

Here are the common feedback themes for each factor discussed in the Wellness Round Table Discussion:

1. Balance

- **Struggles with Work-Life Balance:** Many participants feel unsupported when trying to balance work, family, and personal life.
- **Burnout:** High levels of burnout due to excessive workload and lack of prep time.
- **Boundary Respect:** Concerns about whether employees' boundaries are being respected.
- **Emotional Burden:** Significant emotional burden at all levels.

2. Civility and Respect

- **Fair Treatment:** Most people feel respected, but there are concerns about handling conflicts among employees.
- **Conflict Resolution:** Need for better strategies to deal with inappropriate behavior from parents and students.
- **Respect Concerns:** A notable percentage of participants feel that respect is lacking in certain interactions.

3. Clear Leadership and Expectations

- **Communication Issues:** Less than 30% feel that organizational changes are clearly explained.
- **Transparency:** Need for clear, transparent, and timely communication.
- **Training Needs:** More training on difficult conversations and understanding the reasons behind changes.

4. Engagement

- **Sense of Belonging:** Less than one-third feel they belong, highlighting the need for improved community bonds.
- **Motivation:** Concerns about the lack of motivation and willingness to give extra effort.
- **Mentorship:** Suggestions for more mentorship and support groups to enhance connection.

5. Growth and Development

- **Support from Supervisors:** Supervisors are seen as more supportive than the district.
- **Exhaustion:** Continual growth and development are perceived as exhausting.
- **Training Opportunities:** Need for more release time and better training opportunities.

6. Involvement and Influence

- **Lack of Input:** Staff feel they have no say in changes and are unhappy with the lack of consultation.
- **Transparency and Trust:** Calls for increased transparency and trust in decision-making.
- **Meaningful Consultation:** Need for genuine opportunities for feedback and involvement in decisions.

7. Organizational Culture

- **Overwhelming Demands:** Continual loading of additional demands without removal is overwhelming.
- **Trust Issues:** Concerns about trust breaking down at various levels.
- **Team Building:** Suggestions for team-building activities and improving communication.

8. Protection of Physical Safety

- **Safety Concerns:** Concerns about physical safety, especially with violent students and parents.
- **Training and Support:** Need for more training and support to handle potentially violent situations.
- **Timely Response:** Calls for timely responses to safety concerns and work orders.

9. Psychological and Social Support

- **Loneliness:** Serious concerns about loneliness and lack of psychological support.
- **Mental Health:** Physical health issues are addressed more effectively than mental health.
- **Check-ins:** Importance of regular check-ins and support from leadership.

10. Psychological Competencies and Demands

- **Psychological Health:** High levels of psychological stress and concerns about safety from discrimination.
- **Support for Trauma:** Need for better support for staff struggling with trauma.
- **Alignment with Values:** Importance of aligning job roles with personal and professional values.

11. Psychological Protection

- **Discrimination:** Significant issues with discrimination and lack of psychological safety.
- **Bullying and Harassment:** Need for mechanisms to report and address bullying and harassment.
- **Education and Dialogue:** Calls for more education and open dialogues about psychological protection.

12. Recognition and Reward

- **Wages and Recognition:** Serious concerns about wages and lack of recognition for good performance.
- **Celebrating Accomplishments:** Need for more effort to celebrate shared accomplishments and recognize staff contributions.
- **Appreciation:** Importance of making a conscious effort to value and appreciate each other.

13. Workload Management

- **Unmanageable Workload:** Overwhelming workload and lack of support to manage tasks.
- **Stress and Burnout:** High levels of stress and burnout due to workload demands.
- **Efficiency and Retention:** Need for better staff retention and efficient workload management.