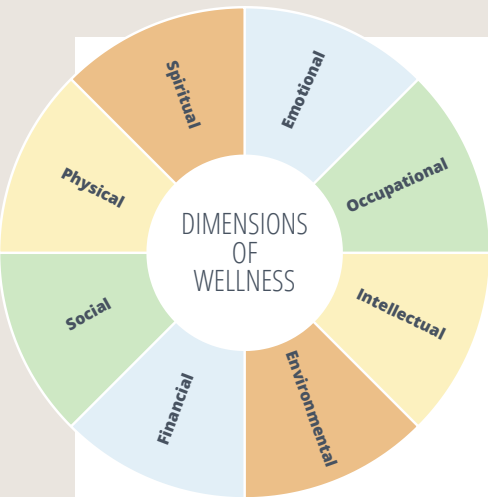


# PRIORITIZING STAFF WELLNESS

for Child Care Programs Serving Infants and Toddlers



## Why Support Staff Wellness?

- ✓ Wellness refers to the holistic and multidimensional process of **being healthy and finding balance in the many aspects of our lives.**
- ✓ Staff wellness shapes their engagement with children and families, job satisfaction, and **overall quality of life.**
- ✓ Babies and toddlers need **consistent, warm, and responsive caregivers** who provide nurturing interactions.

## What Can I Do As a Program Leader?

- ✓ Prioritize a culture of wellness within the program.
- ✓ Explore strategies to promote staff wellness.
- ✓ Reflect with program staff on ways to cultivate a culture of wellness within the workplace.

## Culture of Wellness

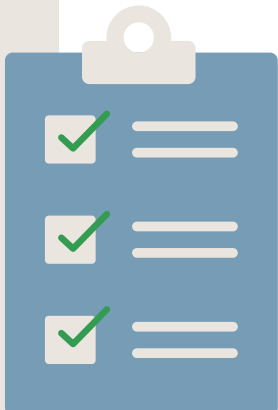
This is a working environment where an employee's overall wellness is valued, supported, and promoted through worksite wellness programs, policies, benefits, and environmental supports.



## How Do I Prioritize and Plan for Staff Wellness?

- ✓ There are many ways to support staff wellness.
- ✓ For example, you can reflect on aspects of wellness and plan for program improvements and change.

## Plan for Staff Wellness



**Sources:** Administration for Children and Families. (2021). *Supporting the wellness of all staff in the head start workforce.* U.S. Department of Health and Human Services. <https://eclkc.ohs.acf.hhs.gov/policy/im/acf-im-hs-21-05>

Substance Abuse and Mental Health Services Administration. (n.d.). *Creating a healthier life: A step-by-step guide to wellness.* <https://store.samhsa.gov/sites/default/files/d7/priv/sma16-4958.pdf>



**CHILD CARE**  
State Capacity Building Center

# PRIORITIZING STAFF WELLNESS

## *Planning Guide*



The staff wellness  
supports already in place  
are ...

The staff wellness  
support ideas staff have  
are ...

The staff wellness  
supports that can be  
enhanced are ...

### Examples

#### Physical

Relieve caregivers' physical strain by including adult-sized furniture and steps to help toddlers reach diaper-changing tables.

#### Social

Support social networks within your program, such as wellness, social, and celebration committees.

#### Environmental

Improve and enhance workspaces, which may include a comfortable and inviting staff break area.

#### Emotional

Promote and support wellness and mental health breaks.

#### Intellectual

Create a book-sharing library or book clubs.

#### Occupational

Support and encourage individualized plans for career advancement and professional development.

#### Spiritual

Encourage individual and group opportunities to expand a sense of purpose, balance, and peace.

#### Financial

Provide materials and resources that connect staff to financial planning and other related community supports.

