

NCAC Wellness Plan

Working with children and families who have experienced trauma will impact our staff in profound ways. We seek to provide an environment that acknowledges:

1. Our employees are our most valuable resource.
2. The well-being of our employees and MDT is paramount and is critical to our success.
3. Acknowledging the impact of this work without worry of stigma or shame is important to mitigate the negative aspects of working with victims of child abuse.
4. Discussing the positive and negative impacts of this work is encouraged and considered healthy.
5. Providing a healthy work environment which builds and supports the resilience of our staff is a priority for the NCAC

Therefore, NCAC has developed the following plan to promote resilience and wellness within our organization.

Goal: Create a secondary traumatic stress-informed organization.

Primary Focus Area I: Organizational/Policies and Procedures

Initiatives		
Strategy	Person/Committee Responsible	Status
Develop a STS Steering Committee	Michelle Krohn, Karen Hangartner	Completed
Administer the STSI-OA	Michelle Krohn, Karen Hangartner	Completed
Add STS-Informed questions to interview questions	Michelle Krohn	Completed
Provide four hours per month of personal leave in addition to generous sick and annual leave benefits	Board of Directors and Executive Team	Completed
Therapist Support for staff	Paula Wolfeich, Michelle Krohn	In process – initial ideas did not work out, need to discuss plan B
Provide appropriate training for staff members so they are prepared to do their work	Executive Leadership Team	Ongoing
Provide a professional and comfortable environment for	Executive Leadership Team	Ongoing

employees to conduct their work		
Ensure that staff have the necessary business tools to accomplish their assigned work successfully	Executive Leadership Team	Ongoing
Offer part time staff paid time off	Executive Leadership Team	Completed

Primary Focus Area II: Training

Initiatives		
Strategy	Person/Committee Responsible	Status
STS 101 Training for staff	Karen Hangartner	Completed
Safety Training for staff – personal safety, active violence situations, etc.	Beth Jackson and Steering Committee Emergency Preparedness Committee instead?	In process, Jana has identified some personal defense training
Hold annual STS training	Steering Committee	Not started – need to review
Make Symposium a STS-Informed Conference	Amy Boyd	Completed
Notify Staff of STS Workshops at Symposium	Karen Hangartner	Completed

Primary Focus Area III: Supervision

Initiatives		
Strategy	Person/Committee Responsible	Status
Supervisor needs assessment discussions	Linda Steele, Paula Wolfteich, Michelle Krohn	Completed
STS Training for Supervisors	Linda Steele, Paula Wolfteich, Michelle Krohn	In process
Create opportunities for Supervisors to develop peer support relationships	Michelle Krohn	Leadership Network created; ongoing

Addressing workload and stress levels in all performance evaluations	Executive Leadership Team	Ongoing
Including NCAC Values in all performance evaluations to recognize employee commitment to these values	Michelle Krohn and Supervisors	Ongoing

Primary Focus Area IV: Resilience Building Activities

Initiatives		
Strategy	Person/Committee Responsible	Status
Hold quarterly staff lunches	Michelle Krohn	Ongoing
Share a client success story in monthly staff meetings	Paula Wolfeich and Pam Clasgens	Ongoing
Conduct brief networking and/or supportive activities at start of monthly staff meetings (when time allows)	Michelle Krohn	Ongoing
Compassion Fatigue Book Study Group	Cym Doggett	Completed
Clearly communicating NCAC Values to new hires and staff	Executive Leadership Team	Ongoing
High Five Monthly Peer Recognition Program	Michelle Krohn	Ongoing