School Employee Wellbeing

FLORIDA HEALTHY SCHOOL DISTRICT SYMPOSIUM
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### Employers: Moving from Wellness to Wellbeing

<table>
<thead>
<tr>
<th>Wellness</th>
<th>Wellbeing</th>
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<tbody>
<tr>
<td>Main focus has been to reduce cost of health care and show improvement in workforce clinical risk factors (BMI, Blood Pressure, Cholesterol, et.)</td>
<td>Is a people-focused strategy designed to enhance business performance by creating a culture where individuals thrive/perform to their fullest potential</td>
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<td>Emphasis mainly on improvement of physical health</td>
<td>Uses a “whole-person” focus of interrelated dimensions that include: physical, mental, attitude/outlook, spiritual, social and financial – able to get to the root cause</td>
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<td>Example data sources include healthcare claims, WC, preventive, biometric screenings</td>
<td>Example data sources include culture and performance assessments, engagement and employee retention data, outcomes tied to overall business objectives</td>
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<td>Program-focused</td>
<td>Outcomes-focused</td>
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<td>Use various incentives/disincentives to engage employees</td>
<td>No incentives are needed to engage</td>
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<td>Can create a “big-brother” focused environment</td>
<td>Creates a diversity-friendly environment</td>
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<td>Requires a financial investment to be successful</td>
<td>Connects people through many areas of the organization – money is not required</td>
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Why is the Employer Relevant to Wellbeing?

The employer can play a critical role:
• Help employees to be more engaged
• Create a culture where people stay longer
• Develop employees who want to achieve better business results

Why is the workplace a good place for wellbeing support?
- Employees spend a large portion of their lives at work
- Employees often attain a sense of purpose and meaning through work
- Employers can provide many resources that support wellbeing
- It’s increasingly accepted that employers have a role to play in societal wellbeing
There is compelling evidence that wellbeing is foundational to an organization and is directly tied to the cultivation of a highly-engaged and a high-performing workforce that can create:

- Higher productivity
- Higher innovation
- Higher loyalty

The drivers of wellbeing are very aligned with employee engagement

- Employees want to be a valued contributor to an organization – they seek connection, a work-friendly environment, and the ability to learn and thrive
- Employers seek an engaged workforce
A Multi-focused People Strategy

The Gallup-Healthways “Well-Being 5”

- **Purpose**: liking what you do each day and being motivated to achieve your goals
- **Physical**: having good health and enough energy to get things done on a daily basis
- **Social**: having supportive relationships and love in your life
- **Financial**: managing your economic life to reduce stress and increase security
- **Community**: having a sense of engagement with the area you live, feeling safe, and having pride in your community

Gallup 2016 Data

*When people thrive in ALL FIVE elements compared to only thriving in Physical Wellbeing only:*

- 41% fewer unhealthy days
- 2X more likely to adapt well to change
- 36% more likely to fully bounce back after an illness
- 65% less likely to be involved in a workplace accident
- 23% more likely to donate money
- 43% more likely to have volunteered
- 81% less likely to look for a new job (ability to retain talent)
As education stakeholders consider improvements to school climate, school safety, and student wellbeing, many have turned their attention to the role of schools in promoting faculty and staff wellbeing.

Failing to address the wellbeing of school employees may affect their ability to address critical needs among students.

Teacher wellness has been linked not only to teachers’ physical health, but also to stability in schools and to teaching effectiveness and student achievement.

Teachers’ stress levels have been found to influence those of students and other teachers.
Why Focus on Wellbeing?

- In the US, approximately two-thirds of all deaths of adults aged 25+ can be attributed to cardiovascular disease, cancer and diabetes.

- Mental disorders are the third most limiting health condition in terms of performing major daily activities, following cancer and stroke.

- 25% of healthcare expenditures are attributed to modifiable health risks including high stress, tobacco use, body weight, physical activity level and nutritional habits.

- Stress is the one health condition that research has shown to be prominent in teachers. Intense stress leads to low employee morale and high turnover.
“What do I do? I'm a high stress teacher. I mean a high school teacher.”
Causes of Stress in School Employees

- High-stakes job demands
- Limited resources
- Professional autonomy
- Negative school climate
- Heightened attention to student test scores
- Challenging student behavior
- Complex parent and family needs
- What did I leave out?
Hi! We’re every social problem in America that you can name rolled into a herd of too many humans for one mere mortal to manage… let alone teach. Where do you want us to sit?
61 percent of educators reported that their work is “always” or often stressful.

In another national survey, among all occupations teachers were tied with nurses for reporting “high daily stress.”

Teachers also rated the lowest of any profession in feeling that their opinions counted at work -- one reason why 8% of teachers leave the classroom each year (with retirees making up only a small portion).
What Can Be Done to Relieve Teacher Stress?

"Stress relief techniques include meditation, slow breathing, and visualization of chocolate bars."
Programs and Policies Showing Promise for Improving Wellbeing

Three broad types of intervention approaches:

- Organizational Interventions
- Organization-Individual Interface Interventions
- Individual Interventions
Organizational Interventions

- Participatory Environment
- Open Communication
- Supervisor/Peer Support
- Job Re-design
- Training
- Worker Health Policies
Organization-Individual Interface Interventions

- Teacher Induction and Mentoring Programs
- School Workplace Wellness Promotion Programs and Policies
- Programs Focused on Student Behavior and Social/Emotional Learning
Individual Interventions

- Stress Management
- Psychological Relaxation
- Meditation
- Mindfulness
- Cognitive Behavior Approaches to Improve Coping Skills and Goal-Setting
Call to Action

- Teachers play a critical role in children’s lives and teaching has become one of the most stressful occupations, with incredibly high rates of job dissatisfaction and turnover.

- There is an urgent need to take better care of our teachers – to prevent them from becoming ill and/or stressed out in the first place, to make them well and keep them well.

- This escalating crisis is affecting educational outcomes, impacting teachers’ health and costing US schools billions of dollars.

- The evidence shows that making wellbeing a priority is creating an environment where teachers and students can be at their best.