



CHRISTIAN ALLIANCE  
INTERNATIONAL SCHOOL

宣道國際學校

Christian Alliance International School

Annual Education Plan 2022/23

**Outcome Four: Staff Well-being**

**Domain:**

Domain 2: Teaching and Leading

There is no evaluative data in the AEAM that relates specifically to Staff Well-being. However, we feel that the Domain of Teaching & Leading is connected to this important Goal. Staff well-being directly impacts the quality of education that is offered in a school.

In the recently published Alberta report, “Child and Youth Well-Being Report” (Dec, 2021), it was noted that “the impacts on mental health of...teachers may have compounded the experience of isolation and anxiety for some children and youth.” (p. 6). Additionally, “the experience of children and youth is influenced by the capabilities of adults as caregivers to help children and youth navigate adversity, and these capabilities have been impacted during COVID-19.” (p. 10).

“It is important to recognize that educators providing support [to children and youth in schools] have also experienced considerable disruption and impacts related to the pandemic...teachers and parents were also struggling with their own mental health issues in response to the pandemic...the disruptions experienced by staff in the school system were reported to have taken a toll for many and contributed to a feeling of burnout among educators.” (p. 29).

“Teachers have themselves been impacted by the pandemic, experiencing not only disruption in their work and home lives, but a range of stressors that can impact their own well-being and resiliency, which can in turn affect their ability to effectively support children and youth.” (p. 37).

“Teacher well-being, resources, and support are important considerations for school divisions...in ensuring a strong network of school-based supports for children and youth. Similarly, supports may be needed for staff in childcare and other services that work directly with children and youth.” (p. 37).



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**Link to CAIS Strategic Goal 2021/22 to 2025/26**

2.3 - Develop a well-being program for staff that enables them to flourish and develop resilience

**A: Data Analysis**

1. Local Measures

- Staff Well-being Survey April 2022

**B: Stakeholder Feedback**

In an initial staff survey conducted in April 2022, 75/84 staff who responded agreed that the establishment of a Staff Well-being Committee is a very good idea. 12/84 staff indicated they would be willing to be part of the Committee and 33/84 said they would consider joining it.

**C: Strategies to Attain this Outcome**

- Share presentation with the Senior Leadership Team (SLT), outlining the need for Staff Wellness Committee. Receive approval from SLT to proceed with the staff presentation
- Administer Staff Survey to determine staff feelings about the state of wellness within the school, and attitudes of staff regarding the idea of establishing a staff wellness committee, and to ask for ideas for suggested names for the committee, as well as possible activities for staff wellness
- Form a Staff Wellbeing Committee consisting of members of Primary and High School staff
- Establish a budget for the Wellbeing Committee
- Staff Wellbeing Committee will plan various staff wellbeing activities at regular intervals throughout the upcoming school year, such as:
  - Small and large group activities
  - Free activities, as well as some that have a financial cost



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**D: Measures to determine success**

1. Local Measures

Staff surveys administered mid-year and at the end of the school year to gauge staff perceptions of the impact of the Staff Wellness Committee.

**E: Plan for implementation**

- April 2022: Present idea of Staff Wellness Committee to Primary Staff, administer Primary Staff Survey.
- May 2022: Present idea of Staff Wellness Committee to High School Staff, administer High School Staff Survey.
- Tabulate and analyze Survey Results.
- Approach Staff who have indicated interest in participating in the Staff Wellness Committee, establish Committee, and share names of members with Staff.
- Establish a Budget for the Wellness Committee.
- The committee begins planning Staff Wellness activities for the 2022-2023 school year.
- August 2022: Staff Wellness Committee presents members to all staff at the beginning of the school year, and shares philosophy and goals/tentative activities for the 2022-23 school year.
- August – December 2022: The Wellness Committee will conduct/organize a variety of activities, some that involve cost, some that do not, to address various aspects of staff wellness.
- January 2023: Administer a mid-year survey to staff to collect feedback on impressions of the Committee and its activities to date.



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January – May 2023:

The Wellness Committee will continue to organize a variety of activities to address staff wellness, considering the feedback received from the January staff survey.

May – June 2023:

Reflection on the Wellness Committee's first year of operations. Administer an end-of-year survey to staff to collect feedback on impressions of the Committee and its activities to date; Consider views of the Wellness Committee to assist in planning for the following year and look for new members for the upcoming school year.

**F: Additional Information**

1. Responsibility for strategies

Primary School SLT with the Staff & Wellness Committee

2. Budget: The 2022/23 Budget contains \$100,000 in resources to support all the strategies to attain this Outcome.