

**NANAIMO LADYSMITH PUBLIC SCHOOLS  
STRATEGIC DIRECTIONS COMMITTEE  
PUBLIC MEETING  
INFORMATION SHEET**

DATE: March 5, 2025  
TO: Strategic Directions Committee  
FROM: Don Balcombe, Assistant Superintendent  
SUBJECT: Student and Employee Wellness

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### **Background**

The Strategic Plan 2024-2028 has three Board Goals, one of which is Student and Employee Wellness.

There are two objectives related to this goal:

- Increase the number of students who feel welcome, safe, and have a sense of belonging in their school.
- Increase the number of employees who feel valued and/or engaged.

The metrics to assess our progress toward the Board Goal include:

- Student Learning Survey
- Annual Employee Engagement Survey

### **Discussion**

Student and employee wellness is critical to a healthy school system. Ensuring our employees are valued and engaged in their work provides our students with a safe, caring, and welcoming learning environment. Students who feel safe, welcome, and cared for help the district progress on the Board's two other strategic goals of Student Success and Truth and Reconciliation.

The District has recently launched an employee wellness initiative to provide employees and their families with resources to lead an active and healthy lifestyle while addressing any challenges they may be facing in the workplace or at home. LifeSpeak and Wellbeats are online resources, where employees can access videos, articles, and expert advice on topics ranging from fitness, nutrition, and mindfulness to mental health and resilience, parenting and caregiver support, and substance use support.

We are also accessing a 4-part Leadership Training course for our principals, vice principals, and managers. The online course focuses on leadership strategies that support mental health in the following areas:

- Mental health concerns in the Canadian Workplace
- Managing mental health concerns in the workplace
- Supporting employee success
- Organizational strategies for supporting mental health.

Student wellness is key to student success. Students who feel safe, welcome, and cared for have the greatest opportunities to experience success in all aspects of their schooling. Many existing District-wide systems and structures are in place to support student wellness, including Integrated Child and Youth Strategy (ICY), Youth Resiliency, and Health Hub. These supports complement school-based counselling supports. We are also building a Student Wellness Framework. The process will include collecting student voice data from grades 4 through 12, in addition to data collected through our participation in the Youth Development Index (YDI), the BC Adolescent Health Survey (McCreary Report), and the provincial Student Learning Survey.

Schools are focusing strategies and interventions to support our priority populations (Indigenous students, students with disabilities and diverse abilities, and Children and Youth in Care) through our Red/Yellow/Green data collection.

Progress on the Board's goal of Student and Employee Wellness will be reported through the Enhancing Student Learning Report (ESL) in September of 2025.

