



Staff Wellness Update

October 17, 2022



Staff Wellness

- Healthy Kids Need Healthy Adults
- Healthy Teams Need Healthy Organizations
- Healthy Organizations
 - High Productivity
 - High Morale
 - Low Turnover



Challenges Last Year

- Staff Absences & Quarantine
- Re-establishing Classroom Routines
- Addressing Interrupted Learning
- Not Enough Substitutes



Feedback from Staff

- Exit Surveys
- Staff Satisfaction Survey
- Exit Interviews
- Discussions during Negotiations
- Listening Sessions



Staff Feedback - Positive

- Staff feel MAPS is committed to its vision, mission and core commitments (87%)
- Staff have a sense of personal accomplishment from their job (83%)
- With current training, staff feel they are able to perform their job (89%)
- Staff find their job is interesting (95%)



Staff Feedback - Challenges

- Staffing - Para vacancies
- Time - Subbing for other teachers
- Communication - Timeliness, Access
- Communication - Want to be heard
- Provide more timely constructive feedback



Things to Remember

- The little things matter
- More communication is better than less
- Check-in with staff about how they're doing
- Staff want opportunity share feedback/input
- Be considerate of time during workday
- Be considerate of time outside of workday



Supporting Staff

- Employee Health Promotions
- Monthly Reflective Groups
- Walk-and-Talk Time During the Day
- Coffee with Cabinet at Schools
- Listening Sessions with Employee Groups