

## Why a Workplace Wellness Plan?

Creating a comprehensive and integrated plan focused on leadership, shared vision and commitment.

The intent of a CASS Learning Guide is to apply research, deepen understanding and enhance professional practice within the Alberta context. With a focus on optimum learning for all students, a Learning Guide provides an opportunity to grow system leader knowledge, resulting in quality school leadership and quality teaching throughout Alberta.

## Summary Points



### “Why” a Workplace Wellness Plan?

To move forward with the creation of a Workplace Wellness Plan, system leaders will need to start with facilitating an organization’s creation of a collective “Why”. This begins by engaging all those who will be

impacted by a Workplace Wellness Plan. [Watch full recording here.](#)



**Red Deer Catholic Regional Schools** (RDCRS) is committed to the health and well-being of staff as they believe that healthy staff are foundational to the well-being of the organization. The goal in

designing the Staff Wellness Assurance Plan is to support staff in creating a state of balance by offering resources to assist in offsetting the challenges that they face focused on four dimensions of wellness: spiritual, emotional, physical and psychological. The staff wellness plan was developed based on information obtained from a staff survey and is available on the [Padlet](#) of resources identified on this learning guide. The wellness assurance plan has two outcomes: Develop an individual understanding of what wellness is using the four dimensions of wellness and enhance the capacity of staff to improve their wellness through the supports and resources in RDCRS. The impact of the plan is evident by trustees prioritizing staff wellness, has provided for a consistent language and understanding for wellness in the district and identified staff responsibility for wellness and school authority resources to support staff well-being.

How can developing a wellness plan address professional practice standards?

Staff Wellness Assurance Plan		
Standard	Teacher Quality Standard	Leadership Quality Standard
Fostering Effective Relationships	X	X
Engaging in Career Long Learning	X	
Modelling Commitment to Professional Learning		X



Schools create an action plan, and the district wellness committee has worked through the CASS Implementation and Planning Guide to confirm aspects of the comprehensive and integrated framework they are working on and gaps they wish to address. Char Andrew [char.andrew@rdcrs.ca](mailto:char.andrew@rdcrs.ca) (Timestamp 8:20 on recording.)



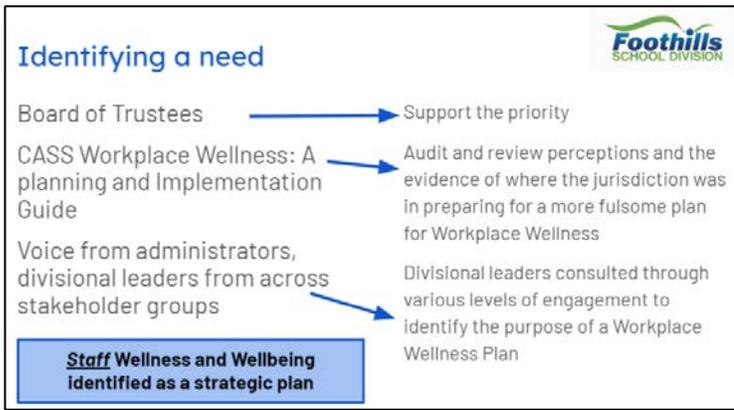
Based on staff at **Foothills School Division** identifying a need to expand the student wellbeing focus to address staff wellness the Board of Trustees and senior executive team

have advocated for and supported a system plan. A committee began work by using the CASS Planning and Implementation Guide as an audit to guide a system reflection about services and supports. Based on this audit the committee engaged a variety of groups of staff to analyze the data and identify next steps for an action plan.

### Acknowledgements

This guide was developed by CASS. Thank you to Alberta system leaders who shared their Workplace Wellness Stories of Practice. This guide is provided in support of improved system leadership capacity and under the following Creative Commons license.





**Our next step - addressing our why**

Supporting each site with creating a contextualized year plan for next year.

[Link to copy of initial planning](#)

Strategy toolbox	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	
	Health concepts for year										
	Connection			Burnout Prevention				Work-life Balance			
professional learning	•										
staff meetings											
newsletters											
wellness challenges											
posters											
social opportunities											

**Keys:**  
 • continual communication  
 • repetition  
 • focus  
 • stages of readiness

A variety of engagements occurred based on this question: What are the most essential components of an effective strategic plan for leading cultures of wellness across our school system? And How can we influence shifts in the three areas of identified wellness focus for our system? 3 areas: Re-creating workplace connections, Preventing Burnout and Maintaining work-life balance.

The strategic plan models both the systems role and individual’s responsibility for well-being. Impact of the plan is evident by organizational awareness for wellbeing; time and resources committed to work; education sector partner engagement; and ensuring healthy engaged adults results in quality school leadership, quality teaching and results in optimum learning. The [Padlet](#) includes various resources the system has developed at this stage of implementation. Cynthia Glaicar [glaicarc@fsd38.ab.ca](mailto:glaicarc@fsd38.ab.ca) (Timestamp 27:00 on recording.)

## Connections with the Alberta Context



Both school authorities shared the belief that if staff are well, they perform their roles better and model wellness behavior for students.

The CASS planning and implementation guide was used by both school authorities to reflect on current practice and imagine how to bring together various system services and supports into a comprehensive and integrated plan. Leadership and Commitment was modelled in these stories as a Shared vision was created in a collaborative manner.

A highlight of both stories of practice was that the school authority trustees advocated for, valued and supported a wellbeing focus. This results in the assurance that the culture of the organization shifts and models a wellbeing approach. Both stories also modelled how plans were developed with all staff groups engaged using a collaborative approach.

## Research to Practice

## Additional Supports for System Leadership Capacity

### Questions for reflection and dialogue within your context.

1. How do you (did you) begin to plan for workplace wellness?
2. Who was involved in identifying the purpose or outcome of the workplace wellness plan?
3. What is the impact of developing a school authority workplace wellness plan?
4. How can developing a school authority workplace wellness plan address the professional practice standard(s)?

- [CASS Workplace Wellness Resources](#)
- Learning Opportunity [Padlet](#)
- Learning Opportunity [Slides](#)
- A Guide to Support Implementation: [Essential Conditions and Comprehensive Professional Learning](#)

✓ Building Effective Relationships

✓ Visionary Leadership

✓ Leading Learning

✓ Supporting Effective Governance