

High

Staff Wellness

Cost

Critical Incident and Traumatic Stress Management
Alongside for Educators
Sunshine Club or Committee to coordinate morale events
Staff games and challenges (dress-up days, rock-paper-scissors tournaments)
Potlucks or shared meals
Student-run coffee carts or surprise snack stations
Room Service delivery of treats/supplies to staff
Staff cook-offs
Early release days or flexible scheduling for staff rejuvenation
Organizing monthly or quarterly recognition themes (e.g., November Month of Appreciation)

On-site Clinics
Comprehensive EAP Expansion
Partnerships with Mental Health Organizations or Universities
Contracting a consultant or firm to conduct an Emotional Cultural Index (ECI) or staff wellness survey
Implementing retention bonuses
Building additional paid work days into the calendar for planning or PD
Organizing off-site team-building events (e.g., bowling, Dave & Buster's)
Creating a cohort-based professional development model to reduce isolation

CareSolace
Career Development Opportunities
Transparent Communication
ProQOL Measure*
Sending quotes or fun reminders
Cards of appreciation
Video messages from leadership celebrating wins or gratitude
Starting meetings with celebrations and gratitude
Staff recognition (e.g., "Staff Member of the Year," peer shoutouts)
Transparency and shared decision-making (clarity and voice improve wellness)
Encouraging staff to share one gratitude about a colleague
Celebrating birthdays or milestones informally

Staff Activities
Restorative Practices
Mentoring & Coaching
Staff Requested Debrief
Gift cards for recognition (Teacher/Support Staff of the Month)
Preferred parking spots, extra PTO days, or early release passes tied to drawings or recognition
Prizes or small gifts for appreciation months or contests

Low

Effort

High