

INDUSTRY

education

COMPANY: Lindbergh School District

EMPLOYEE POPULATION: 800

LOCATIONS: 12



UNDERLYING BACKGROUND

Post pandemic many school districts faced higher staff attrition due to burnout and languishing. Lindbergh Schools was no different. They had been experiencing abnormal patterns of sick time usage, unsustainable FMLA usage and an increased feeling of burnout with employees. The district sought to turn around the situation beginning with leadership having the challenging conversations around declining mental health and wellbeing. The outcome: implement a district wide comprehensive Mental Wellbeing Strategy.

STRATEGIC APPROACH

HealthSource Solutions worked with Lindbergh School District to develop a mental wellbeing strategy that incorporated positive organizational change, community influence, and individual responsibility.

With a strong focus on mental wellbeing, we helped the district:

- Structure policies to support staff
- Set annual wellness goals and metrics
- Develop a targeted communication strategy linking all benefits and resources
- Measure the effectiveness of targeted Initiatives
- Implement resiliency spaces and appreciation events within school buildings



SOLUTION OVERVIEW

In collaboration with district leadership, HealthSource Solutions helped craft and implement a strategic plan for Mental Wellbeing. We used a dual approach focusing on district responsibility and individual support. The plan was amplified through specific campaigns promoting supportive benefits like Employee Assistance Programs, HealthSource Solutions' digital **WellSpace** platform, and a **Resiliency Re-fuel** initiative to encourage staff to prioritize their personal wellbeing. Additionally, our program managers implemented the **Ask. Listen. Refer.** program — a district-wide training initiative designed to equip Wellbeing Advocates and School Leaders for success in supporting the Mental Wellbeing of their colleagues.

OUTCOMES

- Aligned senior leadership around a mental wellbeing initiative that was embedded into district goals.
- Updated policy guidelines in school handbook regarding mental wellbeing support
- Implemented a communication strategy to leverage all employee benefits and drive utilization. Outreach to EAP doubled, 84% completed short-term phone counseling or coaching; 16% were family reach outs.
- Achieved significant advancement in key metrics including:
 - o EAP participants missed 10.6 fewer work hours after counseling
 - o 88% of EAP participants reported improved productivity
 - o 2023 Climate Survey, 93% of employees said they enjoy coming to work.
 - o Awarded Healthiest Employer recognition in St. Louis

IN THEIR OWN WORDS...



I could not have lost 168 pounds without the opportunities provided by Lindbergh to focus on health while at work and beyond. Monthly awareness on a healthy habit focus and Wellness Wednesdays had the most meaningful impact on my journey. When Lindbergh began to allow staff to wear workout clothes and athletic shoes during school, I was able to walk laps after students left and during lunch. When my students found out, they suggested we start walking during class so they could participate too, which has been a great opportunity to develop mutual social wellbeing. *The wellbeing program has been fundamental to improving teachers' focus on mental and physical health, making living a healthy life finally a permanent change for me.*

dimensions of wellbeing

