

Thriving Schools Strategy Workshop

Teacher & Staff Well-Being

Research shows that improving teacher and staff well-being benefits the entire school community. It boosts student attendance, enhancing academic and life outcomes. Additionally, it increases teacher and staff retention, which stabilizes the school environment and conserves budgets.

Kaiser Permanente's Thriving Schools initiative works to strengthen the health and well-being of school communities across the country, so every school succeeds, every employee excels, and every child thrives.

Opportunity

Kaiser Permanente is currently piloting no-cost strategy workshops for school district leaders to help them improve teacher and staff well-being. The workshops provide cross-functional district-level teams an opportunity to take a deep dive into their current staff satisfaction and retention data and identify specific strategic priorities for taking action. The 1.5-day in-person event is facilitated by experts and brings together teams from multiple school districts to leverage learning and maximize results.

Objectives

In the workshops, school district teams will:

- Align on the problem of well-being and health-related causes (e.g. burnout) and its impact on teacher and staff retention.
- Learn from each other about models and best practices to support teacher and staff well-being.
- Identify strategic actions across various district teams that can have an impact and create solutions.
- Develop a plan to operationalize alignment between teams, goals, and initiatives from a systemic perspective.



Outcomes

- The workshop provides much needed in-person, cross-departmental worktime.
- Participants have the time and space in-person to consider staff retention data and identify priorities together.
- The workshop opened an opportunity for transparent, cross-district learning to occur.
- Schools will benefit from the data review and analysis provided by trusted advisors.

“Creating the time and space to have conversations that are based on data, our data, was great. Creating time and space to create an action plan with some key players was even better. The facilitation by experts in the health field who care about educator and student well-being was essential.”

*- School District Participant
(Colorado)*

Follow-up

Thriving Schools can provide ongoing support with regular check-ins on strategy progress and communication with leadership.

For more information about the Thriving Schools Strategy Workshops, contact Curtis Robbins, curtis.j.robbs@kp.org.