

Strategic Initiative F.2.b

Ensure an inclusive work environment that promotes wellness, a sense of belonging, engagement, and support

Why is this important?

- Overall health, wellbeing and retention of staff can improve when staff have a sense of belonging and engagement
- A healthy workplace will help the district retain staff, reduce stress, boost job satisfaction, support employees to perform at their best, and increase attendance rates.
- Engaged staff are more likely to stay in their positions, creating the continuity and stability essential for student success.

What will be accomplished?

Date	Action
February 2022	Develop a Wellness Advisory Committee.
March 2022	Prioritize wellness needs and develop actions.
June 2022	Conduct a wellness needs assessment for employees.
June 2022	Design an employee wellness website.
October 2022	Launch wellness program.
June 2023	Identify community partners to provide support for employees
June 2022	Identify vacancies earlier in the year.
June 2022	Broaden recruitment locations for instructional and classified staff.
June 2023	Provide support for non-teaching employees to become certificated teachers.
June 2023	Expand support programs for new hires, including mentoring.

What are the benefits of this?

- ✓ Staff will experience positive mental, social and emotional health.
- ✓ Staff retention and their ability to perform well will increase.

