

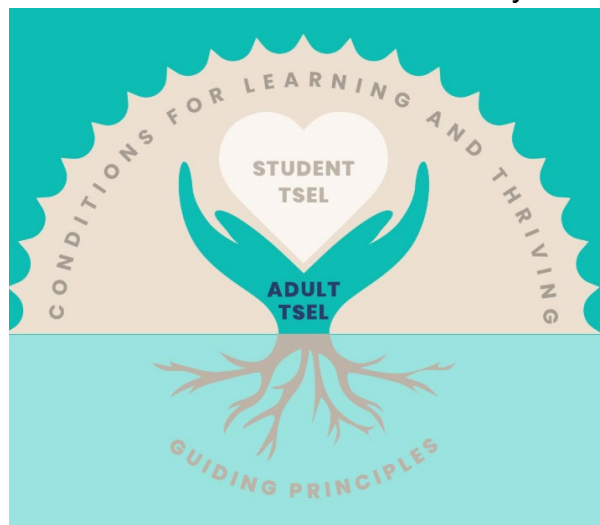
Elevating Education-System Employee Wellness

December 2025 Wellness Newsletter

To support education-system employee wellness, the ODE [School Wellness, Inclusion Safety & Health Unit](#) will feature a monthly article in the Education Update. Creating a culture of belonging and wellness for education-system employees leads to higher levels of professional satisfaction and promotes employee retention and well-being, which creates a ripple effect and impacts students' success and positive outcomes.

December is a busy month. There are the usual seasonal changes, winter break, community, cultural & religious events and eventually the welcoming of 2026. These moments can offer equal parts connection and isolation depending on our life circumstances. For these reasons we will be learning more about the humanizing impacts of Adult Transformative Social Emotional Learning and take a brief detour from our journey into somatic practices to learn more about Mental Health Literacy with a focus on how to seek help effectively.

[Oregon's Transformative Social and Emotional Learning Framework and Standards](#) have been developed to help adults and students navigate life's complex pathways and transform systems to be more humanizing. Similarly to students, adults benefit from intentional relationship building and a deep sense of community. Creating conditions for adult connection and self/community-care all [support Adult SEL](#).



As **individuals**, it's vital to reflect on our own social and emotional needs and interests. Getting curious about factors such as relationships, stressors, life pressures, and health status can help prioritize the approach needed to reach goals. Honoring one's identity

and lived experience, and advocating for needs and interests fosters empowerment and well-being.

As a **collective community** we can create conditions to deepen our collective care and well-being. In a recent professional learning opportunity, an Oregon educator asserts, *"We can't keep planting flowers in toxic soil."* Adults thrive in conditions that nurture creativity, respectful relationships, well-being, and healthiness. Structures such as affinity groups, check-ins, wrap-around services, team routines, and practices that affirm individual and collective contributions can help build collective efficacy while reducing feelings of isolation, demoralization, burnout, and vicarious trauma.

Please consider the following resources as we prioritize individual and collective Adult SEL and well-being.

Resources from the [Oregon Instructional Frameworks Transformative SEL website](#):

- [Prioritizing Adult Transformative Social Emotional Learning](#)
- [Co-creating Conditions for Learning and Thriving](#)
- [Supporting Adult Well-Being](#)
- [Digital Resource List- Adult SEL](#)
 - [Adult Well-Being | Greater Good In Education](#)
 - [Bring Inspiration to Staff Meetings](#)
 - [SEL for Adults: Social Awareness and Relationship Skills | Greater Good In Education](#)

Resources to nurture adult relationships at your next check-in, team meeting, or retreat:

- [CASEL Social Emotional Learning 3 Signature Practices Playbook](#)
- [3 Signature Practices For Adults Flipping Book](#) (Adapted from [CASEL SEL 3 Signature Practices Playbook 2019](#) by Winston Salem Forsyth County Schools Social Emotional Learning Department)

As educators many of us spend a lot of time thinking about Early Literacy, focusing on strategies, curriculums and professional development. What about Mental Health Literacy? Everyone has health and mental health and managing it is part of everyday life. Mental Health Literacy provides a framework for understanding how to take care of our own mental health, understanding common mental health disorders and treatments, how to seek help effectively and how to eliminate the stigma that surrounds mental and behavioral health. Of note, *behavioral health* is a term that is inclusive of behaviors such

as substance use disorders and other addictions like gambling, eating etc. Educators are in a unique position to notice when a colleague (or student) may be struggling with their mental health. It can be helpful to know what is available as part of our insurance benefits. Sometimes when we need help it can be hard to find. Here is some information to help navigate the process of finding the help and support you are looking for. Calling or texting [988](tel:988) is an excellent resource if you are looking to get some support before looking for services or supports.

The [Oregon Educators Benefit Board \(OEBB\)](#) invests in great health benefits for Educators and your loved ones. [Kaiser Permanente](#), [Moda Health](#) and [Canopy Employee Assistance Program](#) each offer a wide range of benefits to support you and your family's physical, mental, emotional and financial wellbeing. These partners can also connect you with resources and programs to help with food, housing, clothing, internet costs, utilities and more. If you have insurance with: Kaiser Permanente, visit the [Community Resources page](#) or with Moda Health, contact the Social Determinant of Health (SDoH) advocates at 833-960-8988 or email them at sdoh@modahealth.com. If your employer offers an Employee Assistance Program through Canopy, call 1-800-433-2320 to talk to a real person anytime. See Canopy's [Summary of Services page](#) to learn more. It's also worth taking a look at the [OEBB Wellness Guide](#) to learn more about managing ongoing health conditions, and to see what is available to support your physical, financial and emotional well-being needs. For questions about your OEBB benefits, contact OEBB Member Services at oebb.benefits@odhsoha.oregon.gov Ph: 888-469-6322.

May this month bring some rest, connection and joy.