



Adult Wellness Roadmap

This Adult Wellness Roadmap provides suggested guidance on how to intentionally support teacher and staff wellness throughout the school year. The roadmap is divided into three phases: Beginning of the Year, Mid-Year, and End of the Year, each containing actionable steps and strategies. This guidance can be used as is, however is also intentionally made to be general enough that you can feel comfortable to edit the experiences to best reflect your community, adult culture and personal leadership style.

Beginning of the Year: August - October

August: There is a combination of excitement and nervousness for a new start of the year. Establishing your clarity as a leader can bring a sense of confidence and comfort to the team.

- ☐ **Set a Clear Vision:** Communicate your vision for adult wellness to all staff.
- ☐ **Preferred Methods:** Survey staff to understand their preferred methods of communication and wellness activities.
- ☐ **Substitute Staffing Plan:** Communicate a robust plan for substitute staffing.

September: Initial enthusiasm continues. Teachers and students are starting to adjust to the new routines and expectations. Providing supportive structures can help sustain their motivation.

- ☐ **Elevating Voices:** Implement quick weekly surveys or morning greetings to gauge staff well-being.
- ☐ **Physical Environment:** Design staff areas with wellness in mind, using Classroom Design principles.
- ☐ **Building Committees:** Having a diverse array of school committees creates multiple avenues for people to get involved. Prioritizing the development of a Wellness Committee will demonstrate a commitment to adult well being initiatives.
- ☐ **Affirm Teacher Initiative:** When possible, find ways to affirm and appreciate teacher's innovation and initiative to try new things within their classrooms or for the broader school community.

October: October is notoriously a challenging month. Teachers are dealing with solidifying classroom dynamics and a heavy workload, while students are settling into their roles. Demonstrating the prioritization of adult wellness is a crucial reminder during this tough stretch.

- ☐ **Staff Input:** Gather input on how staff would describe their well-being and factors affecting it.
- ☐ **Community Building:** Plan staff wellness activities (tapping the Wellness committee to lead).
- ☐ **Model Work-Life Balance:** Reflect on your current work-life balance and what messages it may convey to your staff.

Mid Year: November - February

November: As the first long stretch of the school year progresses, fatigue may set in. Recognizing and addressing staff needs can help maintain morale.

- ☐ **Regular Check-ins:** Hold open forums or surveys to understand staff needs and concerns.
- ☐ **Frequent Updates:** Send clear communications about upcoming events, opportunities, and PD.
- ☐ **Acknowledgements:** Recognize staff milestones, birthdays, and achievements with personal notes and shout-outs.



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December: Holiday season brings mixed emotions of stress and joy. Balancing work demands with holiday preparations can be challenging. Providing opportunities for teachers to share their creativity and what brings them joy can help bring a positive energy.

- ☐ **Classroom Personalization:** Allow teachers to personalize their spaces.
- ☐ **Wellness Events:** Plan optional wellness activities like yoga or buddy lunches.
- ☐ **Equitable Recognition:** Ensure celebrations are equitably distributed and genuinely appreciated.

January: The start of the new calendar year brings a sense of renewal and motivation, but also the challenge of returning from a break. Creating moments of connection can help support this transition back.

- ☐ **Informal Bonding:** Organize staff lunches, coffee breaks, and community-building events.
- ☐ **Community Building:** Foster a culture of peer support through mentorship programs or buddy systems.
- ☐ **Affirm Teacher Initiative:** When possible, find ways to affirm and appreciate teacher's innovation and initiative to try new things within their classrooms or for the broader school community.

February: Mid-winter can be tough with cold weather and a long stretch without holidays, making it crucial to maintain staff morale and wellness.

- ☐ **Community Resources:** Leverage community resources like confidential therapy to support mental health.
- ☐ **Balanced Workdays:** Use teacher workdays for actual work, avoiding excessive meetings or PD.

End of the Year: March - July

March: As spring approaches, there can be a renewed sense of energy and also a need to push through the final stretch of the school year. This is often the time of year when decisions around next year are made.

- ☐ **Celebration Quick Hits:** Share gratitude and reflections on staff achievements and hard work.
- ☐ **Guidance for Next Year:** Provide clear expectations and confidence in staff abilities for the upcoming year.

April: With spring break often in sight, there is anticipation and a need to balance rest with continuing curriculum demands.

- ☐ **Autonomous Projects:** Encourage staff to experiment with new strategies and plan end-of-year activities.
- ☐ **Professional Development:** Offer opportunities for staff to pursue interests and growth goals over the summer.
- ☐ **Personalized Recognition:** Recognize contributions with personalized notes.

May: The end of the school year is near, bringing a mix of relief and the pressure to complete year-end tasks and assessments.

- ☐ **Year-End Review:** Celebrate staff achievements in a year-end awards ceremony.



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- ☐ **Staff Appreciation Week:** Plan a week with activities and treats for all staff members. Invite families to support and execute.

June: As the school year concludes, there is a mix of exhaustion and accomplishment. Finalizing plans and preparing for summer break is key.

- ☐ **Summer Socials:** Arrange optional summer gatherings or retreats.
- ☐ **Community Building:** Plan a staff experience and/or retreat to foster camaraderie before the new school year.
- ☐ **Building out Master Schedule:** Gather reflections and input from staff on how scheduling felt to inform schedule decisions for next year.

July: Summer provides a much-needed break and a time for reflection and planning for the new school year.

- ☐ **Summer Planning:** Invite staff to participate in summer planning sessions to brainstorm ideas for the upcoming school year.
- ☐ **Professional Development:** Offer summer PD opportunities aligned with staff interests.

Key Strategies for Continuous Support

Survey & Feedback: Frequently survey staff to understand and address their wellness needs.

Equitable Communication: Ensure all staff receive information according to their preferred methods.

Balanced Workdays: Use teacher workdays for actual work, avoiding excessive meetings or PD.

Regulated Leadership: Maintain a regulated, neutral, and assertive tone as a school leader.

Community Resources: Leverage community resources like confidential therapy to support mental health.

Collaboration and Community: Offer ongoing opportunities for staff members to gather in groups beyond their grade level teams. Create ongoing opportunities for staff members to meaningfully connect across lines of difference.

Practical Tips

Handwritten Notes: Personalize acknowledgments with handwritten notes for significant life events.

Flexible PD: Offer professional development that can be completed independently to reduce unnecessary meetings.

Event Management: Cancel or reschedule events when staff are burnt out to prioritize well-being.