

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

## STRATEGIC PLAN REPORT: HEALTHY AND INSPIRED TEAM

Submitted by Superintendent Bocking  
January 8<sup>th</sup>, 2020

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2a 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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*“Live with intention. Walk to the edge. Listen Hard. Practice wellness. Play with abandon. Laugh.”*

- Mary Anne Radmacher

### Background:

It is well understood that staff wellness in any organization is directly related to its success and the health of its people. As such, 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.

The district is well 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.

### Discussion:

The array of support includes:

- Special effort to acknowledge the contributions of our staff including a thorough orientation for new staff, personal retirement letters that reflect their contributions to learning and community and appropriate and enthusiastic celebration and communication of many of our staff accomplishments.
- Meetings with the SCTA and BCTF Wellness program staff monthly to review supports for teaching staff.
- Humanworks, the provider of the Wellness Program, provides support for school district Principals and Vice Principals.
- The Employee and Family Assistance Program is provided through Morneau Shepell. Information about this service is promoted to staff on a regular basis.
- Regular Professional Development for programs including Mental Health First Aid, Positive Behaviour Support and Crisis Prevention Institute (CPI) are offered

regularly to teachers, Education Assistants and school Principals to support them in their work.

- Whenever we can, we incorporate the indigenous “circle” in our work teams and classes. All are equal, all may contribute, all are valued.
- We have well-functioning site-based and district health and safety committees to support staff in ensuring work place safety.
- The Student Support Teachers and Counsellors enjoy yoga before their monthly meetings. The meetings have wellness breaks that are scheduled to allow for local walks.
- Personal Growth Plans are encouraged to have a personal wellness component.
- Support for self-care and wellness is in place for our leadership team.
- The diverse array of professional learning is comprehensive and speaks to the focus on people being inspired to do their work.
- School visits with symbolic treats are made three times each year to acknowledge everyone’s contributions to the Mission of the district.
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**Recent and Next Steps:**

- There is a terrific new video up on the district’s YouTube channel. Twenty of staff members speak of their pride in their work and the difference they feel that they make to students and to their schools and departments. They also speak of their wellness.
- The district respects the voice of its staff and welcomes input that will support them all to be healthy and inspired!.