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The Conference for Public Education Leaders

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## **Making Employee Wellness a Priority:**

Finding Hope After Heartbreak Building a Life-Saving  
Employee Wellness Program



**Sandy  
Riesgraf**

Director of  
Communications



**Dr. Anthony  
Godfrey**

Superintendent of  
Schools



**Dr. McKinley  
Withers**

Health & Wellness  
Administrator



**Douglas  
Flagler**

Communications  
Specialist

# JORDAN

SCHOOL DISTRICT



- Suburban District
- 68 Schools
- 58,000 Students
- 9,000 Employees



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# *OnTheRoad*

CBS

*with* Steve Hartman





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# Herriman High 'hurting' after 5 suicides in past year

Officials hope new funding for hotlines, counselors, crisis teams will help  
By Marjorie Cortez and Matthew Piper | Mar 30, 2018, 2:26pm MST

f x SHARE



Lance Allred, former Weber State and University of Utah basketball player, hands a gift card to student Macy Markus while speaking in Herriman on Tuesday, March 13, 2018. | Jeffrey D. Allred

# 'We're racking our brains': A series of teen suicides has left the Herriman School community searching for answers



SUBSCRIBE

KUER All Things Considered

NEXT UP: 7:00 PM Marketplace

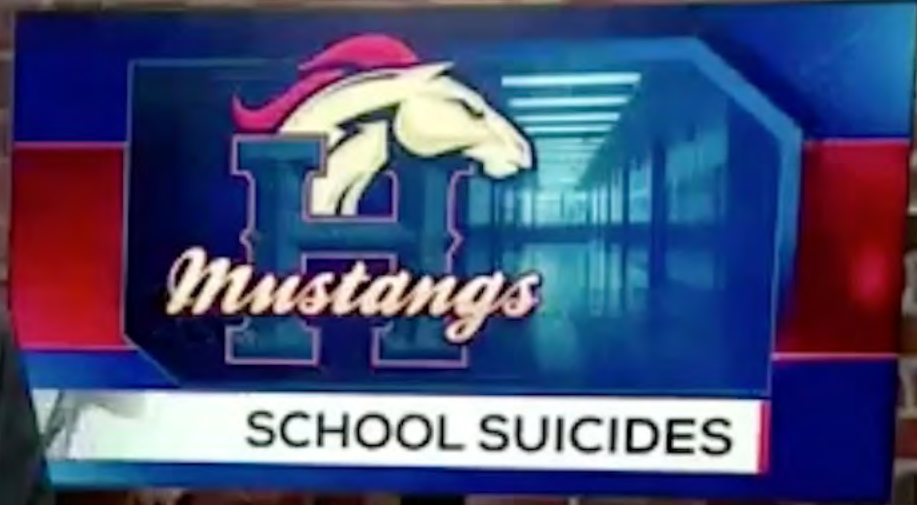
# Six Youth Suicides In A Year Sparks Community Conversation In Herriman

KUER 90.1 | By Erik Neumann  
Published May 18, 2018 at 12:09 PM MDT

f x in







6:00  
80°  
#KUTV2NEWS

WSJ | VIDEO

**Multiple Suicides, One Year, One High School**

In less than a year, six students who had attended Herriman High School in Utah committed suicide. The WSJ visited Herriman and found a community searching for answers as they struggle with the loss.

THE WALL STREET JOURNAL.

SUBSCRIBE

SIGN IN

**One Teenager Killed Himself. Six More Followed.**

Beneath a rise in suicides nationwide is the vexing phenomenon of deaths clustering in the same town, at the same school, on the same block

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WSJ

# HERRIMAN HIGH SCHOOL

HERRIMAN, UTAH



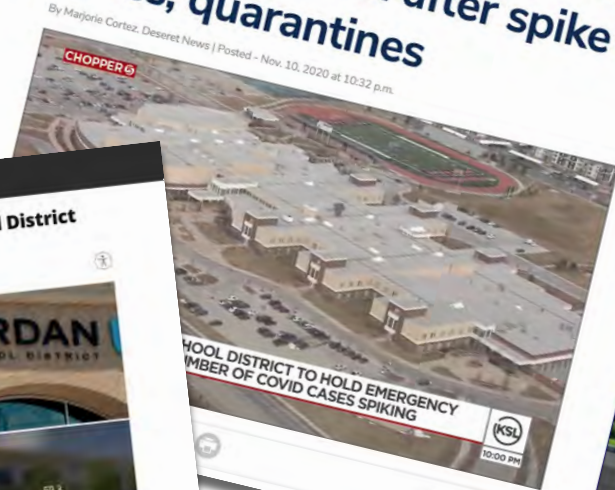
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# Jordan school district returns to virtual learning to stem COVID spread



Photo by: FOX 13  
By: Laura Poliocheck  
Posted at 1:18 PM, Jan 13, 2022 and last updated 1:38 PM, Jan 13, 2022

# 13 Jordan District schools on emergency meeting agenda after spike in COVID-19 cases, quarantines



By Marjorie Cortez, Deseret News | Posted - Nov. 10, 2020 at 10:32 p.m.

SCHOOL DISTRICT TO HOLD EMERGENCY MEETING AFTER NUMBER OF COVID CASES SPIKING



2 KUTV NEWS WEATHER SPORTS FEATURES GAME CENTER WATCH LIVE

## 43 active COVID-19 cases, 322 quarantined in Jordan School District

by Jennifer Weaver | Thu, September 3rd 2020 at 2:46 PM  
Updated Wed, September 16th 2020 at 3:50 PM

20 active COVID-19 cases, 506 quarantined in Jordan School District (FILE Photo: KUTV)

(KUTV) — UPDATE: (Sept. 11, 2020) — The Jordan School District alerted parents Friday that 38 students and 5 employee have active COVID-19.

The 43 active cases has resulted in 322 students or employees being asked to quarantine.

More information can be found on the [Salt Lake County Health Department Data Dashboard](#).

ORIGINAL STORY -- Sept. 3, 2020



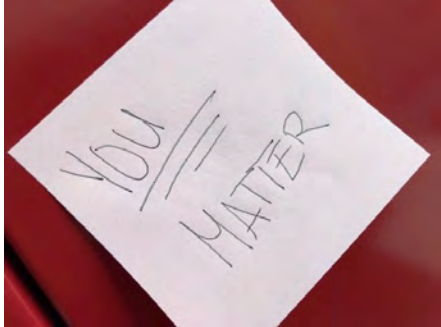
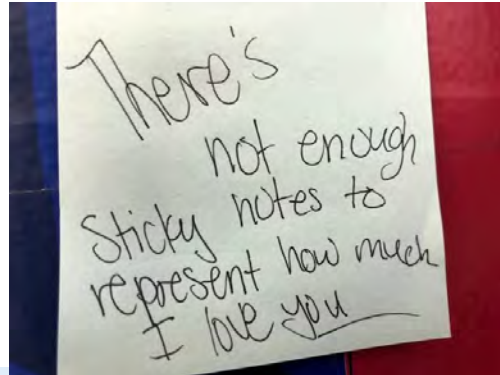
**COVID  
IMPACT:**  
Education

**SPIKE IN COVID-19 CASES FUELS DEBATE OVER SWITCHING STUDENTS TO ONLINE LEARNING**

**LIVE**



10:00 PM



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# Jordan School District Board of Education



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 **JORDAN**  
**health &**  
**wellness**  
**day**

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# A Message From Superintendent Godfrey

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## **Making Employee Wellness a Priority:**

Finding Hope After Heartbreak Building a Life-Saving  
Employee Wellness Program

# Jordan School District Board of Education



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# **Making Employee Wellness a Priority:**

Finding Hope After Heartbreak Building a Life-Saving  
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# Our View of the Future



“Pain pushes us, until our vision can pull us.”





**JORDAN**  
SCHOOL DISTRICT

**Be Curious • Be Intentional • Be United**

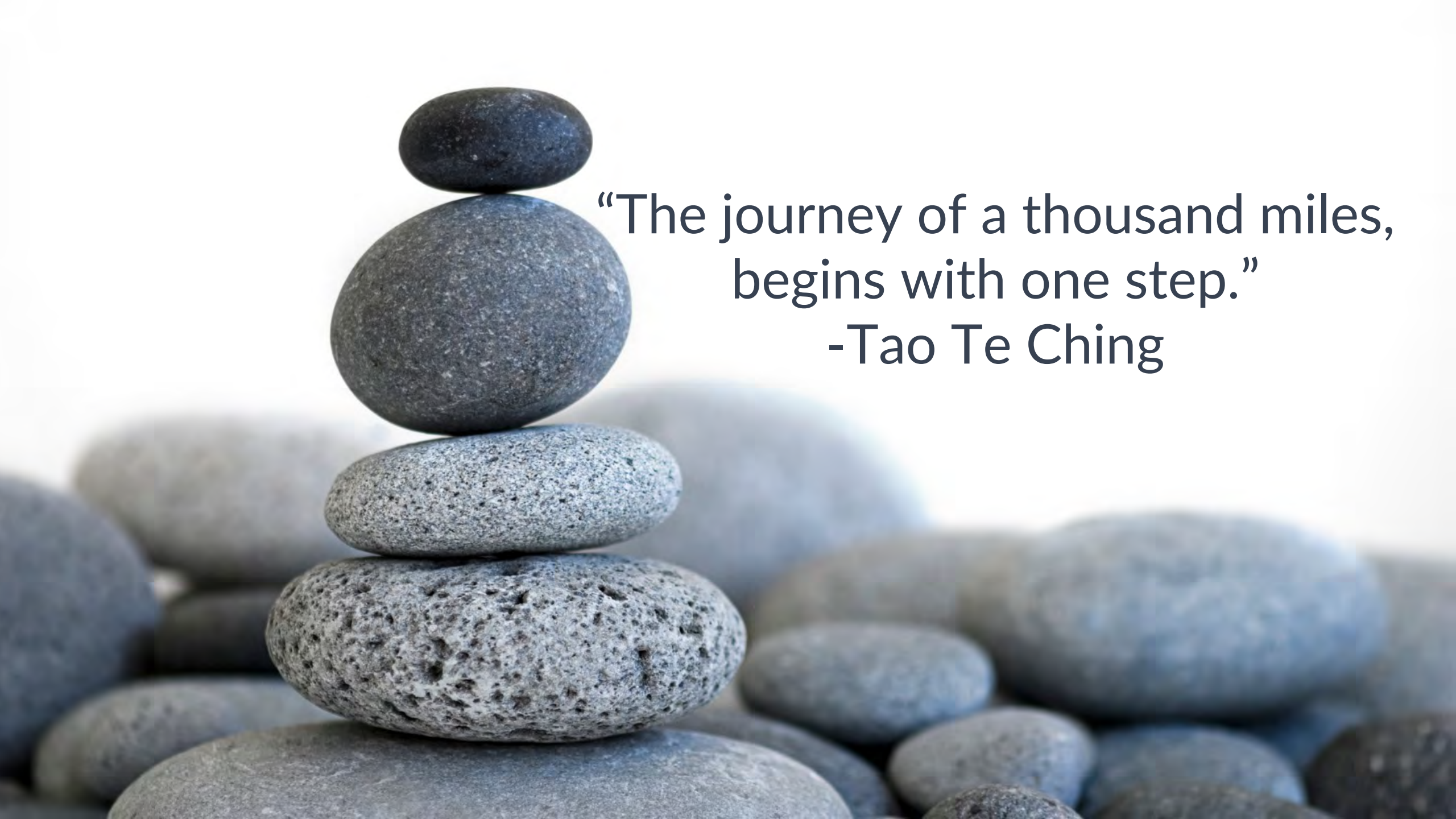
# Our View of the Future



Seeing  
beyond the  
pain of now

To discover  
your unique  
path of healing





“The journey of a thousand miles,  
begins with one step.”

-Tao Te Ching



# The Story of Jordan Health and Wellness

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# Jordan District Student Wellness Highlights

- Full-time School Counselor, School Psychologist, and Assistant Principal at *every* Elementary School
- Full School Mental Health Team at every Secondary
- Wellness Centers and skill-building curriculum implementation
- Systemic Prevention Plans aligning existing resources
- Mental Health Access Program

## What *actually* supports educator well-being?

- 2019-2020 Research on “Uncovering Positive Conditions for Improved Teacher Wellness”
  - One question from the Appreciative Inquiry was very eye opening: “If resources weren’t a barrier, what could you imagine school leaders doing to foster teacher wellness – or “teachers’ self-perceptions of healthy and successful functioning at work” (Renshaw et al, 2015, p. 293)?”

Major takeaway: If we can buy anything, buy time



# Jordan District Employee Wellness Highlights

- Addition of maternity and paternity leave
- Changing leave to “annual” leave
- Maximizing allowable PD Days
- School Employee Wellness Reps – peer support network
- **Annual Districtwide “Wellness Day”**
- Jordan Employee Wellness Center & PD Opportunities





Making time and creating  
space for wellness



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# Wellness Day is an instructional day for students



NO IN PERSON ATTENDANCE



DISTRICT PROVIDED CURRICULUM

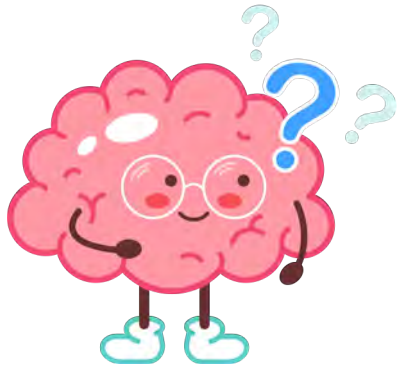
Activity options using [S.E.L.F.I.E.](https://www.seleie.org/),  
[Wellness.jordandistrict.org/resources](https://www.wellness.jordandistrict.org/resources)



# What is Wellness Day?

AN OPPORTUNITY FOR  
STUDENTS AND  
FAMILIES TO  
PRIORITIZE THEIR  
PERSONAL WELLNESS

# Wellness Day is a collective breath, a pause for Employees



## CURIOUS

Using the work day to try something new or learn a new strategy that could enhance your personal and professional wellness



## INTENTIONAL

Proactively planning to meet each person's unique wellness needs



## UNITED

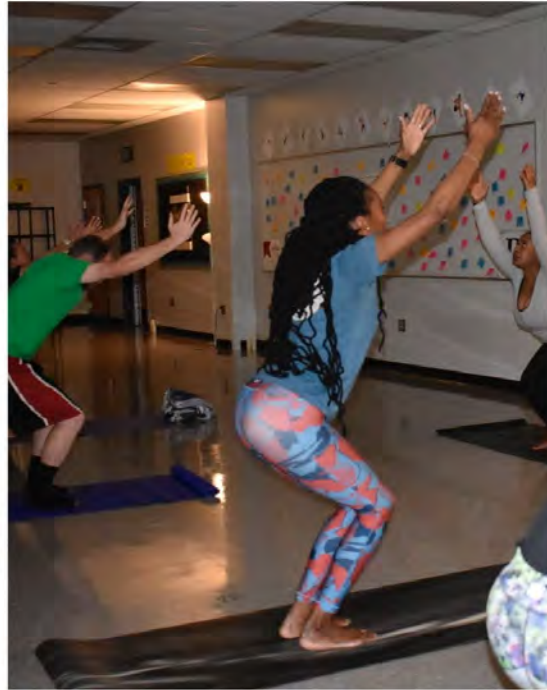
Spending time building relationships and strengthening work connections

# What is Wellness Day?

AN OPPORTUNITY FOR  
JSD EMPLOYEES TO  
PRIORITIZE THEIR  
PERSONAL WELLNESS



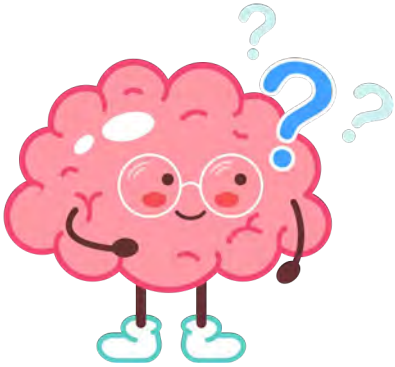




# wellness.jordandistrict.org/day

- **Time to catch up or take the day off**
- **Time to try something new or do something fun** with colleagues: painting, bowling, pickleball, pasta making, sourdough, writing workshop, self-defense, cornhole, spa experience, yoga
- **The Wellness Challenge** focused on “everyday wellness,” grand prize \$5,000 vacation giveaway!
- **Freebies:** SWIG, Holiday Oil, local gyms & wellness businesses

# Other Examples From JSD



## CURIOUS

What *could* we try with what we *already* have?

What would it take to *get what we need*?



## INTENTIONAL

How can we align our awareness with our actions?

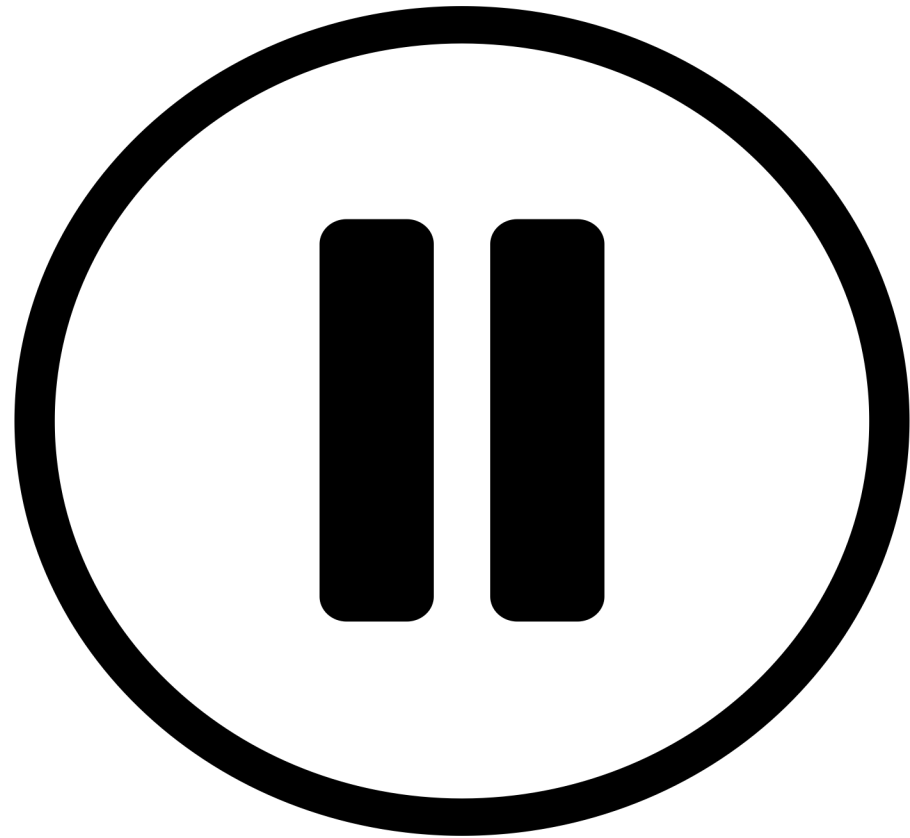
What intentional adjustments could we make to *what we already do*?



## UNITED

Who else could we include in our effort?

How could we engage with who is already invested?



DON'T JUST DO  
SOMETHING,  
STAND THERE

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What will be our next *smallest* step towards hope and healing?

For ourselves, our schools, and our communities...in that order



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**CBS MORNINGS** KINDNESS 101



# Thank You

Get more information at  
[wellness.jordandistrict.org/nsba](https://wellness.jordandistrict.org/nsba)



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