

SAMPLE Multi-Year Strategic Plan

Corporate Goals	Wellness Goals	Pillars	Initiatives	Details	WHO	Year 1 Fundamental	Year 2 Culture	Year 3 Engagement	Year 4 Sustain	
Strengthening Our Corporate Culture	Building a healthy culture	<b>Leadership Support and Effective Communication</b>  Leadership support, middle management and staff engagement for wellness.  Statement of intent, PD day launches, virtual presence, information hubs (staff and wellness team), toolkits for schools	Statement from Board and main stakeholders (4-year plan)	Statement of intent by Board, Union and Main Stakeholders; strategic placement on main website and other media	Superintendent, HR, Union reps					
			PD Day Launch (and virtual) – EAP and wellness	Mental Health and Well-being Launch(s) per PD event (school-based kit included – video)	Main stakeholders, wellness provider, chair of wellness committee, principals					
			New Wellness Committee	Cross-section of representatives involved on a rotational meeting schedule (micro, school level)	Reps per region/school territory – agendas, minutes provided on dashboard site					
			New Staff orientations	Mental Health and Well-being strategy communicated at each new employee orientation	Internal presenter (show video from launch), Board office wellness champion					
			Wellness Dashboard with resources, materials, content for staff	One communication hub with all resources, materials, content	IT, vendor, main stakeholders for wellness strategy					
			Wellness committee toolkits creation (5-10 mins tips, PD day tips, school tips/strategies)	Tab/hub for wellness champions access (ties to healthy scorecard) to include resources	IT, vendor, main stakeholders for wellness strategy, wellness champions access					
Building/ Maintaining a Productive Workforce	Maintaining healthy, productive, less stressed employees		Expert Involvement (external) – education, governance, assessment and accountability of plan (wellness plan ownership)	National Psychological Standard OR Excellence Canada, wellness committee facilitation, oversee all strategic initiatives	Internal committee and/or Worksite Wellness Specialist					
			<b>Initiatives to Engage Employees</b>	National Psychological Standard OR Excellence Canada	Comprehensive strategy to be supported by chosen Framework with objective of achieving in 4 years	Mental health specialist (staffed by vendor)				
			To engage employees by offering a variety of touchpoints.  Main components: -Emotional -Physical -Occupational -Financial	<ul style="list-style-type: none"> <li>Virtual Mental Health Group Sessions (peer-to-peer)</li> <li>Virtual Mental Health Coaching (individual)</li> <li>Leadership Training – board, principals and teachers</li> </ul>	Quarterly virtual group sessions, Virtual support by staff					
			Health Coaching	Virtual and/or onsite support by staff	Health coach (staffed by vendor)					
Integration of Initiatives to support Mental and Physical Health of our staff	Offer a comprehensive wellness strategy to our employees to support their mental health and well-being.		3-4 Health campaigns per year (E-campaign, poster combination, virtual webinar with recording, family wellness)	Foundational components for information sharing for staff – focused health campaigns; calendar generated with outline of strategy, visual cues (posters) sent to all schools and centres Newsletters, posters, Family Wellness Webinar Series, Kids’ Wellness Bursary Program	Content provided by vendor; IT to load on dashboard; resources provided					
			Health fairs – theme-based	Quarterly events – biometrics, heart checks, financial planning (Financial Health Fairs), Resiliency, Classroom-based, workshops, lunch n’ learns – School Level	Optional – internal or organized by vendor					

			Healthy Scorecard – Wellness Evolution (Levels 0-4)	Healthy Scorecard, recognition and feedback loop for recognition for top performing schools.	Internal committee or Wellness Specialist			
				Points-based program to manage expectations at the school-level. Recognition program built in, kudos from Board. All program components linked to global support by Board. <u>4-level strategy:</u> <ul style="list-style-type: none"> <li>•“Primary” – Level 1 - fundamentals, leadership, wellness committee</li> <li>•“Middle” – Level 2 – preliminary initiatives</li> <li>•“High” – Level 3 – accountability of tracking initiatives at the school level (healthy scorecard with accountability)</li> <li>•“Post-Secondary” – Level 4 – establish more ownership at the school level, best practices</li> </ul>	Wellness Specialist to create input form with various tasks for schools to complete (ie: 12 newsletters, 3 poster sets, Bonus Points ). Leader boards generated.  Compliance – accountability based per school			
		<b>Assessment and Reporting</b> Personal, group trend, benefits data analyzed ensuring Mental Health and Well-being Strategy is supported from the top.	Personal Wellness Assessment (PWA)	Virtual health questionnaire outlining areas of health risk. Personalized reports generated and emailed.	Wellness Specialist			
			Corporate Trend PWA Report	Corporate Trend report also generated and provided to management outlining main areas of health risk, main areas of interest by staff.	Wellness Specialist			
			Engagement Reports	Semi-Annual for leadership (participation, penetration, engagement, testimonials, healthy scorecard results)	Wellness Specialist			
Benefits Deep Dive	Annual Report assessing main areas of health costs associated with health/wellness (claims, premiums, drug classifications, absence, STD, etc..)		Wellness Specialist					