Toxic Stress and Creating Resilient Schools

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Today’s Duo

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RISE Ambassador

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The impact and causes of teacher and staff stress
The Vision for Resilient Schools

If we want students to arrive to school ready to learn...
Then we need to support teachers to arrive to school ready to teach...
And school leaders to arrive to school ready to lead.
The Impact of Stress on School Employees

Nationally,

- 46% of teachers report high daily stress, which compromises their health, sleep, quality of life, and teaching performance
- 42% of educators leave the profession within 5 years; this rate has increased 50% over the past 15 years

Teacher Stress and Health, Robert Wood Johnson Foundation 2016
Image from needsfocusedteaching.com
The Impact of Stress on School Employees

- High Job Demand
- Limited Resources
- Compassion Fatigue

BURNOUT
Adverse Childhood Experiences (ACEs)

The Pair of ACEs

Adverse Childhood Experiences

Maternal Depression
Physical & Emotional Neglect

Emotional & Sexual Abuse
Divorce

Substance Abuse
Mental Illness

Domestic Violence
Incarceration

Homelessness

Adverse Community Environments

Poverty
Violence

Discrimination
Lack of Opportunity, Economic Mobility & Social Capital

Community Disruption
Poor Housing Quality & Affordability

1995-1997 ACE Study founded

2003 Bayview Child Health Center launched

2013 Thriving Schools began

2017 RISE work launched

2019 CA appoints 1st State Surgeon General

RISE 2.0 launched
Prefrontal Cortex:
How might this affect the future and other people?

NeoCortex:
What can I learn from this?

Limbic System:
Am I loved?

Brain Stem:
Am I safe?
ACEs & Toxic Stress Re-Wire the Brain

Image courtesy of the Center for Youth Wellness
ACEs Contribute to Toxic Stress for School Staff

Signs and Symptoms

*Emotional Response*
- Feeling on edge
- Numb
- Isolated
- Drop positive habits and increase negative habits

*Physical Response*
- Exhaustion
- Insomnia
- Aches and pains
- Frequent illness and infections
- Serious illness
Thrive Break
Rules

1. Read slides of TRUE/FALSE questions

2. Respond to each question with the corresponding movement

3. Keep going until the answer is read!

True  False
California is the most populous state in the nation.

Source: https://www.ppic.org/publication/californias-population/
Less than 5% of adults participate in 30 minutes of physical activity each day.

When you’re busy at work, multitasking is a good way to get stuff done.

Source: [www.apa.org/research/action/multitask](http://www.apa.org/research/action/multitask)
A model for supporting school resilience for teachers, staff & students
Making school health a priority

• 1 in 5 Kaiser Permanente members spends the majority of each weekday on a school campus.
• Health interventions in and around school settings can make significant impacts on health behaviors.
• Health impacts educational attainment and education impacts lifelong health.
Creating Resilience is Possible!
What is RISE?

Resiliency in School Environments (RISE) supports social and emotional well-being and resilience to create a positive school environment for students, staff, and teachers.
RISE At Work – An elementary school success story

*Initial Challenge*
- High suspension rates for students of color (38 students in one year)

*Practice*
- Staff education on implicit bias
- Restorative Model and Policy, including:
  - Identifying partner “mentor” teachers
  - Restorative conversations and consequences
  - Follow-through with teachers

*Result*
- Decreased teacher stress about classroom management
- Improved relationship with administration
- Suspension rates reduced to 3 students in one year
Goals of RISE

- Increase mental health supports
- Increase job satisfaction among teachers and staff
- Increase skills related to social and emotional learning
- Improve connectedness, engagement, and relationships within the school community
Individual Protective Factors That Support Resilience

- Accessing resources & support
- Understanding trauma experience of students & staff
- Self-care & emotion regulation
- Problem solving skills

Adapted from Kaiser Permanente’s RISE Index 2018
Organizational Protective Factors That Support Resilience

- Emotional support resources
- Culture of collective care
- Trauma informed infrastructure
- System & policy support

Adapted from Kaiser Permanente’s RISE Index 2018
Protective Factors That Support Resilience

Individual

- Self-care & emotion regulation
- Understanding trauma experience of students & staff
- Accessing resources & support
- Problem solving skills

Organizational

- Emotional support resources
- Culture of collective care
- Trauma informed infrastructure
- System & policy support

Adapted from Kaiser Permanente’s RISE Index 2018
WHOLE SCHOOL, WHOLE COMMUNITY, WHOLE CHILD
A collaborative approach to learning and health

Gallup’s 5 Dimensions of Well-Being

**CAREER:** (Purpose) Liking what you do each day and being motivated to achieve your goals

**COMMUNITY:** Liking where you live, feeling safe, and having pride in your community

**SOCIAL:** Having supportive relationships and love in your life

**PHYSICAL:** Having good health and enough energy to get things done daily

**FINANCIAL:** Managing your economic life to reduce stress and increase security

Practicing self-care in support of well-being

Social Self-Care: Spending time with family and friends; connecting with a friend at work

Physical Self-Care: Preventive care/Exercise/Nutrition/Sleep

Mental Health & Well-being Self-Care: Dealing with feelings in a healthy way through journaling/friends/counseling

Purpose Self-Care: Take time for lunch, set boundaries, leave work at work, take vacation; find value in what you do each day

Financial Self-Care: Feeling financially secure, setting a budget, saving for retirement

Community Self-Care: Contributing to the community you live in; volunteering, loving where you live

Self-Care Wheel

Adapted from “Self-Care Assessment Worksheet” from Transforming the Pain: A workbook on Vicarious Traumatization by Saakvitne, Pearlman & Staff of TSI/CAAP (Norton, 1996). Created by Olga Phoenix Project: Healing or Social Change (2013)
How will you practice self-care?
one moment meditation

Free App to download:

Handout:

Give Your Mind Some Rest

Try meditating for one minute a day to give your emotions, brain, and body time to recover from stress. If you can meditate first thing in the morning, it's a great way to start the day. Visit kp.org/listen for podcasts, or try the basic minute meditation below.

1. Sit down.
2. Plant your feet on the floor.
3. Sit up.
4. Start a timer for one minute.
5. Put your hands in a balanced position.
6. Close your eyes.
7. Focus on your breathing, moment by moment.
   (If you get distracted, don't worry, this is normal. Just think, "Hmm," and enjoy the next breath as if it were the first one.)
8. When the timer sounds, stop.
9. Open your eyes gradually.
Creating a Culture of Well-being in Schools

Four Simple Steps to Workforce Health
https://business.kaiserpermanente.org/thrive/four-steps-to-workforce-health
Assess

- **Resilience In School Environments (RISE) Index**
  - School Well-Being
  - School Systems
  - Universal Prevention Strategies
  - Targeted Intervention Strategies
  - Collaboration

- **Professional Quality of Life Scale (ProQOL)**
  - Measures individual stress and emotional wellbeing

- **The Trauma Responsive Schools Implementation Assessment (TRS-IA)**
  - Seven key domains of trauma responsive schools and districts

https://www.healthiergeneration.org/RISE
http://www.proqol.org/
https://traumaawareschools.org/traumaResponsiveSchools
# Resilience In School Environments (RISE) Index

On-line Assessment and Planning Tool

## Areas of the RISE Index: School

<table>
<thead>
<tr>
<th>Area</th>
<th>Description</th>
<th>Total Questions</th>
</tr>
</thead>
<tbody>
<tr>
<td>School Well-Being</td>
<td>Focus on personal wellness and collective care for staff and related systems of support</td>
<td>10</td>
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<tr>
<td>School Systems</td>
<td>Social-emotional health: policies and practices and professional development</td>
<td>10</td>
</tr>
<tr>
<td>Universal Prevention Strategies</td>
<td>Evidence based strategies available to all students in a school or district</td>
<td>8</td>
</tr>
<tr>
<td>Targeted Intervention Strategies</td>
<td>Evidence-based interventions for a selected population of students</td>
<td>7</td>
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<tr>
<td>Collaboration</td>
<td>Development of dynamic and collaborative relationships among students, caregivers (educators) and community providers</td>
<td>5</td>
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</tbody>
</table>

Adapted from Healthier Generation & Kaiser Permanente’s RISE Index 2019
Plan

- Utilize assessment data for planning
- Engage others
  - Wellness Committee
  - Wellness Champions
- Keep it fun!
- Communicate
- Access resources
- Start where you are
### Engage

<table>
<thead>
<tr>
<th>Environment &amp; Classes</th>
<th>Staff Support &amp; Check Ins</th>
<th>Personal Social Emotional Safety Plan</th>
</tr>
</thead>
</table>
| ▪ Implement staff supporting policies and practices | ▪ “How are you doing?”  
▪ “What are your goals for the day?”  
▪ “Who will you ask for help?” | ▪ Identify stress and vicarious trauma  
▪ Have specific action steps and ready to address  
▪ Include regular, structured peer support |
| ▪ Communications  
▪ Restorative breakroom space  
▪ Walking clubs  
▪ Mindfulness or other exercise classes | | |

Adapted from Kaiser Permanente’s RISE Index 2018
Staff breakroom makeover ideas

- Encourage healthy eating and active living
- Promote relaxation
- Improve functionality
Measure

- Review assessment tools to track improvements
- Share positive outcomes
- Continue to discuss employee stress, compassion fatigue and next steps for developing a resilient environment and resilient staff

Four Simple Steps to Workforce Health
https://business.kaiserpermanente.org/thrive/four-steps-to-workforce-health
Image from urbanintellectuals.com
Resources
New Resources Offered by Kaiser Permanente Through RISE

**Introduction to Resilient Schools Presentation**

Introductory presentations and workshops on the concepts of ACES, toxic stress, and steps towards resilient schools, including available KP supported resources—
Available Now

**RISE Index Assessment and Action Planning Tool**

On-line tool from KP and Healthier Generation to assess organizational opportunities and to support action planning to build resilient schools—Available in November

**RISE Virtual Support**

Direct support and resources from Healthier Generation to assess, plan and implement RISE at no cost—Available in November

**RISE Professional Development Resources**

Professional development resources with actionable steps to build resilience in classrooms, schools and districts at no cost—In development
## Resources That Support Resilience

<table>
<thead>
<tr>
<th>Kaiser Permanente (KP)</th>
<th>Employee Assistance Program (EAP)</th>
<th>Human Resources (HR)</th>
<th>Additional Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Through care delivery and workforce health programs, KP works to ensure employee safety, well-being and good health outcomes</td>
<td>EAP provides confidential services to address mental health, substance use and work performance issues.</td>
<td>HR enforces the foundational workplace culture where people feel included and respected.</td>
<td>Vendors provide free or at-cost solutions to support and assist organizations and individual employees.</td>
</tr>
</tbody>
</table>

### Kaiser Permanente (KP)
- Guide to School Employee Well-Being Through Collaboration  

### Employee Assistance Program (EAP)
- Work/life balance resources (financial, legal, daycare)
- Organizational consultation (critical incident response, management consultation, de-escalation trainings, workplace violence prevention)
- Nonviolent Crisis Intervention Training  
  [https://www.crisisprevention.com/Specialties/Nonviolent-Crisis-Intervention](https://www.crisisprevention.com/Specialties/Nonviolent-Crisis-Intervention)
- Short-term counseling (mental health & substance use, family or co-worker conflict)

### Human Resources (HR)
- How to Help a Traumatized Child in the Classroom  
  [https://greatergood.berkeley.edu/article/item/the_silent_epidemic_in_our_classrooms](https://greatergood.berkeley.edu/article/item/the_silent_epidemic_in_our_classrooms)

### Additional Resources
- Mental health awareness/emotional distress training:  
  Mental Health First Aid (National Council for Behavioral Health), In Our Own Voice (NAMI), ICU Program (Center for Workplace Mental Health)
- Trauma Informed Care in the Classroom: A Resource Guide for Educators in Higher Learning  
- Making SPACE for learning: Trauma Informed Practice in Schools  
### Resources Referenced in Presentation

<table>
<thead>
<tr>
<th>Resources Referenced in Presentation</th>
<th>Kaiser Permanente (KP)</th>
<th>Assessment Tools</th>
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<td>Assessment resource for developing resilient schools</td>
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<td><strong>Professional Quality of Life: Compassion Satisfaction and Compassion Fatigue</strong></td>
<td><a href="http://www.proqol.org/">http://www.proqol.org/</a></td>
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<td><strong>The HERO Scorecard</strong></td>
<td><a href="https://mercer.qualtrics.com/jfe/form/SV_3Po8tazfsrpeP0V?Link=KP&amp;Q_JFE=qdg">https://mercer.qualtrics.com/jfe/form/SV_3Po8tazfsrpeP0V?Link=KP&amp;Q_JFE=qdg</a></td>
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<td><strong>Alliance for a Healthier Generation: Health Promotion for Staff</strong></td>
<td><a href="https://www.healthiergeneration.org/take_action/schools/employee_wellness/">https://www.healthiergeneration.org/take_action/schools/employee_wellness/</a></td>
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<td><strong>Addressing Race and Trauma in the Classroom</strong></td>
<td><a href="https://www.nctsn.org/resources/addressing-race-and-trauma-classroom-resource-educators">https://www.nctsn.org/resources/addressing-race-and-trauma-classroom-resource-educators</a></td>
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<td><strong>Niroga Institute</strong></td>
<td><a href="http://www.niroga.org">www.niroga.org</a></td>
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<td>Promotes equity through trauma-informed Dynamic Mindfulness, strengthening resilience and empathy in schools and communities</td>
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<td>Effect of ACEs on the brain</td>
<td><a href="https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_across_a_lifetime">https://www.ted.com/talks/nadine_burke_harris_how_childhood_trauma_affects_health_across_a_lifetime</a></td>
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Toolkits to Support a Culture of Health

www.kp.org/workforcehealth
Center for Healthy Living
www.kp.org/centerforhealthyliving – click on “bookshelf”

BOOKSHELF

ENGLISH

Get active for your health

A healthy weight for you

A healthy weight for your child

Healthy eating for older adults

Mindfulness

Building resilience

You can start making healthy changes today! Read up on some of our most popular health topics here.
DEPRESSION DOESN’T ALWAYS LOOK LIKE DEPRESSION

Find help. Find hope. Find your words.

Depression can be difficult to recognize — and hard to talk about. Many people struggle for years before they reach out for help. Others never get help at all. Let’s work to change that. Together, we can end the stigma that keeps people silent — and create a culture of acceptance and support.
Tools and Resources

YouTube Playlists:

Train the Mind. The Body Will Follow.
Resource summary

Kaiser Permanente Thriving Schools website:  
thrivingschools.kaiserpermanente.org/

Kaiser Permanente Workforce Health tools & resources:  
www.kp.org/workforcehealth

Healthier Generations:  
www.healthiergeneration.org/
A call to action & next steps
A call to action and next steps
Some suggestions for your district:

• Form a small wellness committee to review the RISE Assessment for School Districts and develop a plan (Starting in Fall 2019 all districts)

• Tap into Virtual Resources available through Healthier Generation (Available October 2019 all districts in KP footprint)

• Implement one policy that will help teachers and staff develop a supportive community

• Provide a CE class on addressing trauma behaviors in students

Thriving Schools Website
https://thrivingschools.kaiserpermanente.org/students/policies/
Ideas for your own next steps:

• Learn more and talk to colleagues
• Take a first step to start this conversation in your school and district, prepare a diverse work-team and create a wellness committee to take the RISE Index Assessment together in 2019-2020
• Take a first step to implement a self-care plan for yourself, perhaps together with a few co-workers and friends
Write It Down

Writing a list of positive events in a gratitude journal has been shown to create a sense of calm. Start with writing down 5 things you feel grateful for (big or small) below.

My Mini Gratitude Journal

I am grateful for these 5 things:
1.
2.
3.
4.
5.

Make It Personal

Use a sticky note to write a small commitment toward a goal. This will be your “personal action plan.” Use proactive words like “I choose to.” Make it specific, realistic, and something you can do this week. Put it where you will see it every day.

Under your personal action plan, write the names of two people who can help you reach your goal.

Example:

I choose to walk for 15 minutes each day this week.

Name 1

Name 2

On a scale of 0 to 10, how important is it for you to change right now?

0 1 2 3 4 5 6 7 8 9 10

Not at all important Extremely important

On a scale of 0 to 10, how confident are you that you could make this change?

0 1 2 3 4 5 6 7 8 9 10

Not at all confident Extremely confident
Courage: Dr. Nadine Burke Harris

“The single most important thing we need today is the courage to look this problem in the face and say this is real and this is all of us.”

– Dr. Nadine Burke Harris
Closing Thoughts

Questions?
Comments?
Your Experiences?
Contacts

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