

**Seattle Public Schools
Wellness Department
Human Resources Division
Shane Baguyo**



Demographics

- 51, 215 students enrolled in the 2024-2025 school year
- 7,380 total employees
 - 3,604 teachers



Secondary Traumatic Stress



Washington Office of Superintendent of
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Workforce Secondary Traumatic Stress

Secondary Traumatic Stress (STS) is the emotional distress that arises when someone vicariously experiences the traumatic experiences of another individual. Sometimes known as compassion fatigue, the toll of tending to someone's painful experiences can create very real symptoms in caregivers, including teachers.

[Substitute House Bill \(SHB\) 1363](#) and [RCW 28A.300.825](#) acknowledges the significant toll STS has on educators, and subsequently students, and focuses on the adoption of policy and procedures so that districts and schools can take meaningful steps in supporting their staff's health and well-being. By implementing policy through the strategic use of professional learning and a continuous improvement process, districts and schools can reduce staff turnover, increase student outcomes, and model healthy behaviors for the entire school community.

WA Educators STS Resources

Certificated and classified staff, like many others in helping professions, tend to experience STS at greater rates than those in other professions due to the persistent exposure to and expectation of caretaking for students with emotionally painful





Staff Wellness Goals

**Goal 1:
Continuous
Improvement
(2022-2024)**

SWBP-3

**Goal 2:
Professional
Development
(2022-2024)**

SWBP 4&5

**Goal 3:
Gratitude,
Recognition, and
Social Connectedness
(2023-2024)**

SWBP 11



Goal 1: Continuous Improvement for Staff Wellness at District & School Level

Leading for Staff Wellness Committees

Employee Mental
Health Committee

June 2022-Current

District Leadership
for Staff Wellness

May 2022-Current

Central Office
Sunshine
Committee

August 2023-
Current

Staff Wellness for
Schools - Tier I
Community of
Practice

August 2024-
Current

- Review Staff Wellness Best Practices
- Review Relevant Data (i.e., retention, recruitment, utilization data, crisis data, etc.)
- Discuss activities or projects to support staff wellness
- Relate staff wellness initiatives to climate, sense of belonging, mental health, safety, recruitment and retention, etc.



Goal 1: Continuous Improvement for Staff Wellness at District & School Level



SPS Staff Wellness at Schools

- School leaders reviewed retention data, staff wellness best practices, and given funding opportunity for school-based staff wellness initiative.
- **24** schools took advantage of staff wellness funding opportunity provided by the Wellness Department.
- Wellness projects included **staff wellness rooms**, **staff lounge revitalization**, **team building activities**, **extra time for professional practice**, etc.



Goal 1: Continuous Improvement for Staff Wellness at District & School Level

SPS Staff Wellness at Schools



"I just wanted to extend a big thank you for the Wellness Fund we received. With the funding support, we were able to purchase three pickleball nets—which have already been a hit during our Staff Wellness Day! We also added a healthy smoothie bar, and the combination of movement and nourishment has really brought joy and energy to our team."

From our custodians to our kitchen staff, everyone was able to participate and enjoy their Wednesday wellness time. It's been a great way to build community and promote health across our entire school."

"We're so grateful for the opportunity to make this happen!"

Rising Star Principal



"Just wanted to say how nice the staff lounge looks!! So amazing, and inviting, and I am sitting here getting a massage while I finish my TSG data, in a calmly lit room, you may have made me want to come to the staff lounge again! Hope you had an awesome break from the normal hustle and bustle last week."

Cedar Valley Teacher



"We appreciate access to this funding opportunity. The release benefitted staff by giving them just a little more time to accomplish something they needed. It might be talking a walk, running an errand, leaving a little early to help their own family, etc. This short break helped staff to feel cared for and to be able to care for themselves."

Thurgood Marshall Principal

"Thank you for this resource! The release benefitted staff by giving them just a little more time to accomplish something they needed. It might be talking a walk, running an errand, leaving a little early to help their own family, etc. This short break helped staff to feel cared for and to be able to care for themselves."

Salmon Bay Principal

Staff Wellness Funded School Sites

Dunlap – Emerson – Rising Star – Beacon Hill
– Chief Sealth – John Muir- Eckstein – Mercer
– Whitman – Nova – Franklin – Kimball –
Cedar Park – Maple – Madrona – Highland
Park – Concord – Lowell – Greenwood –
Salmon Bay K-8 – Denny – Ballard – Thurgood
Marshall



Goal 1: Continuous Improvement for Staff Wellness at District & School Level

Partnering with other committees for staff wellness

**District Crisis Team
(School Leader
Crisis Line)**

**District Safety
Committee**

**Partnership
Committee
District & Union**

**Culturally
Responsive
Workforce
Committee**

OSPI Committee



Goal 2: Professional Development



- Staff Wellness courses provided within the District Professional Development Calendar
- All Staff Wellness Courses are eligible for clock hours
- Contractual partnerships with local, regional and national organizations
- Staff Wellness Courses have also been provided on district TRI days and School Leader Institutes
- Staff Wellness practices at opening of central office staff meetings (warm welcome)



Goal 2: Gratitude, Recognition, and Social Connectedness

Shine the Light!

Thank you to **Hakeem McCallister**! He always goes out of his way to make me feel welcomed and safe! I know I will have a great day when I see him. Thank You! He treats everyone with kindness and respect.

- **Debra Diaz**, Science Department

We are thankful for **Iris Guzman** for providing such amazing support to our schools! Her insight, collaboration and expertise is such an amazing asset to our program, and community.

- **Stephanie Edler**, CSH Mental Health

A huge thank you and shout out to **Russel Palumbo** for coordinating and providing CPR training to the Grants team! Russ was a delight to work with and our team feels well equipped with the knowledge and skills to save lives. Thank you so much Russ! We appreciate you!

- **Ali Wong**, Grants



- Central Office Staff are given the opportunity to thank each other and/or celebrate team achievements in internal weekly newsletter.
- Gratitude trainings were provided in 2023-2024.
- Gratitude practices are implemented at central office staff meetings.

Submit a Thank You!

Submit a Team Achievement!



Goal 2: Gratitude, Recognition, and Social Connectedness

SPS All-Star Awards

Guiding Lights: SPS All-Star Awards

Posted on: February 5, 2025

Summary : Beacon of Hope Award Winners are Creating a Sense of Belonging for Students and Staff



Summary : The Opportunity Award recipients are all making a positive impact on the school communities they serve in our district.



Summary : District awards staffers who are making a difference outside the classroom

- Created first districtwide staff recognition program
- Partner with SPS Communications
- Based on various character traits on different months
- Open to everyone to nominate staff for recognition



Goal 2: Gratitude, Recognition, and Social Connectedness

SPS All-Star Awards



“Thank you so much for the generous donations that make the gifts for these all-star awards possible. The awards in themselves are amazing but the gifts add an extra level of generosity and make the whole ceremony feel that much more special.”

TOPS K8 Teacher

“I just wanted to say a huge thank you for really making it an honor to be recognized and be able to share that with family and friends and the QAE community. You knocked my socks off!”

Queen Anne Teacher



“I was honored to receive the SPS All-Star Award and the flowers, star balloon, and gift card where the icing on the cake. Go Stars!”

Greenwood Office Assistant



“Thank you again so much! I felt so honored and special today! How lucky am I?! This assembly and award means so much to me! I love my students, and feeling appreciated in return is extremely rewarding. The SPS community has been so kind, and this gift card gift is so extremely generous and unexpected. I will use it to keep making my students feel engaged and special and probably will buy some cool lab materials!”

Salmon Bay Teacher

Goal 2: Gratitude, Recognition, and Social Connectedness

Sunshine Events



Salsa & Guacamole Contest
Latinx Heritage Month



Filipino American History Month



Team Costume Contest



Diwali



First Safety & Wellness Fair



Holiday Crafts Fair

Goal 2: Gratitude, Recognition, and Social Connectedness

Sunshine Events



Billy Frank Jr. Day



Women's History Month



Black History Month Flag Raising



St. Patty's Potato Bar



Annual Plant Swap

Direct Supports

- Supported **28 school/departmental sites** through the District 411 process
- Provided consultation to school leader, communication to schools regarding EAP and psychoeducation, meet with staff on individual and group basis, facilitate resources from other district departments, provide additional EAP contractual services
- Provided individual support to **over 120 staff members per year**
 - Provided **optional 3 grief circles** in partnership with RP team
- Supported staff members experiencing conflict
 - Provided **2 cases of conflict coaching, 7 cases of facilitated discussions/informal conflict resources, 1 restorative circle, 3 community circles**



Selected Direct Support Sites:

Adams -Alki - Aki Kurose – Ballard - BRIDGES Sites -
Interagency Academy - Broadview Thompson K-8 -
Chief Sealth - Cleveland – Franklin- Garfield - Graham
Hill - Ingraham - JSCEE - Kimball - Lawton – Maple -
North Beach - Nova - Rainier View - Robert Eagle Staff -
- Sand Point - Skill Center - South Shore K-8 - Special
Education Department -
TOPS K8 - Washington Middle School



Next Steps

- Emergency Crisis Fund
- District Wide Swag
- SPS Sunshine Event with School Connections (e.g., Marketplace)



Question and Answer



Thank You!

