

PTCNET SURVEY RESULTS - 2018

Topic: The Meaning of Wellness	Date conducted: 11/12/2018
Number of responses: 15	Submitted by: Brian Webb

Response 1:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- mindfulness sessions
- book study groups
- systematic data collection from students
- deadline review
- mental models to think about wellness
- meditation course
- learning programme review

Successes/challenges with implementation?

- Too early to know

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 2:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- We have taken on an emotional counsellor. Despite being well trained and experienced this is proving to be less effective than we had hoped.
- We are investigating networking with other members of our community who can provide specific areas of support.
- We have a strong ethos of respect for others that is reinforced through our behavioral programme.
- Our PSHE programme is rather weak due to lack of human resources to support it.
- We would describe this as at best, "emerging" in our school.

Successes/challenges with implementation?

- We have no-one who really takes ownership of the PSHE programme and those staff with the skills to do so are over stretched in other areas
- We do have a track record of effectively dealing in some cases with social isolation through interventions such as groups discussions and a generally open attitude reinforced by senior staff.
- Senior staff normally manage social isolation issues this indicating the importance we place on addressing such problems.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- In a previous school I did a wellness day as a cross curricular activity seeded from a unit on Human health and well-being.
- Students worked in groups to bring wellness ideas to their community - we had everything from par cour to yoga sessions and it was a huge advance on the old format of getting people in to speak about "issues".

Response 3:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Student wellness days
- Staff Workplace wellness committee
- Wellness WeChat (WhatsApp) group - targeted and physical fitness activities
- Food!
- Wellness provision in the insurance package
- Counselors on staff
- 10 counseling sessions in the insurance package
- Active social committee encouraging social interaction
- staff baby creche
- nursing room on campus
- keeping safe curriculum
- strong Child Protection policy and procedures
- open communication via many channels
- 2 personal days for truly personal use

Successes/challenges with implementation?

- making it a topic of conversation in the first place helps
- getting a committee on board is driving the topic too
- making it about mental wellbeing as well as physical -we tend to drive the physical more

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- people have asked for private gym membership paid by the school - I think this is excessive and not relevant to all (plus we have a gym at the school)
- Increase in personal days - add this to sick days, PD days then should we add more days to the time when a teacher is not with the students (a sub is never as good a replacement)
- Being paid for sick days not used - is this sending the right message?

Response 4:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Wellness Wednesdays: wellness activities for students and staff (reading; yoga; coloring; meditation; and other activities)

Successes/challenges with implementation?

- Student enthusiasm; teachers' time and buy-in

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 5:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- We have regular PD release on Wednesdays when students are dismissed at 1:30 (some do service trips on this day.)
- On Wed. per semester is designated for Wellness when staff choose how they want to spend their afternoon.
- Some things are offered on campus (e.g. yoga, bird watching, reading in the library, etc.) and others are off campus (bike riding, hiking, golf.)
- Support staff have a team building day when faculty are away - we have over 200 staff, so it is a large event.
- We have many options in place for the students in advisory, and co-curricular activities.

Successes/challenges with implementation?

- Faculty love it - wish we had it more often.
- This year we are going to try to introduce no 'email' - disconnect to connect on the same day - we'll see.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- Fitting this in the timetable for staff.

Response 6:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- I believe the most important element in wellness is the school philosophy! We can boast that our school herald's emotional development as important as academic preparation! This sets the tone for many initiatives and a sense of well-being and its importance to maintaining health and quality of life for both students and staff!
- We have a strong transition program for students and staff. I meet students in grade-level groups, both to welcome students and to exit students. I give pens and pencils with school logo upon arrival and produce a 7-item leaving activity to bring attention to 1. remembering the good things - a sweet, 2. recalling the bitter memories- a bitter cough drop, 3. a paperclip to hold onto the memories we want to keep, 4. a ribbon to 'tie-up loose ends', 5. a golden safety pin to wear to indicate that they are a safe and caring person, 6. a paper muffin tin cup to 'hold it all together emotionally' and 7. a marble- to 'keep on rollin' and succeeding wherever they end up!
- At the staff level, we have a New Teacher Staff Coordinator, the job description of which I could send to you. Feedback tells us that it is so welcoming, positive and makes the transition so easy, and tailored to individual needs! It involves a lot of behind the scenes coordinating things to make sure things run smoothly, that information is timely released, that needs are sourced before arrival, that conveniences are in place in the houses and at school, that buddies are assigned and accountable, that personal needs are at least as important as academic preparation! An Orientation Program attends to both personal and professional challenges before the full staff return. The Coordinator continues to advocate and check-in with the new teachers to make sure the first 6 months are running as smoothly as can be.
- A strong Advisory, one that is comprehensive and time-afforded, is important for students, and again gives witness to the philosophy that we care, that we reflect, that we are concerned about holistic development.

Successes/challenges with implementation?

- Easy and inexpensive

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- I am interested to learn of creative ways to improve and support teacher morale.
- We have good food at PD's, caring principals who listen and advocate for us, but would like to add some 'excitement'!
- Thinking of finding professional presenters for both humor and futurist perspectives...

Response 7:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Chill out room/upgraded waiting area for students who need a place;
- Head of Student Support & Well-being (new role, on the Academic Leadership Team);
- health activities for staff (e.g. Yoga),
- mindfulness strategies,
- Multi-tiered system of support,
- visits to health centers in the city

Successes/challenges with implementation?

- Integration across divisions/campuses takes time, but staff are on board.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 8:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Mentorship program
- Health and fitness program
- Loyalty program to teachers who stay for 10 or more years

Successes/challenges with implementation?

- We are at the stage of implementation at this moment

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 9:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Staff wellness - meditation sessions; teacher-offered wellness sessions on PD days (e.g. pottery, music, exercise, reading groups);
- staff sports - tennis, soccer, frisbee; staff social club events 4x a year.

- The '5 ways to wellbeing' resource from the Mental Health Foundation of New Zealand has some interesting and helpful resources www.mentalhealth.org.nz - and helps to define wellness in 5 categories - connect, take notice, keep learning, give and be active.

Successes/challenges with implementation?

- Keeping wellness as a priority when life get busy.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 10:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- We have started Wellness Wednesdays for all staff members (teachers, janitors, admin, etc.)
- We offer classes for teachers including yoga, Zumba and swimming
- We run mindfulness classes/courses for teachers and students

Successes/challenges with implementation?

- There is a lack of coherency in our program so far.
- The Wellness Wednesday proposal came to fruition from a Climate study that our school went through.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- I have wrestled with starting a "Wellness Matters" campaign to promote and educate the entire community about mental health.
- Time of course is the biggest hindrance.

Response 11:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- We are working with IFSEL on social-emotional learning and building teachers', students', and parents' tool-boxes of strategies for checking in
- We also implemented a Faculty Well-being PD Day once a year over the last few years. Teachers/admin volunteer to facilitate a session for colleagues. Sessions have included yoga, walk through the park, soccer, quiet reading, knitting, jogging, etc.

Successes/challenges with implementation?

- I would love for each PD Day to have a well-being component. Starting the day with a personally enjoyable activity or hobby to do in small teams would be interesting.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- Do other schools allow teachers to go to the gym/work out during prep times?

Response 12:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- We can occasionally bring in massage therapists for teachers and have made over the library as a space for it
- Quiet study rooms with aromatherapy for students during exam week (either in study rooms we already have or in libraries, under-utilized classrooms)
- Wellness sessions on Professional development days
- 1 PD day of "fun shops" not related to work but more hobby/fitness related

Successes/challenges with implementation?

- All of the above were "hits" with teachers and students.
- The challenge is to keep the momentum going, find more time and not make them "one-off".

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- No response

Response 13:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Second Step Advisory
- PBIS
- House System
- Student Choice Wellness

Successes/challenges with implementation?

- Implementation of Second Step has been rough for Advisory.
- Any "canned" program comes with its challenges and we are definitely in the implementation dip at the moment.
- However, insofar as a program that speaks to community can add to student wellness - it can do the job!

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- So, my examples have more to do with building community than a strict definition of wellness.
- However, community goes to student wellness in terms of how students treat each other.

Response 14:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- At Tier 1 level, having a quarterly/semester formal course to develop skills on relationship, self-management, decision-making, and social awareness.
- Have Counselors and Psychologists that work directly with students and teachers Tier1, 2 and 3)
- Training and implementation of programs aimed for students such as "The Body Image Project"
- Strategic Planning initiatives such as Diversity and Inclusion and Values
- Having Learning Specialist supporting all students by grade level and in particular students with learning differences
- Psychologists testing's and evaluations to determine learning profiles and accommodations for students

- The creation of Eagle Parent University to support parent's information and involvement and awareness using research-based sources
- The launching of Red-papaz initiative to create a net of support among parents and various local schools
- PD Benefit for faculty that allows teachers and some staff have certain amount of money available to attend PDs or self-growth activities.
- Increase in benefits for teachers and staff
- The organization of a Crisis Intervention Team (CIT) that monitors and manages students' tragic personal experiences such as family deaths, accidents, etc.
- Behavioral-emotional screener administered yearly by Psychologists and Counselors, at selected grade levels, to have data driven interventions in case is necessary.
- Having At risk surveys for students
- Promoting mental health initiatives (i.e. suicide prevention protocols) for students
- College Counselors to support Colleges applications for students

Successes/challenges with implementation?

- All of the above-mentioned initiatives have been successful at different levels.
- The challenge is having parents and students on board with programs/philosophy of Inclusion
- Balance social media negative influence
- Manage students social emotional prevalent an increasing challenge
- Having mindful-oriented spaces to support student's crisis
- Increase of support services personnel to support students' needs

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- Develop a policy to limit smart phones use in school premises
- Increase the number of monitoring personnel to supervise student unstructured interactions
- Having inclusion breaks and lunches where clicks and close groups are broken
- Having specific programs during breaks and lunches to support kids that are socially challenged
- How to engage the whole school community in inclusion approaches?

Response 15:

Any key wellness initiatives your school has planned/implemented to support staff or student well-being:

- Yoga, dance, Zumba and mindfulness for staff.
- PSHE for students.
- Appointment of three guidance counselors and 4 college counselors
- Appointment of external counseling agency

Successes/challenges with implementation?

- We see benefits, but staff rarely have the time to focus on wellness programmes.
- The counseling has been a major benefit for students in reducing their stress.

Other 'outside the box' wellness ideas / issues and questions you've wrestled with?

- Meditation for students has been tried with mixed results. It requires a long-term approach.