

September Worthy Survey on Education Organization Wellness Supports

Respondent Likert scale:

- 5 - sets and meets high standards**
- 4 - good and getting steadily better**
- 3 - acceptable but needs improvements**
- 2 - sub-standard & needs to be addressed**
- 1 - non-existent or of unacceptable quality**

Good and getting steadily better:
1. The organization values relationships as a priority

Non-existent or of unacceptable quality

- 1. My voice is heard
- 2. Physical activity is planned for
- 3. My schedule includes time for self-care

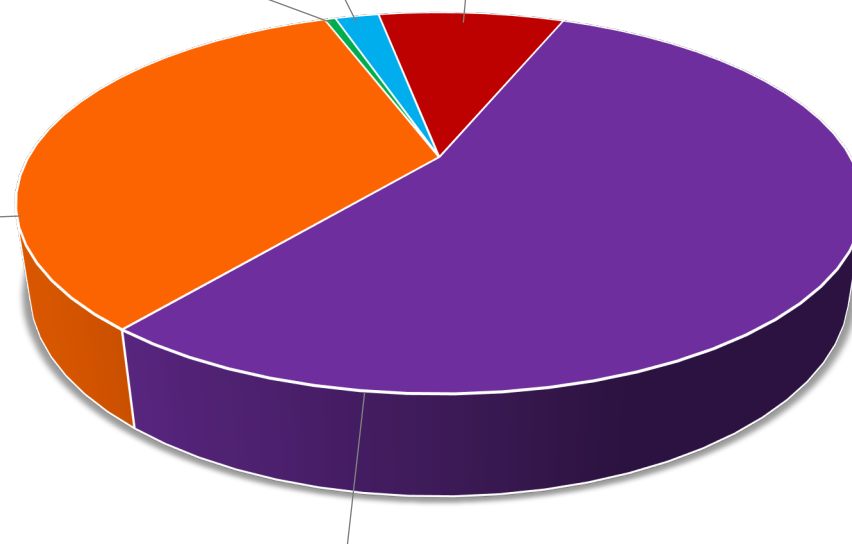
Sets and meets high standards:
0. No items scored this level

Sub-standard & needs to be addressed

- 1. Our work is connected meaningfully into our community
- 2. We implement restorative justice practices
- 3. The climate honors diversity
- 4. We have a holistic approach to serving stakeholders
- 5. We have a healthy physical workspace
- 6. Our services are integrated with community agencies
- 7. We have mindful nutrition options
- 8. Staffing allows for a balance of work & wellness

Summary:

Education organizations have much room for improvement in supporting staff in self-care and wellness practices. While prioritizing relationships got higher marks, mid-range scoring indicates that educators are left to make the most of the environment in which they work, with few proactive efforts by employers to mindfully provide for the well-being of educators beyond traditional physical and programmatic supports. On the low end of the scale, survey respondents indicated that they do not feel heard by leadership in general, and that finding time in the workday to intentionally practice self-care is a challenge, at best. How do these findings compare with your experience? In what ways do you agree with these averaged scores provided by your colleagues? What can be done to improve your situation? And what do you look for in the work environment when considering moving to a new organization?



Acceptable but needs improvements

- 1. We monitor and report on wellness
- 2. We utilize trauma-informed approaches
- 3. My work environment is a safe place
- 4. My have a culture of equity
- 5. We have a wellness committee
- 6. We have an inclusive environment
- 7. Decision-making is collaborative
- 8. The organization demonstrates a value for self-care
- 9. I work for an emotionally caring and supportive organization
- 10. We use positive behavioral supports
- 11. We are trained in conflict resolution methods
- 12. My leaders are wellness role models
- 13. Counseling and coaching services are provided

Results listed in each category are displayed from highest averaged score to lowest



Results of our September Worthy Survey on Education Organization Wellness Supports

Respondents were asked to respond to each prompt using this scale:

- 5 - sets and meets high standards**
- 4 - good and getting steadily better**
- 3 - acceptable but needs improvements**
- 2 - sub-standard & needs to be addressed**
- 1 - non-existent or of unacceptable quality**

| | |
|--|------|
| The organization values relationships as a priority | 3.5 |
| We monitor and report on wellness | 3 |
| We utilize trauma-informed approaches | 3 |
| My work environment is a safe place | 2.75 |
| My have a culture of equity | 2.75 |
| We have a wellness committee | 2.75 |
| We have an inclusive environment | 2.75 |
| Decision-making is collaborative | 2.75 |
| The organization demonstrates a value for self-care | 2.75 |
| I work for an emotionally caring and supportive organization | 2.75 |
| We use positive behavioral supports | 2.75 |
| We are trained in conflict resolution methods | 2.75 |
| My leaders are wellness role models | 2.5 |
| Counseling and coaching services are provided | 2.5 |
| Our work is connected meaningfully into our community | 2.25 |
| We implement restorative justice practices | 2.25 |
| The climate honors diversity | 2 |
| We have a holistic approach to serving stakeholders | 2 |
| We have a healthy physical workspace | 2 |
| Our services are integrated with community agencies | 2 |
| We have mindful nutrition options | 1.75 |
| Staffing allows for a balance of work & wellness | 1.5 |
| My voice is heard | 1.25 |
| Physical activity is planned for | 1.25 |
| My schedule includes time for self-care | 1 |

Results of our Survey on Education Organization Wellness Supports by Category

From September 9th through the 23rd, 2024, The Worthy Educator surveyed education professionals to gauge their current perceptions of employer support of their wellness and self-care efforts. Thank you to everyone who took the time to share their insights anonymously. Respondent scores were averaged to determine the relative range of the state of supports.

In each category, results are displayed based on the survey responses, from the highest averaged score to the lowest.

Average score of 5: Sets and meets high standards:

No items averaged to score at this level

Average score of 4: Good and getting steadily better:

1. The organization values relationships as a priority

Average score of 3: Acceptable but needs improvements

1. We monitor and report on wellness
2. We utilize trauma-informed approaches
3. My work environment is a safe place
4. My have a culture of equity
5. We have a wellness committee
6. We have an inclusive environment
7. Decision-making is collaborative
8. The organization demonstrates a value for self-care
9. I work for an emotionally caring and supportive organization
10. We use positive behavioral supports
11. We are trained in conflict resolution methods
12. My leaders are wellness role models
13. Counseling and coaching services are provided

Average score of 2: Sub-standard & needs to be addressed

1. Our work is connected meaningfully into our community
2. We implement restorative justice practices
3. The climate honors diversity
4. We have a holistic approach to serving stakeholders
5. We have a healthy physical workspace
6. Our services are integrated with community agencies
7. We have mindful nutrition options
8. Staffing allows for a balance of work & wellness

Average score of 1: Non-existent or of unacceptable quality

1. My voice is heard
2. Physical activity is planned for
3. My schedule includes time for self-care