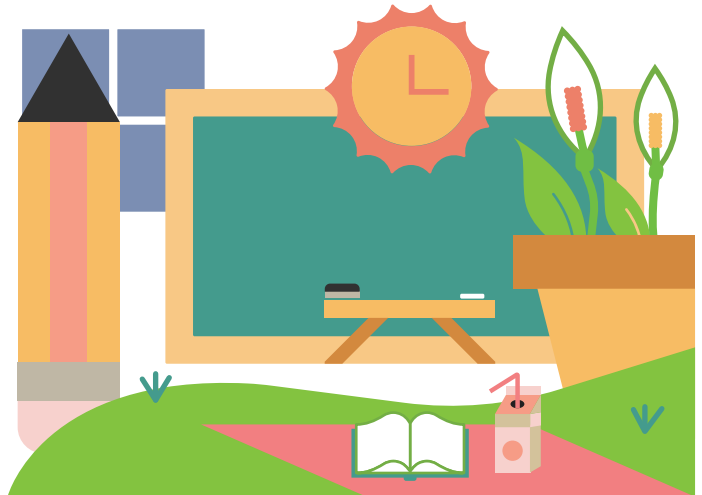


# Employee Wellness

Improving the health, wellness and wellbeing of the education system workforce through strategic alignment with key agency partners.

## Executive Summary

Creating a culture of belonging and holistic wellness for education-system employees leads to higher levels of professional satisfaction and promotes employee retention and well-being, which in turn impacts students' success and positive outcomes.



## The Problem

The education system workforce has reported year-over-year declines in job satisfaction, motivation, morale, and overall health and well-being, leading to burnout and turnover.

## The Solution

The HiE Unit created collaboration with partner agencies to center Adult Transformative Social-Emotional Learning (TSEL) to improve well-being, create a positive work environment, and support adults to model TSEL with their students.

## Successes and Prospects



- Developed a cross-agency Education Workforce Wellness Action Plan to align workforce support strategies across education system partners.
- Working to leverage the Educator Advancement Council (EAC) Grow Your Own program to increase growth of school health and mental health workforce.
- Expanded alignment work with agency partners, as well as onboarded additional collaborators interested in supporting the education workforce through shared action.

**Equity is the bedrock of our initiatives.** By aligning on the Adult Transformative SEL framework with partner agencies, HiE Unit reduces systemic uncertainties and increases culturally responsive supports. The HiE Unit creates linkages between Adult TSEL strategies at ODE with similar initiatives at OHA and ODHS that reduces redundancies and leverages implementation of ODE strategies.