



Systems and Cultures that Support Wellbeing

Canadian Association of School System Administrators

July 7, 2023



**I would like to acknowledge and thank the
Lkwungen People, also known as the Songhees
and Esquimalt First Nations, for their
stewardship, care, and leadership on these
lands**



There is a Mental Health Crisis Among Staff in K-12 Education



High levels of stress and **anxiety**



Challenges with **workload** and **work-life balance**



More likely to experience **burnout**



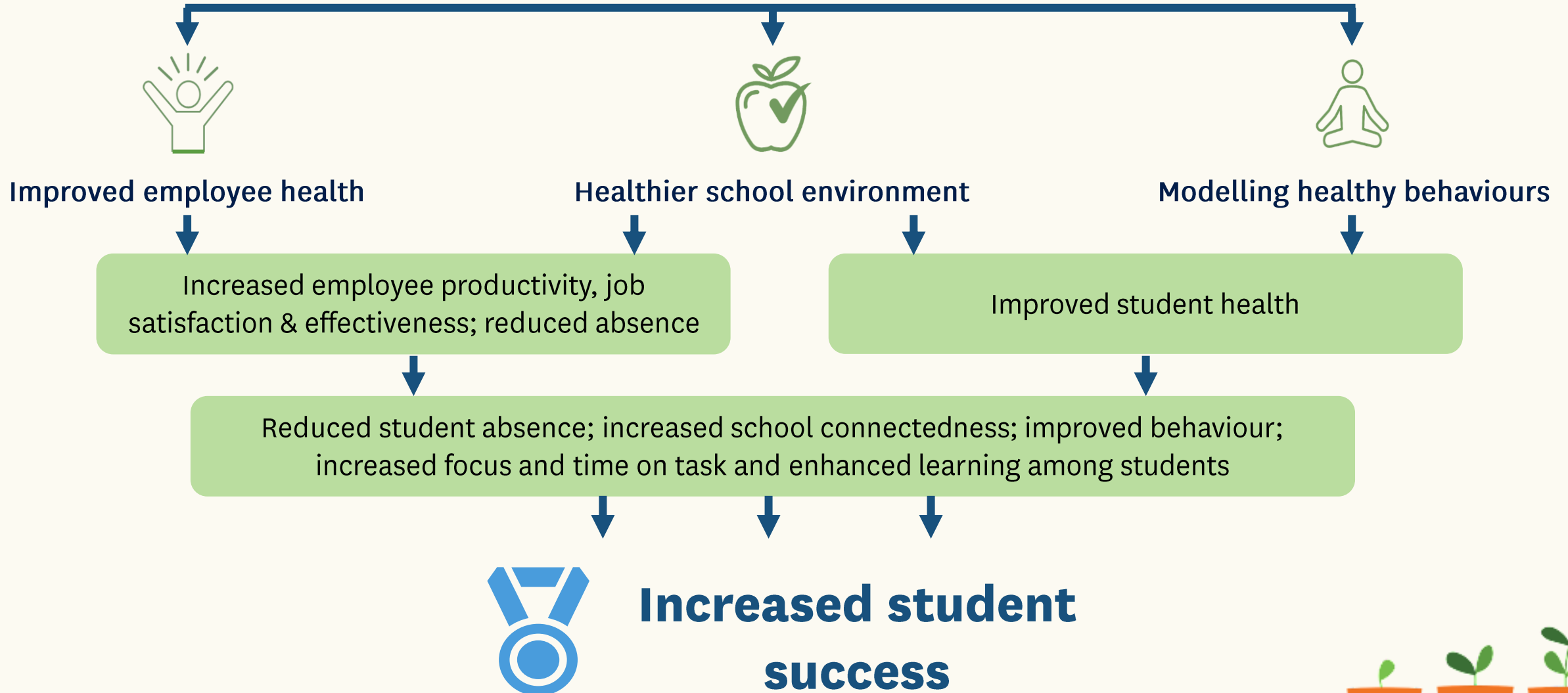
Resulting in **absenteeism** and **turnover**



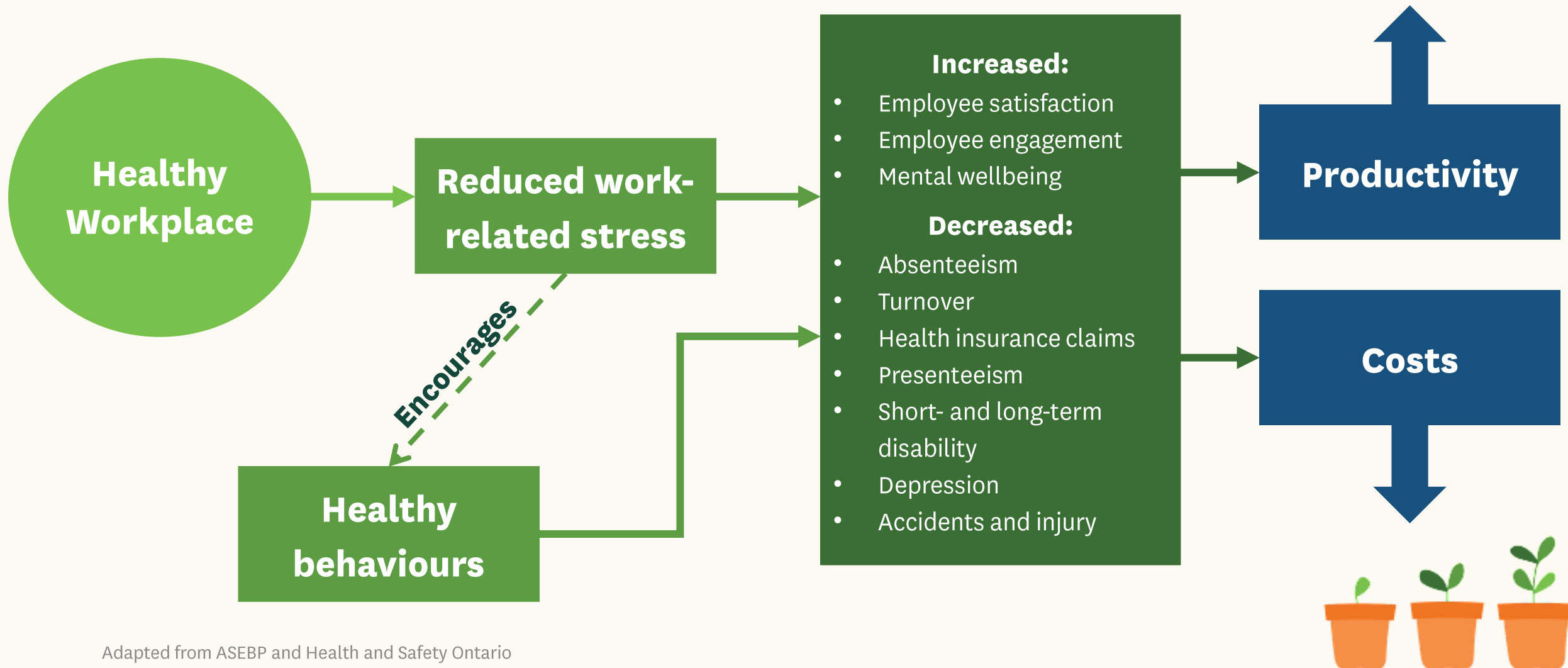
**Everyone has the right to a safe
and healthy work environment**



Workplace Wellbeing Initiatives



Organizational Value



A large, stylized green leafy branch with many leaves, positioned on the left side of the slide.

**How is your school
district supporting
workplace wellbeing?**



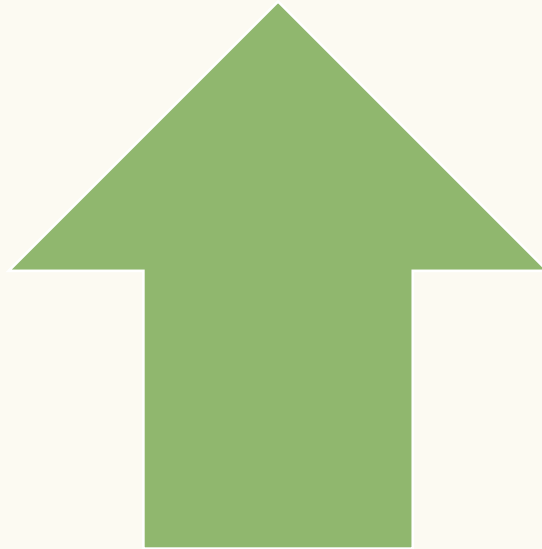


Wellbeing is a Shared Responsibility

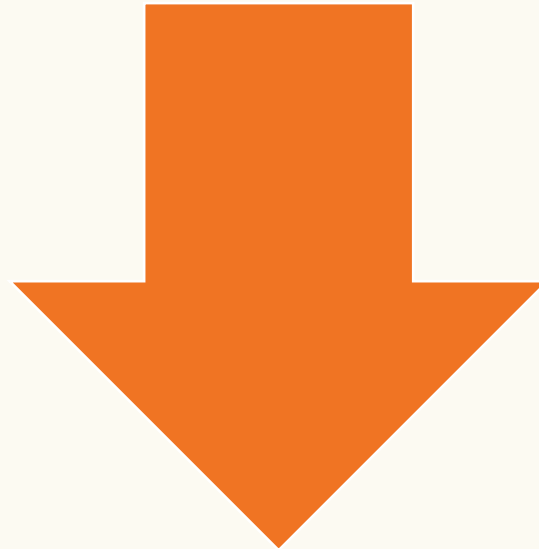


**Just because we are accustomed to
doing things one way does **not** mean
that it must be done that way**





**How does the
system support
your wellbeing?**



**In what ways does
the system cause
you stress?**





**What supports your
wellbeing at work?**



Trust

Teamwork

Respect

Accepted for who I am

Valued

Inclusion

Positive

Connection

Sense of Community

Recognition

Safety

Belonging

Manageable Workloads



Employee Voice





"Participation in workplace decision-making, such as giving people a say over the way work is planned and carried out, has a contribution to make to employee wellbeing"

Myers, F., Dickie, E., & Taulbut, M. (2018). *Employee voice and mental wellbeing: A rapid evidence review* (p. 16). NHS Health Scotland.



What Employees Want

 Culture and Environment

 Communications

 Change Management

 Leadership for Wellbeing

 Systemic Workplace Wellbeing



Systemic Workplace Wellbeing

Structures

- Strategic plan/direction
- division policies that support wellbeing
- Dedicated staff time & funding
- Mental health supports
- Governance structure
- Shared language around wellbeing
- Workplace wellbeing goals & metrics
- Data used to set priorities & drive action

Strategies

- Employee ownership, input/voice
- Include all employee groups
- Consider workload issues
- Strategies meet identified needs
- Workplace wellbeing visibly prioritized



Goals:

1. **Prevent** work-related mental health conditions
2. **Protect and promote** mental health at work
3. **Support** workers with mental health conditions
4. **Create** an enabling environment



What Affects Psychological Wellbeing?

- Organizational culture
- Civility and respect
- Psychological and social support
- Clear leadership and expectations
- Psychological demands
- Growth and development
- Recognition and reward
- Involvement and influence
- Engagement
- Workload management
- Balance
- Psychological protection
- Protection of physical safety



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What ideas from today will you be bringing forward in your work to create systems and cultures that support wellbeing?





Get in Touch

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