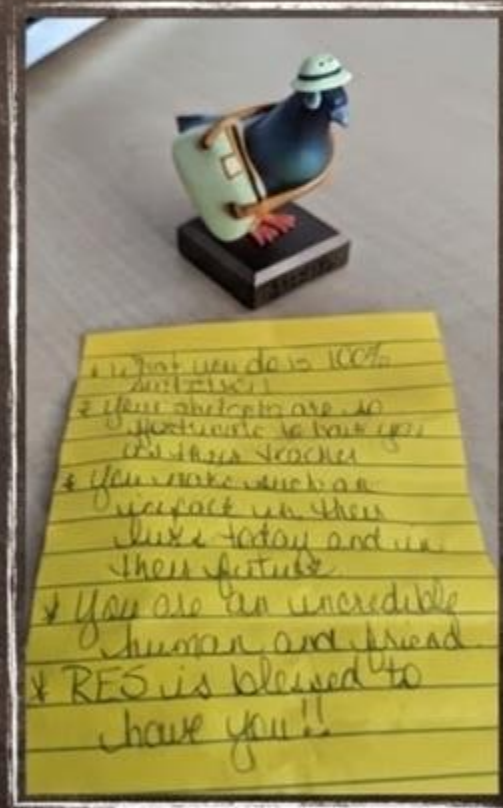
**Adult &
Organizational
Well-Being in
this cohort!**



Staff Morale & Wellness

Be Their Person

Carrier Pigeon



What you do is 100%
of who you are
Your actions are so
important to how you
will be remembered
You make such an
impact on their
lives today and in
their future
You are an incredible
human and friend
& RES is blessed to
have you!

Staff Morale & Wellness



I can't wait to see the smiles, laughs, and magnetic moments throughout the day. Thank you for all you do for our students and each other. Together, we stick, especially before the holidays.

Staff Morale: Cancel the Faculty Meeting for Fun

SURPRISE: IN PLACE OF OUR FACULTY MEETING HAVE FUN WITH YOUR TEAMS

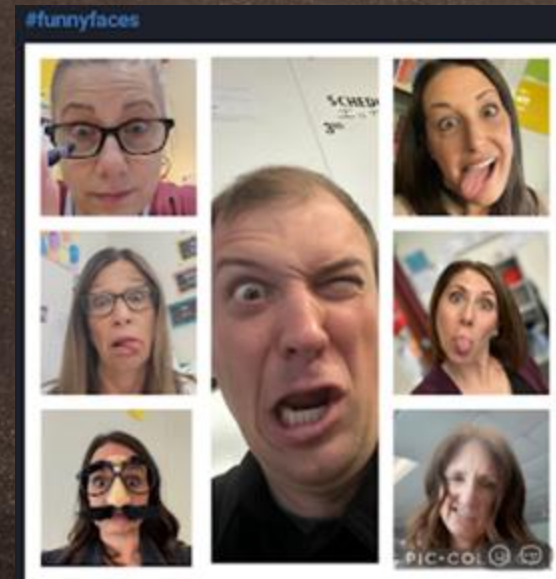
TEAM PHOTO HUNT CHALLENGE

WORK TOGETHER IN TEAMS TO COMPLETE AS MANY PHOTO PROMPTS AS POSSIBLE! SNAP A PIC AND POST IT WITH THE HASHTAG IN THE BAND APP! TURN THIS IN AT THE END OF THE DAY FOR A CHANCE TO WIN A PRIZE!!! EACH PHOTO GIVES YOU A TICKET IN THE DRAWING AT THE END OF THE WEEK :)

- #MESSYDESK
- #OFFICERDONSELFIE
- #WEHEARTPARAS
- #HUMANPYRAMID
- #RELAXING
- #SUMMERISCOMING
- #SO THANKFUL FOR YOU
- #SURVIVING
- #LIFESAVER
- #TEAM
- #NOWORDS
- #YOGA POSES
- #FUNNYFACES
- #PHOTOBOMB
- #ICOULDNTDOWHATYOUDO

TEAM NAME: _____

TEAM MEMBERS: _____





Underground Spirit Week/ Radio Call In

Spirit Week Themes & Surprises



- Underground spirit week theme days to surprise the kids

Radio Call-In Game

- Radio Call in Game: with trivia.



- Zonk prizes



Faculty Photo Wall/ Staff Shout Outs



Mobile Barista



PTO Support:
Established a dedicated
Staff Morale Account to
fund ongoing teacher
appreciation initiatives
and support.







Share in chat or click the raised hand button to chime in.

What questions do you have about the information shared?

What curiosities do you have about what's been shared?



Goal Progress & Action Planning


WSSC LC Action Planning Guide


State/District Team: _____

Month/Year of Action: _____ Month/School Year

Domain/Potential Area of Focus	Need for change (1-10) 1=no need 10=great need	Desire for change (1-10) 1=no desire 10=great desire	Resources to achieve change (1-10) 1=no resources 10=many resources	Barriers to change (1-10) 1=no barriers 10=many barriers

Select one area from the list above that your team wants to improve:

Please state a specific goal within this area. (For example, for the Teaming domain, one goal might be that the school mental health team will better collect and use data to identify students who need mental health support.)

GOAL:



Breakout Groups

Main Objective:

- Check in on state, entity, district, & school goals
- Faculty Liaison will walk through Action Planning Guide
- Brainstorm solutions to barriers
- Discuss/Plan for next steps
 - What is our next actionable item to achieve?



Join State/Entity Breakout
Room



Action Planning

The Action Planning Guide includes prompts:

- What is our long-term **goal**?
- What **resources** do we have to support our goal?
- What are some **potential barriers** and how will we overcome them?
- Action steps, person(s) responsible, target dates



The form is titled "WSSC LC Action Planning Guide" and features logos for NCSMH and CASEL. It includes a header for "State/District Team:" and "Month/Year of Action: _____ Month/School Year".

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GOAL: _____

PLANNING

How will you know if you've achieved success within this goal? (For example, if your area of focus is to improve your use of data to identify students who need mental health support, one way of measuring success might be that by the next academic school year, the school mental health team will review student mental health screening data for the entire student body twice per year to identify students in need of services and make a plan for meeting those needs.)

Indicators of Success: _____

What opportunities exist related to this goal?



January Youth Action Call - Update

- Youth worked on developing goals during this session
- District/School liaisons – next steps
 1. Meet with youth this month to refine goals and plan to implement from Feb to Apr
 2. Submit youth goals via the Google Form by February 21st

Example Goals

“By the end of the school year, I will make a social media page and post every Friday with the school's approval. The page would consist of small humorous jokes and memes to give students a more positive outlook on their education and community.”

“Our goal is to have signs about our mental health club in 10 classrooms by the end of the school year.”





Youth Leadership



- Next Youth Action call:
 - **February 24, 2026, 1-2 PM EST/12-1 PM CST/11-12 PM MST**
 - District youth liaisons and reps from the States/Entity invited to participate to hear youth updates!



Intentional Close

Consider the existing strengths of your state, entity, district or school teams. How can you leverage those strengths to make progress towards your emotional well-being goals?



Action Items

1. Take time to focus on your own well-being.

2. Meet as a team to continue to work on your goal.

3. Plan to attend the second Youth Leader Action Call –
February 24th.





Thank you for joining today!

Next Monthly Call:
March 10, 2026

