



**SCHOOL  
CARE TEAM**  
proactive strategies for well-being





# A Little About Us!



We envision schools where connection, community, and hope are the norm for everyone.



## WHAT WE DO

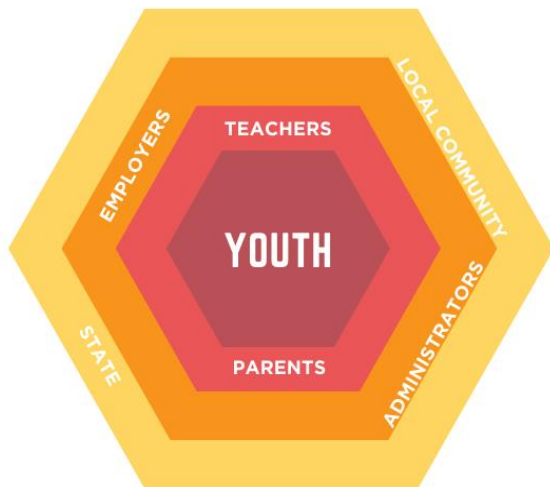
With years of experience in education, the School CareTeam works alongside schools to nurture cultures of care and support student well-being through responsive training and strategic coaching.

## OUR AREAS OF FOCUS

**Student Well-Being:** We believe that all students have the capacity to flourish. Our range of evidence-based programs created by educators help promote emotional well-being and provide tools for regulation and success.

**Learning Environments:** Through our coaching and support, educators can fine-tune the skills needed to build relationships and trust with their students. Our programs provide the tools schools need to give every student the safe and supportive learning environment to reach their full potential.

**Community Development:** We believe that people who enjoy a sense of belonging and connection will contribute to thriving communities. Our community programs and workshops use a strengths-based lens through which to explore a variety of topics.



## OUR REACH IN 2023-24

31,932

Student Experiences

2,875

Educator & Adult Experiences

15

Counties

24

Districts

71

Schools

## THE IMPACT

“The School Care team is doing work that will change the trajectories of our students for generations to come.”

-United Way of Allen County



Rooted in neuroscience and driven by hope, School Care Team works alongside schools, employers and communities to support student mental health and well being.



## WRAP: Wellness Recovery Action Planning

# WELLNESS WORKSHOP

Practical Strategies to Manage  
Stress & Maintain Goals



Join us for a dynamic and empowering experience as we breathe new life into daily challenges. Whether you are struggling with personal motivation and well-being or your team could use a jolt of inspiration and togetherness—this workshop will guide you through an action plan to practice new tools in your work and everyday life. In this workshop, we will:

- Discover simple, safe, and effective tools to create and maintain wellness
- Identify early warning signs and develop a plan to keep moving forward
- Gain support and stay in control even in a crisis



### FOR TEAMS

Improve team engagement,  
increase job satisfaction,  
minimize burnout.



### FOR INDIVIDUALS

Connect with a supportive community,  
create a personalized plan,  
discover new motivation and inspiration.

*"Terrific training! Wonderful trainers who did an excellent job at making everyone feel heard and honored. They did a fantastic job communicating all the concepts and principles clearly and effectively. Would absolutely recommend it!"*

**WRAP IS AN EVIDENCE-BASED  
PROGRAM BACKED BY DECADES  
OF RESEARCH**

Multi-Day, Co-facilitated



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# INCREASING HOPE

Practical Strategies to Manage Stress  
& Improve Employee Burnout



By offering practical tools for managing stress, maintaining emotional balance, and improving mental clarity, the Increasing Hope seminar empowers participants to face challenges with a positive mindset. Increased hope has been shown to...

- Improve overall quality of life as it leads to better decision-making.
- Reduce absenteeism
- Enhance job satisfaction



## FOR TEAMS

Boost productivity, enhance engagement, foster professional growth.



## FOR INDIVIDUALS

Supports personal and professional growth through the lens of hope.

*"Loved the energy of everyone who presented and how kind they were! I learned steps to achieve goals and that hope can be measured."*

**THIS SEMINAR IS AN INVESTMENT NOT ONLY IN THE MENTAL HEALTH OF EMPLOYEES BUT ALSO IN THE OVERALL SUCCESS AND EFFICIENCY OF THE WORKPLACE.**

One-hour, Co-facilitated



# BUILDING TRUST

Practical Strategies to Manage Stress & Maintain Goals



A workplace rooted in trust not only improves morale but also drives productivity and job performance. When employees trust one another and their leadership, they are more likely to take initiative, show greater loyalty, and contribute to an overall higher quality of work and life.

- Learn how to improve communication
- Resolve conflicts effectively
- Create a culture of reliability and transparency.



## FOR TEAMS

Trust within a team reduces misunderstandings, enhances collaboration, and encourages a positive work environment.



## FOR INDIVIDUALS

Individuals are more empowered to share ideas and work toward common goals.

*"I intend to be more intentional about developing trust and considering other's personality traits when interacting with them."*

**TRUST LEADS TO A STRONGER SENSE OF BELONGING AND COMMITMENT TO WORK.**

*One-hour, Co-facilitated Seminar*

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# MANAGING DIFFICULT CONVERSATIONS

Practical Strategies to Manage Stress  
& Improve Employee Burnout



This seminar helps create a culture of transparency and problem-solving, where challenges are addressed early and constructively. As a result, trust and teamwork improve, contributing to greater overall productivity and enhancing both individual job satisfaction and the quality of life at work.

- Learn techniques for active listening
- Seek to find common ground
- Reduce misunderstandings and improve relationships



## FOR TEAMS

Employees can foster a more open, collaborative, and respectful work environment.



## FOR INDIVIDUALS

Difficult conversations can lead to productive outcomes rather than ongoing tension.

*"The insights and strategies I gained will have a lasting impact on my work."*

*"I've been involved in the school system for 22 years and this is by far the most helpful training I've received."*

**ENGAGING IN DIFFICULT CONVERSATIONS CAN ENHANCE BOTH PROFESSIONAL AND PERSONAL LIFE.**

*One-Hour, Co-facilitated Seminar*

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# ENHANCING ORGANIZATIONAL CULTURE

Practical Strategies for Continued Team and Individual Growth.



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Teams thrive when they emphasize the importance of a healthy work-life balance. Those who lead others benefit from opportunities to focus on their own healthy work-life indicators so they can model a growth mindset, navigate difficult conversations, and communicate strategically.

- Examine your organization's culture and climate
- Assess mindsets and identify tools for shifting them
- Practice communication strategies that enhance organizations



## FOR TEAMS

Focus on cultivating a balanced work-life approach.



## FOR INDIVIDUALS

Increase confidence and gain practical skills to develop your communication in challenging situations.

*"Awesome presentation and very informational"*  
*"I appreciate the variety of methods used to engage us."*  
*"I learned while having fun. Thank you."*

**REFINE COMMUNICATION SKILLS TO IMPROVE CLIMATE AND CULTURE WITHIN THE WORKPLACE**

*One-Hour, Co-facilitated Seminar*

Facilitated by



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# COMMUNITY PROGRAMS





# RESTORATIVE PRACTICES

A Framework for Building Community and Responding to Challenges



Restorative Practices provide a framework to proactively strengthen connections for everyone in a school building, respond to challenges, and repair harm.

Aligned with the Multi-Tiered System of Support, six school-based practices (Intentional Communication, Community Circles, and Responsive Chats, Mediation, Circles, and Conferences) can positively impact school climate and culture, foster responsibility, and prepare students for future success.

The School Care Team has curated training materials from the International Institute for Restorative Practices, Restorative Solutions, and Peace Learning Center and developed new resources to offer a customized training experience that meets the unique needs of your school.



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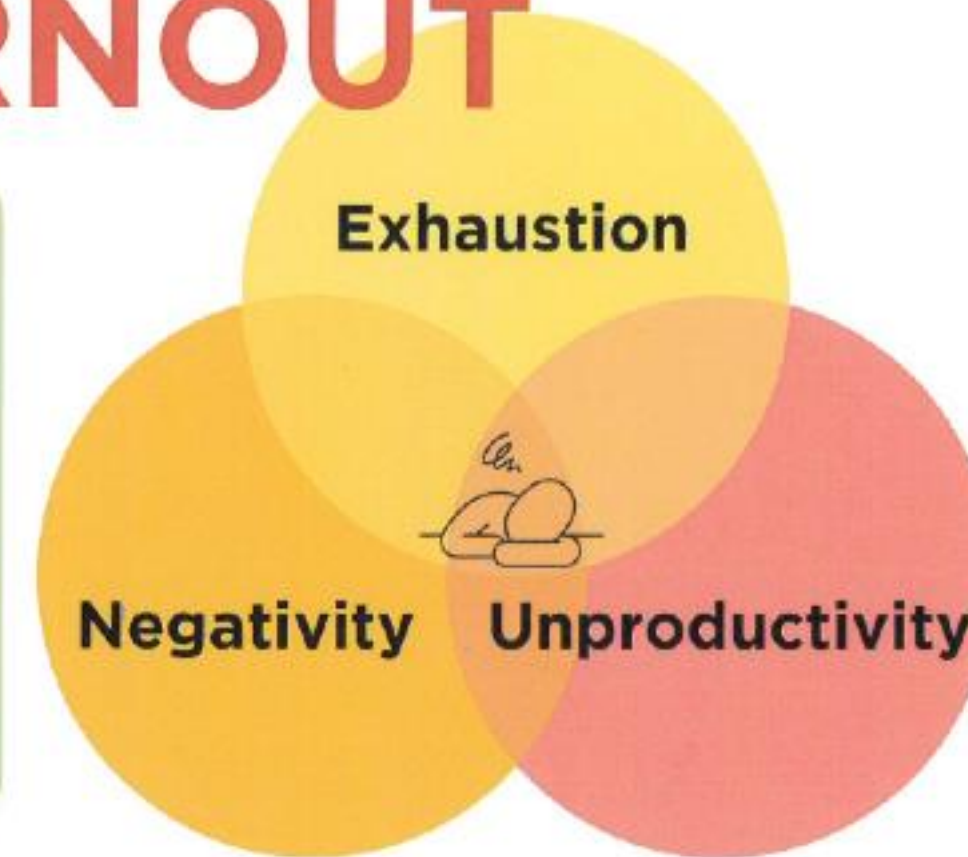
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# BURNOUT

## Top Causes of Burnout:

- Unfair treatment at work
- Unmanageable workload
- Lack of role clarity
- Lack of communication and support from managers
- Unreasonable time pressure



To determine if you are experiencing burnout, ask yourself:

- Am I regularly physically and emotionally exhausted? Do I feel a lack of energy, have trouble sleeping, and worry excessively? Do I regularly feel edgy, sad, or hopeless?
- Am I more negative and detached than usual? Do I no longer enjoy things that used to bring me joy? Am I less interested in socializing? Feeling less connected to people than I once did? Am I more likely to complain than usual?
- Am I feeling like I no longer contribute anything meaningful? Do I feel unproductive and that my hard work isn't accomplishing anything?

Adapted from Harvard Business Review <https://hbr.org/2016/11/beating-burnout>



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# Healthy Worklife Indicators

Reflect on how much you agree with the statement.



Adapted from Areas of Worklife model (drawn from research by Christina Maslach and Michael P. Leiter of the University of California at Berkeley and Acadia University)



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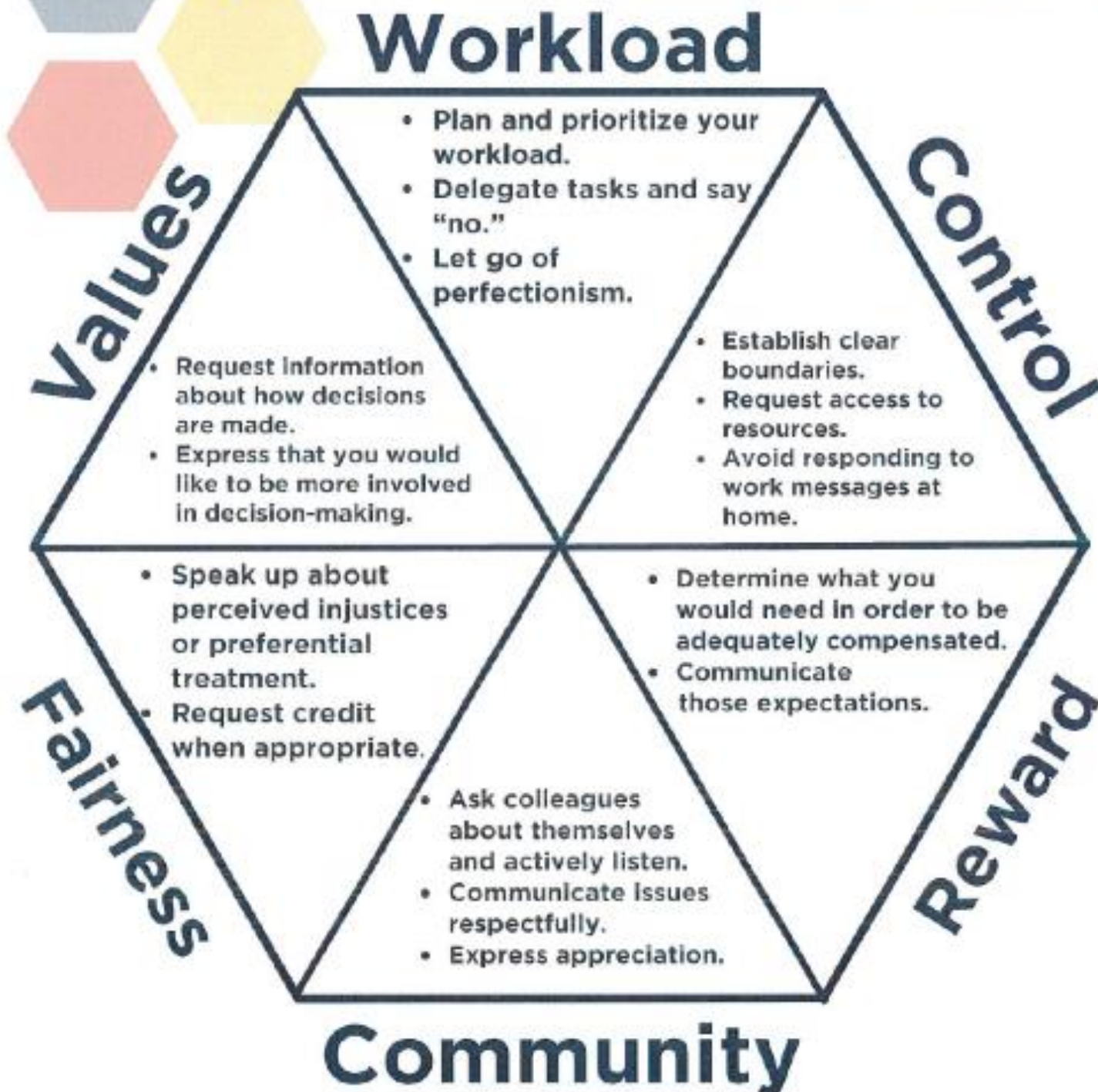


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# Worklife Indicator Strategies

Here are suggestions for addressing areas that are not currently strong.



Adapted from *Areas of Worklife* model (drawn from research by Christina Maslach and Michael P. Leiter of the University of California at Berkeley and Acadia University)



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# Circle of Control



Things I can control

Things I can't control



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**MENTAL  
HEALTH**  
*minute*





**Find Out More!**