

Workforce Secondary Traumatic Stress Advisory

HISTORICAL BACKGROUND:

In the spring of 2021, SBH1363: Addressing Workforce Secondary Traumatic Stress (STS) in the K-12 workforce was passed into legislation. This legislation acknowledges the significant toll STS has on educators and, subsequently students, and focuses on the adoption of policy and procedures so that districts and schools can take meaningful steps in supporting their staff's health and well-being. To meet requirements under the legislation and ensure meaningful implementation the HB 1363 Statewide Leadership Team was established in the fall of 2021. To continue this work, the Workforce Secondary Traumatic Stress Advisory Committee (WSTSAC) was formed in the fall of 2022.

A. DEFINITION:

The Association of Supervision and Curriculum Development defines Secondary Traumatic Stress (STS) as "...the emotional distress that arises when someone vicariously experiences the traumatic experiences of another individual. Sometimes known as compassion fatigue, the toll of tending to someone's painful experiences can create very real symptoms in caregivers, including teachers."

B. FUNCTION OF THE WORKFORCE SECONDARY TRAUMATIC STRESS Advisory Committee:

The Workforce Secondary Traumatic Stress Advisory Committee (WSTSAC) is established within the Office of the Superintendent of Public Instruction (OSPI). The purpose of this team is to convene statewide experts to guide implementation of HB 1363 within Washington state.

The main function of this team will be to assist districts in HB 1363 Implementation Assistance. This includes:

- Identifying statewide gaps, brainstorming solutions, and coordinating on systems level approaches to staff wellbeing.
- Practical steps that districts can take to meet compliance
- Sharing leading practices – District perspectives

- A focus on equity.
- Communications
- Cross-collaboration and building connections
- Staff retention and positive work culture
 - Long term
 - Short term

C. OPERATION OF THE WORKFORCE SECONDARY TRAUMATIC STRESS LEADERSHIP TEAM:

Membership on the Workforce Secondary Traumatic Stress Advisory Committee (WSTSAC) is open to Washington educators (certificated and classified) working in staff wellness. Educators may join the group through appointment, based on suggestions from other members, or based on interest.

Representatives have been identified from stakeholder organizations and agencies in Washington state that serve educators and their wellness needs, unions, and others that work to provide support. These organizations include, but are not limited to, Alliance for a Healthier Generation, AESD, HCA, Kaiser Permanente, WSSDA, WEA, and AWSP. Executives of all the noted stakeholder groups were contacted and invited to identify a representative to the team from their organizations.

GOVERNANCE

It is recognized that the team is comprised of volunteers. Role expectations shall be clearly defined in writing. Time expectations shall also be clearly explained to not place an undue burden on any person or organization.

It is expected that members will participate in all WSTSAC meetings, whether in person or via electronic means. Members can vote on issues requiring a vote.

- It is understood that there may be times when participation is not possible. In such cases, it is expected that the member will notify OSPI staff of their inability to attend prior to the meeting.

MEETINGS

The WSTSAC will meet on a quarterly basis. There may be times when additional meetings are called.

- A. The group decided on 4 quarterly meetings with additional opportunities as needed.
- B. Meeting schedules will be discussed at the first meeting of the year.
- C. Co-chairs will facilitate in conjunction with OSPI staff
- D. Notes will be sent via email following each meeting.
- E. Any potential additional meetings will use doodle polls.
- F. 23-24 meeting schedule is as follows:
 - i. September 12th 1pm-3pm
 - ii. December 12th 1pm-3pm
 - iii. March 12th 1pm-3pm
 - iv. June 11th 1pm-3pm

PROTOCOLS

- A. Location—Meetings will be held via Zoom.
- B. Voting –
 - a. Members will vote using the following procedure:
 - i. Thumbs-up signals yes.
 - ii. Thumbs-sideways signals neutral.
 - iii. Thumbs-down signals no.
- C. Setting Agendas-
 - v. Co-chairs will work with OSPI on agenda setting.
 - vi. A call to members will be sent to acquire agenda items and requests.
 - vii. Agendas will be sent via email and attached to the meeting invite at least 48 hours in advance of the meetings.
- D. Sub-Groups – may be developed in response to specific questions, needs, purpose, or deliverables which inform the work of the WSTSAC Subgroups may operate open-ended or time-limited tied to the development of a specific report or product.

OSPI CONTACTS

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