

# REPORT TO THE BOARD OF EDUCATION OF SCHOOL DISTRICT NO.46 (SUNSHINE COAST)

## STRATEGIC PLAN REPORT: HEALTHY AND INSPIRED TEAM

Submitted by Superintendent Kate Kerr  
January 12, 2021

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Goal 2.a.: Our staff will be a healthy and inspired team in which everyone feels respected for their individual gifts, skills, and contributions.

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### OVERVIEW:

Staff wellness in any organization is directly related to its success and the health of its people. Our district team works diligently to ensure that our staff is supported in all of their work. The Value Statements of the Board are reflected in our decisions, initiatives and ways of being together.

Our district seeks to inspire our staff with a culture that believes deeply in them as professionals whom we expect to care for themselves as well as they care for their work and home responsibilities. This has been a particular focus during the pandemic.

The district is set up with the Board's Strategic Plan that lays out the Vision, Mission, Affirmation and Values under which it operates. A great deal of consultation and follow up communications has resulted in a team of people who are pulling together to make a difference for their students, colleagues and community.

### SYNOPSIS OF THIS YEAR'S INITIATIVES:

#### **Site Based Health and Safety Training**

- November 26 and 29 all site-based health and safety committees participated in a full day training provided by Burnaby School District. The training provided specifics on WorkSafe requirements for health and safety committees on our sites, qualities of functioning teams, and the process for supporting staff around health and safety initiatives.

#### **Leading in a Pandemic: One step at a time**

- Principal / Vice-Principal Focus Group Dinner session: Challenges/Solutions
- Follow up discussion with the Sr. Team
- Session with Ed Leadership team
- Follow up with P/VP Wellness Group

#### **District Staff Wellness Initiative Year 1: 20/21**

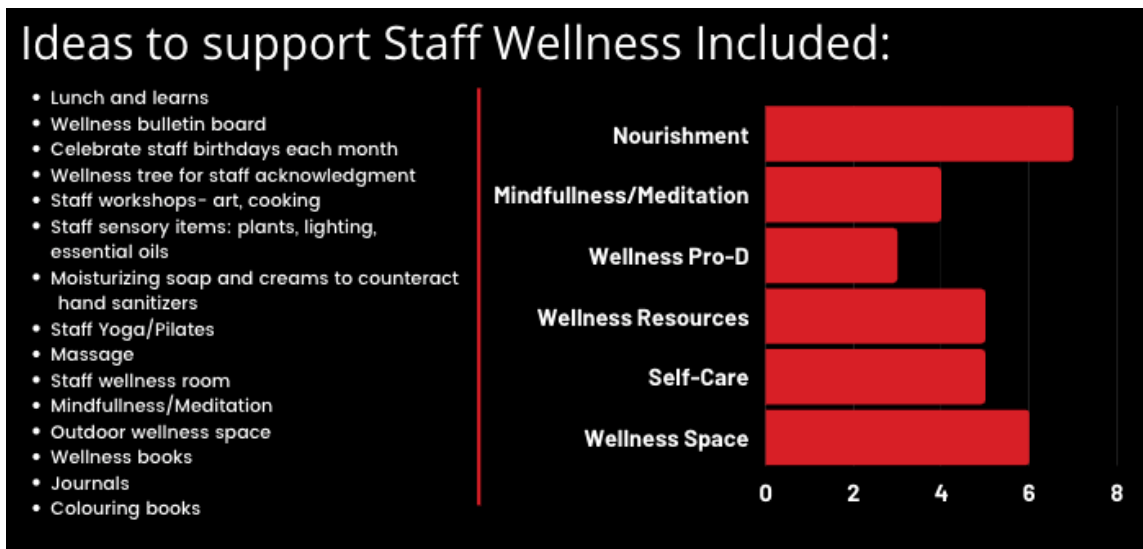
- Staff wellness became a focus: self, school, and system
- School counsellors took the lead

- Wellness reps established and committees formed at most sites
- Work with Gail Markin, BCH
- Wellness grant applications
- \$2000 granted for each site

**District Staff Wellness Initiative Year 2: 21/22**

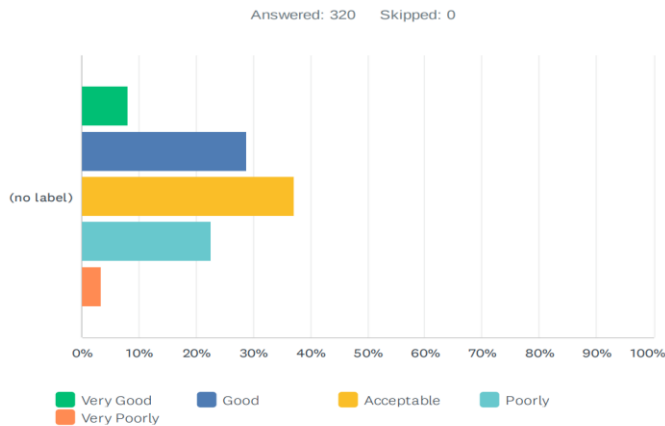
- Addition of grants to include: TTOC group; sites with more than one location; specialized departments; possibility for application of additional funds for larger sites
- Expansion of wellness team members at sites
- District Wellness Committee monthly meetings
- Monthly wellness focus in EduCoaster
- Fall Survey

**DATA ANALYSIS AND REVIEW:**



Staff Survey (320 Respondents)

**Q1 How well do you feel the district is doing in terms of supporting staff wellness?**



	VERY GOOD	GOOD	ACCEPTABLE	POORLY	VERY POORLY	TOTAL	WEIGHTED AVERAGE
(no label)	8.13% 26	28.75% 92	37.19% 119	22.50% 72	3.44% 11	320	2.00

### Likelihood of engaging in activity types

	VERY LIKELY	LIKELY	SOMEWHAT LIKELY	UNLIKELY	TOTAL
Info session regarding personal wellness resources	7.10% 22	23.55% 73	31.94% 99	37.42% 116	310
Wellness Speaker Series	9.39% 29	24.60% 76	31.39% 97	34.63% 107	309
Wellness-themed dinner/film nights	11.29% 35	20.65% 64	27.42% 85	40.65% 126	310
Wellness-themed book club	3.24% 10	16.18% 50	28.80% 89	51.78% 160	309
Webinar series	6.19% 19	16.94% 52	29.97% 92	46.91% 144	307
District-wide activities such as meditation/mindfulness, exercise/fitness, arts-based, outdoor experiences	26.60% 83	33.97% 106	25.00% 78	14.42% 45	312
Staff social opportunities/team building	30.99% 97	37.70% 118	21.41% 67	9.90% 31	313

### RESOURCES/BUDGET:

- Wellness Grants

### EMERGING AREAS OF NEED:

- Leadership team expressed challenges they were experiencing
- A focus group dinner session was organized
- Purpose was to give time and space to hear, name the challenges and to move toward possible solutions.
- Challenges were identified in the areas of: COVID-19 (managing fears, opinions, expectations, polarization); staffing shortages; work orders and space
- Solutions were explored within the session

### ADAPTATIONS/NEXT STEPS:

- Challenges and Solutions:
  - Further follow up at Ed Leadership meeting and Principal’s Wellness Group indicated that the session was positive and they would appreciate another dinner session in the new year
  - We continue to work together to help co-create as many solutions as possible
  - Ongoing opportunities to be able to connect and work together as a team
- District Wellness Committee
  - Working session – deeper dive into the data
  - Plan district-wide activities focused on specific information from the data
  - Continue with monthly meetings
  - Ongoing information, visibility
- Sharing/celebration of ideas
- Gathering of stories at year-end