

Staff Well-Being

What is our goal?

To build collaborative workplaces that promote and support the overall well-being of our staff.

How will we achieve it?

- Analyze the data from the Staff Census and Well-Being survey that was conducted last school year
- Meet with employee representative groups to review information/findings (November to December 2018)
- Form a steering committee/working group including various TDSB departments and employee representative groups to work on a Staff Well-Being Action Plan (December 2018 to January 2019)
- Share information, findings and next steps with all employees (January 2019)
- Begin implementation of the Staff Well-Being Action Plan (May 2019)
- Develop informal school-based tools to measure the impact of shared leadership and enhanced learning cultures (i.e., high expectations, trust and improved shared practice) on staff (Spring 2019)

How will we know we are successful?

- Development of a Staff Well-Being Action Plan which schools and departments will use to guide their local work around staff well-being.
- As part of the next Staff Census and Well-Being Survey, feedback on specific areas of focus from the Staff Well-Being Action Plan can be sought and comparative measures will show an increase in staff well-being data.
- Staff engagement will increase as the voice, experience, identity and expertise of staff are used to inform decision-making.