



# Employee Wellness

Prioritizing the “whole employee” to support the “whole child”

Despite having nearly 50% staff turnover only a few years ago, only seven out of 55 teachers have indicated they will be either retiring or resigning at the end of the 2019/20 school year. This translates into a 75% reduction in staff turnover.

Below are the employee wellness activities that have increased staff retention:

- **Physical:** In 2018-2019, staff participated in “Staff Olympics”, and in Fall 2019, JFK staff participated in the DPS Walktober Step Challenge. JFK’s Principal hosted 212 Fitness for a free on-site fitness class, which includes a two-week free trial gym membership. JFK Administration also created a “VIP Beverage/Food Cart” where staff got food/drinks delivered to their offices. Finally, JFK created a private “Lactation Room” for new mothers.
- **Social:** Staff are encouraged to participate in weekly team-building spirits days (“College Mondays” - wear clothing advertising colleges; “Commander Fridays” - wear JFK clothing). Before school breaks, staff participate in special themed spirit clothing days. There are also informal social gatherings, such as monthly “unofficial” happy hours and outdoor events (eg. weekend snowshoe adventure).
- **Emotional:** During JFK staff meetings, DPS Values pins and handwritten notes of thanks/gratitude are exchanged. Staff are also recognized monthly through the school-wide P.R.I.D.E. assemblies.
- **Spiritual:** JFK administration has implemented the spiritual wellness norm of mindful breathing before starting STL/ILT leadership meetings.
- **Financial:** In 2018, JFK hosted Foresters Financial group to educate JFK staff on important topics like 403b accounts, PERA, and college planning. JFK’s Administration also regularly informs staff on district-sponsored financial wellness events, such as the “Financial Know-How” event.



“We exist to bring Joy and Love to each other”

**Katie Williamson, JFK teacher, shares her vision for the JFK team**



“I exist to instill PRIDE values to our scholars and by extension, their families”

**Kirk Sang, JFK Science Teacher, shares his personal vision**



JFK staff during Fall 2019 Spirit Week in department themed costumes