

INDUSTRY

education

COMPANY: Brookings Schools

EMPLOYEE POPULATION: 500

LOCATIONS: 8



UNDERLYING BACKGROUND

Brookings, like many school districts, had been struggling with staff burnout and stress leading towards unusually high turnover rates and difficulty in recruitment. Leadership had not been able to integrate a wellness plan that effectively addressed the underlying cause and was seeking to provide a long-term, sustainable solution for staff members. A tight school day schedule coupled with regular school calendar breaks presents unusual challenges for education organizations. Maintaining employee engagement is difficult, and participation is inconsistent due to time away and scheduling.

STRATEGIC APPROACH

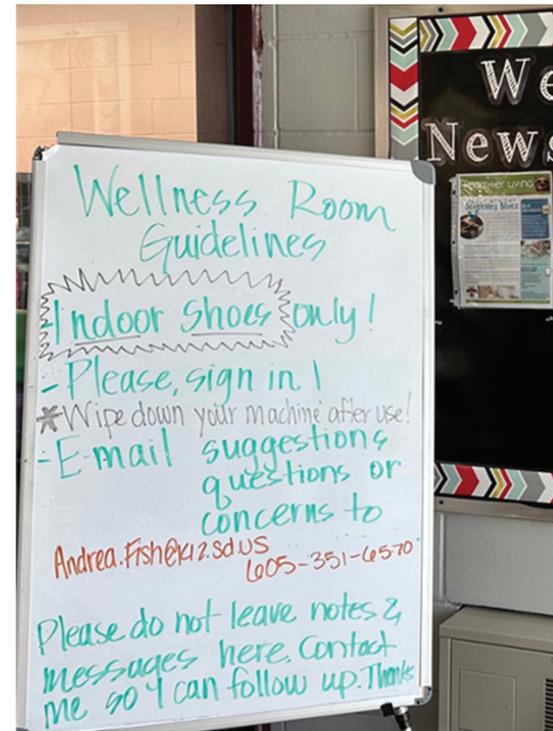
HealthSource Solutions worked with Brookings School leadership to organize a plan that would incorporate a new wellness infrastructure, year-long programming, leadership alignment, and social connections.

- Work with leadership to implement an infrastructure to support the program
- Establish annual goals and metrics to enhance consistency and outcomes
- Measure the effectiveness of targeted Initiatives
- Develop social support using Champion networks and building leadership
- Plan focused initiatives that align with breaks in the school calendar
- Achieve a dedicated wellness space in each building

IN THEIR OWN WORDS...



I loved the implementation of the “Good News Home” program where we shared good news to parents versus just naughty. It lifted my spirits and helped me find the bright spots in each child.



## SOLUTION OVERVIEW

Working closely with district leadership, HealthSource Solutions helped plan and implement the much-needed infrastructure for the district to make sweeping wellness changes that could be measured, over time. Starting with the health portal, which was used to track activity and collect data, HealthSource Solutions built out a Champion-only section to foster interaction and accountability. To support the busy start of the school year, **Recharge, Connect, and Grow** has become an annual anchor. Photo shares and dress-up days are uploaded to the portal to highlight community collaboration and connection!.



## OUTCOMES

- Leadership aligned with Champions to shift the culture to a “wellness first” approach
- Special campaigns like “Good News Home” helped teachers present more positive outlooks to families
- Site Champions embraced the portal’s Champion-only feature, which equated to less turnover in Champion positions
- Performance metrics:
  - 97% portal activation for two consecutive years
  - 88% increase, over three years, in those who earn the max wellness credit
  - 88% of staff completed annual wellness exams
  - 74% of staff received flu shots

## IN THEIR OWN WORDS...

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HealthSource Solutions's expertise in the education sector instills confidence that their strategy will keep our District ahead of the curve in employee wellbeing. Their added resources and experience in mental wellbeing has been especially valuable as teachers continue to struggle with burnout. With such a dispersed demographic, their customized communications help us reach everyone from leadership and principals, to our nutrition, transportation, and custodial staff. We also appreciate that spouses are part of the program at no extra fee, because it supports a core value around the importance of family and community.

The support, adaptability and consistency of our HealthSource Solutions team has allowed us to keep wellbeing at the forefront and not be overshadowed by competing priorities.

## dimensions of wellbeing

