



## Celebrate All Year Long

*Prioritizing school employee wellness is essential every day of the year.* Below is a list of strategies organized by key pillars of wellness that schools can use to build upon the momentum of **Work in Balance Day** and foster a culture of well-being for staff all year long.

### Physical Health

- Provide comprehensive health insurance alongside health literacy workshops.
- Offer free access to the school gym or discounted memberships at local fitness centers.
- Stock break rooms and staff meetings with nutritious snack options.
- Establish wellness or exercise clubs (e.g., walking groups, yoga sessions, "Fit Friday" challenges).
- Host on-site flu shot clinics and biometric screenings.
- Encourage walking meetings and ergonomic classroom setups.
- Participate in health challenges such as "Step Count Month" or "Water Intake Week."

### Mental Health

- Designate quiet or meditation rooms for reflection and decompression.
- Provide access to in-house counseling services or connect staff with mental health professionals through EAPs (Employee Assistance Programs).
- Offer mental health days and promote their use without stigma.
- Distribute monthly newsletters with wellness tips, journaling prompts, or mindfulness practices.
- Bring in speakers for stress management or work-life balance workshops.
- Recognize signs of burnout early and create systems for peer support and supervisor check-ins.

### Social Emotional Health

- Organize monthly or quarterly social events to encourage community and connection (e.g., potlucks, themed dress days, game nights).
- Start a "Sunshine Committee" to celebrate birthdays, work anniversaries, and personal milestones.
- Implement peer recognition programs (e.g., "Shout-Out Walls" or "Staff Spotlight").
- Facilitate collaborative team-building activities or interdepartmental projects.
- Encourage inclusive staff affinity groups and employee resource networks.



# Work in **BALANCE**



## Career Wellbeing

- Facilitate ongoing professional development workshops aligned with staff goals and interests (e.g., provide incentives for school nurses to attend Pennsylvania Association of Staff Nurses and Allied Professionals workshops)
- Create mentorship opportunities between new and veteran employees.
- Provide regular, strengths-based feedback and recognition from leadership.
- Offer clear pathways for career growth and leadership roles within the school.
- Facilitate goal-setting retreats or vision board activities during in-service days.

## Financial Health

- Offer financial literacy workshops on topics such as retirement planning, budgeting, or debt management.
- Partner with local credit unions or financial advisors to provide free consultations.
- Create a resource hub with information on public service loan forgiveness and teacher grants.
- Provide discounts or incentives for using health savings accounts (HSAs) or flexible spending accounts (FSAs).

