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January 2023



Welcome to 2023!

The start of a new calendar year is a great time to take stock of one's own physical, emotional, and mental well-being. Many of us use this time to create "resolutions" that we may or may not stick to. But going beyond traditional resolutions, maybe now is a great time to assess where you are in terms of happiness and health and consider a mindset shift. Mindsets (also known as paradigms) are our thoughts, attitudes, and beliefs and they have a powerful impact on our behavior (like sticking with that resolution you made).

Consider the See-Do-Get Cycle. "See" is the mindsets, "Do" is the behaviors, and "Get" is the results. Here's how it works: The results you get in life flow from the things you do, and what you do flows from the way you see things. So, your mindsets have a profound impact on the results you achieve. To make positive changes in your life and improve your well-being, developing a mindset shift can be a powerful tool.

"If you want small changes, work on your behavior; if you want quantum leap changes, work on your paradigms." - Stephen R. Covey



It's not too late to take advantage of your Santa Clara County Office of Education discount benefits.

DISCOUNT FOR MESSAGE ENVY



Message Envy — Special offer for SCCOE Employees: FSA/HSA eligible for membership and services (show your work badge to qualify). Discount can be used for members of your immediate household as well! Participating locations: Burlingame, Redwood City, Palo Alto, Mountain View, Sunnyvale, Santa Clara, Milpitas, San Jose-the Plant, San Jose-El Paseo.

- 50% off your first visit
- \$10 off per month for a membership

DISCOUNT FOR CITY SPORTS



Join online through this offer anytime from now until 01/27/2023 and receive a membership at \$0 initiation and \$39.99 monthly dues per person for you and your family members. Membership includes access to all City Sports Clubs, including Signature Clubs.

In order to enroll for the discounted membership rate, please clear your browser history and click [this link](#) to go to the City Sports enrollment page. You must enroll by 01/27/2023 to qualify for the discounted rate.



Mental Wellness, Stress Reduction

The Santa Clara County Office of Education (SCCOE) is committed to employee mental health wellness. In an effort to increase emotional wellness and decrease stress at work the Santa Clara County Office of Education has created a Virtual Wellness Center.

A screenshot of the Santa Clara County Office of Education website. The header is blue with white text for navigation: ABOUT US, ADVOCACY, EDUCATION, LEADERSHIP, SERVICES, and EMPLOYMENT. A search bar is on the right. Below the header, a breadcrumb trail reads: / Resources / The Well. The main banner features a blue background with water splashing and the text "The WELL" in large blue letters, with "Fuel your well-being" below it. At the bottom of the banner, it says "EMPLOYEE HEALTH AND WELLNESS PROGRAM".

In coordination with the SCCOE's goal of being a premier service organization and providing quality supports to districts, schools, students and communities, the SCCOE is committed to the active process of developing the wellbeing of all employees. 5 Essential Elements of Wellbeing have been identified. For more information and resources, please click on any of the 5 elements listed below. View [our NEWSLETTERS](#).

For questions or additional resources please reach out to Ana Reyes, Coordinator - Employee Assistance Programs, areyes@sccoe.org, 408-453-3616

 Events/Webinars/Workshops These Webinars/Workshops are designed to support your wellbeing.	 Employee Assistance Program Free counseling, legal services and more for employees and their families.	 Mental Health Resources View all mental health resources for staff and families, including insurance plans, Care Solace and EAP services.
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MORE INFORMATION

[Career Wellbeing](#)

[Social Wellbeing](#)

[Financial Wellbeing](#)

Where is this located?

The Virtual Wellness Center can be found by visiting the Santa Clara County of Education's Wellness page "The Well". You'll see a Virtual Wellness Center button where you'll click "Learn More", there you'll be taken to all the wonderful resources that have been compiled.

What can I find at this Virtual Wellness Center?

At this Virtual Wellness Center you will find Calming Animal Camera's, coloring pages, games, puzzles, relaxing sounds and music and mindfulness ideas. In addition, you'll also find a link to Mental Health Apps you can download to continue developing skills to cope with stressful situations.

What other resources does the Santa Clara County Office of Education have for it's employees?

The Santa Clara County Office of Education has started Mindful Monday's. Every Monday from 12 to 12:15 p.m. or from 12:30 to 12:45 p.m., feel free to join us via Zoom.

[Please fill this Google form out to participate.](#)

Mindful Monday remaining series dates:

- Janaury 9
- January 23
- January 30
- February 6
- February 13
- February 27
- March 6

During Mindful Monday's we will take a moment to be present.

What is Mindfulness?

Mindfulness.org states that mindfulness is the basic human ability to be fully present, aware of where we are and what we're doing, and not overly reactive or overwhelmed by what's going on around us.

Mindfulness is a quality that every human being already possesses, it's not something you have to conjure up, you just have to learn how to access it.



Join us for the Employee Wellbeing Workshop

In conjunction with the HEARD Alliance, and TeacherWISE, the SCCOE is excited to offer a five part workshop series on Employee Wellbeing.

The Employee Wellbeing Workshop consists of five meetings focused on different aspects of personal wellbeing. Participants will connect with others to create a Community of Practice centered around adult wellbeing. After completing this program, participants will be able to:

- Assess their current wellbeing
- Identify specific components of their wellbeing to improve
- Explain and use strategies to improve their wellbeing
- Create, implement, and revise SMART goals to improve their wellbeing
- Demonstrate effective coping skills for decreasing and managing stress

Dates:

Tuesday, February 7

Tuesday, March 7

Tuesday, April 4

Tuesday, May 9

Tuesday, June 6

Time: 3:45 to 5:15 p.m.

Audience: SCCOE employees or public and charter school district employees in Santa Clara County interested in learning about and improving their wellbeing.

Registration Link: <https://forms.gle/rVvtnPELgH6baGNM6>

Zoom Link: <https://sccoe.zoom.us/j/5544526149>

Employee Wellbeing Workshop

Informational Session for Leaders

Date: Tuesday, January 24, 2023

Time: 4 to 5 p.m.

Registration Link: <https://forms.gle/yPJqTnbf5dGPPw227>

Zoom Link: <https://sccoe.zoom.us/j/5544526149>

Audience: Principals, Assistant Principals, Site Directors, Department Directors, HR Leadership, any others who oversee a team. Open to SCCOE leaders as well as leaders from Santa Clara County public and charter districts

Filling Your Mental Health Toolbox With Dr. Rachel Goldman

Many people think of self-care as a luxury. Maybe it's a bubble bath, a massage, or sitting in silence and meditating for an hour. Maybe it's even a day at the spa or a yoga retreat in the mountains. It sounds time-consuming, complicated, and expensive, doesn't it? Thankfully, there is much more—or much less—to self-care than the stereotypical idea of getting pampered. In fact, self-care is really anything that you do to be good to yourself. It's taking the time out of your day for YOU. It's about finding pockets of time throughout your day to do what you need to do. It's those small pockets of time that add up and allow us to be our best selves. So instead of thinking about what you can't do, let's focus on what you can do because I don't know many people who can take a bubble bath in the middle of the day or stop what they're doing to meditate for an hour.

Getting Started With Self-Care

The reality is that many people interested in self-care—or improving their mental health in general—don't actually know how or where to start. Those assumptions about cost, time, and difficulty may get in the way before you even take your first steps. There's good news, however: Your mental health toolkit is already more full than you think. Much like the hand-me-down hammer and screwdriver you've probably got lying around somewhere, you're pretty well-equipped to start thinking more about a self-care strategy that will work for you. I can't promise that making changes will be easy, but taking an inventory is a great first step. It's also a step you can take right now since many of the things you can do for your mental health are, in fact, components

of your everyday physical health—things you're already doing or thinking about every day.



Verywell / Madelyn Goodnight

Look at Your Health Behaviors

Your mind and body need to work together to keep you feeling as close to 100% as possible. That's why you should start your self-care journey by thinking about your key health behaviors throughout the day.

Look at your daily routine. This isn't about learning new tricks or spending money; it's about checking in with yourself and understanding the basics because when we are stressed out or feeling down, these tend to be the first things to go out the window—leading to more stress. Conversely, disruptions in these physical behaviors could signal that something is going on with your mental health, and perhaps you need to make a change.

Sleep

How are you sleeping? And when you ask yourself this question, don't just count the hours. More sleep doesn't always mean better sleep. Did you have trouble falling asleep last night? Did you struggle to stay asleep? Was your mind racing? When you woke up this morning, did you feel rested? Did you struggle to get out of bed? Are you sticking to a regular sleep schedule

and avoiding screens and late-night snacking before bed? Thinking about and answering all of these questions can help provide direct insight into potential problem areas and point to solutions. You can't fix a leak that you can't find.

Hydration

What does your water intake look like? While you may not need to buy a smart bottle that sends an alert to your phone if you're not drinking enough water, the principle is sound. Your body needs water to function, and it'll tell you when you're not giving it enough of that fuel. If you're dehydrated, you might feel dizzy or lightheaded, have a headache, feel very thirsty, or even feel tired (add water intake to your sleep checklist!). If you think you're getting plenty of fluids throughout the day, it's worth a double-check. Too many sugary beverages, for example, can lead to a number of health issues like obesity or heart disease. Health issues which, in turn, can have a detrimental effect on your mental health. When it comes to caring for your mind and body, every detail—or in this case, every drop of water—may be important.

Food Intake

Think about your relationship with food and eating. Are you having regular meals throughout the day? Do you find yourself snacking constantly? Are you finding yourself overeating at certain times of the day or grabbing snacks at a certain time each day? Are you using food as a coping mechanism for stress, anxiety, or boredom? Note that I haven't said anything about weight. While it's very common for people to set weight loss goals, the purpose of this part of your self-care check-in is to make sure that you are maintaining healthy habits, such as a nutrient-rich diet that limits the foods that can lead to health problems. And, as with the rest of this "physical" check-in, food can impact your mental health. Research has shown that probiotic foods (yogurt, sauerkraut), omega-3 fatty acids (salmon, walnuts), and fruits and veggies (spinach, avocado) can have mood-boosting benefits. On the flip side, lacking nutrients or not eating enough can negatively impact your mental health and lead to poor concentration, lack of focus, lower mood, and more. If you notice behaviors that may be contributing to negative outcomes, you can start to make plans to change those behaviors, whether that means writing firmer grocery lists or committing to try more whole foods.

Physical Activity

Are you moving your body enough? Exercising regularly? Taking standing breaks if you have a desk job? How do you feel when you're moving your body? Are you winded after a short walk or taking the stairs? As with a spa treatment or professional massage, it's perfectly fine if you don't have the time

or money to spend on a costly gym membership or extended workouts every day. Even a 30-minute daily walk conveys major benefits for both physical and mental health—and you could use that time to do the rest of your self-care check-in if you'd like.



Verywell / Madelyn Goodnight

Stress Management

Your check-in doesn't have to be purely physical. Too often, we choose to live with the stress in our lives, persevere, and carry on without really analyzing it. Think about a recent time you felt stressed, maybe relating to work or a personal relationship. Did you react out of emotion? How did you respond? Did you take steps to think about not only your feelings of stress but the underlying issues as well? Is your first impulse not to think about it at all—to push it down and avoid it?

You might notice patterns or spot certain behaviors—such as overeating or binge drinking—in the aftermath of stressful situations that may contribute to further stress or be detrimental to your health in other areas. Once again, look at how connected your mind and body are.

Asking yourself these questions is an easy and safe way to think of the coping strategies you may already be using and better understand where you could stand to try something new.

What Now?

Congratulations! With that simple review of your daily routine and behavior patterns, you already have a better understanding of the tools and strategies you're already using, and which could use a little sharpening. And guess what? With this simple act of checking in with yourself, you've participated in active self-care without having to carve an hour or more out of your day. If you're looking to make some changes in your life, you've taken the first steps. While reflective, these actions are actually a form of preventative care because checking in even when you don't need to is one of the best ways to prepare for those times when you do need to pull something out of your mental health toolkit. Think of it like muscle memory—the more you practice these simple self-analyses, the more useful they will be to you in a time of stress. So, what can you do today with the information gathered in your check-in? Maybe your plan is as simple as committing to get outside and move your body today, drinking a couple more glasses of water, or turning off the TV a half-hour earlier. Sounds easy enough, right? But hitting reasonable, attainable goals will help you realize that you do have the tools to make a change in your own life. Remember, small things add up and make a big impact. Don't wait until tomorrow. Start now, prioritize yourself, and a path to self-improvement will follow—you've got this!

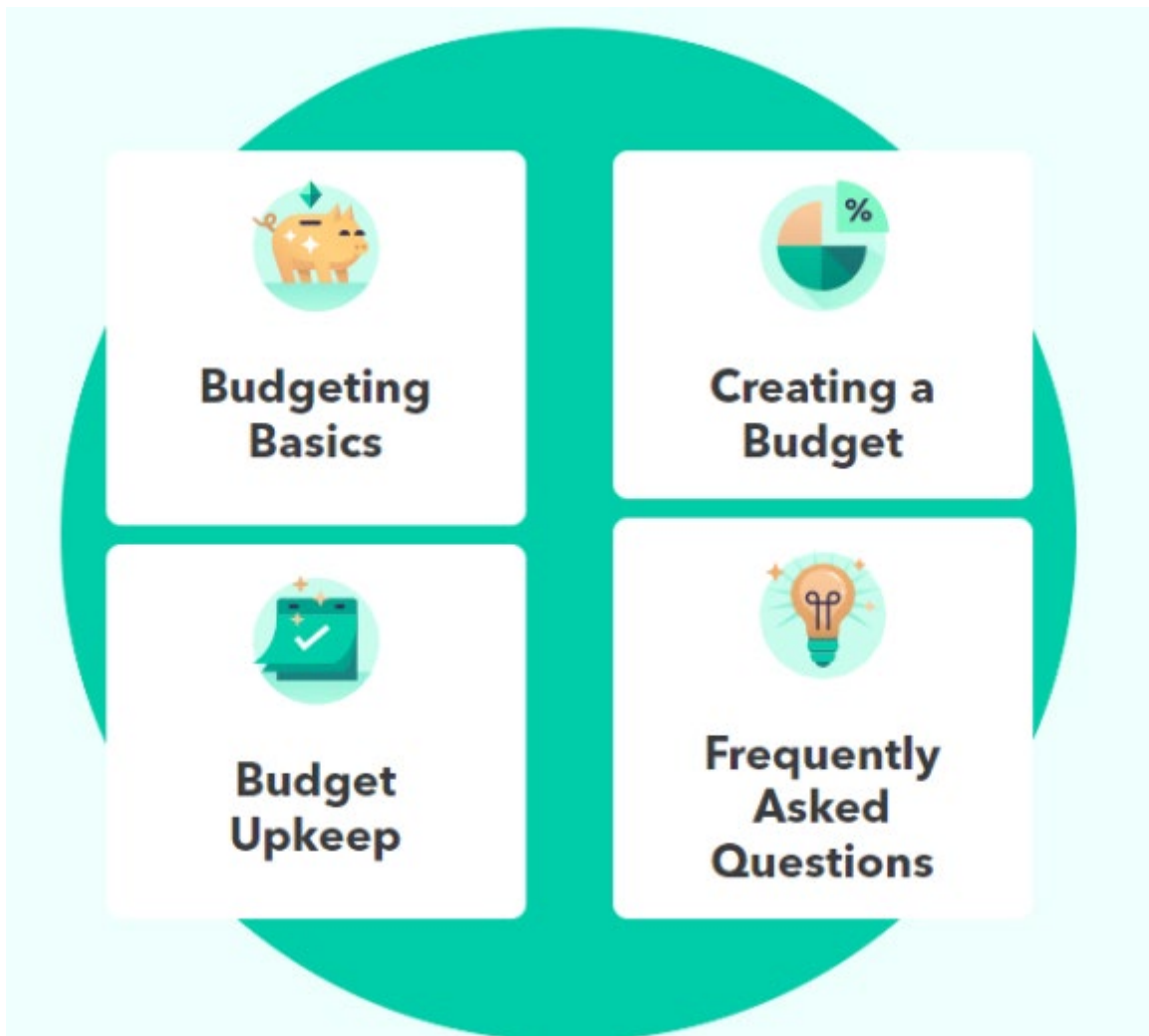
You can read this article on www.verywellmind.com.



FREE BUDGETING 101 Course

Intuit via MintLife offers a FREE Budgeting 101 Course. In this course, you will learn what you know you need to budget. But where do you start? This series covers the most important aspects of budgeting like how to create one, what to

include, and how to manage it. Get started with the Budgeting Basics to take the next step in your financial journey!



Social



RECIPES

New research from the University of Oxford has revealed that the more often people eat with others, the more likely they are to feel happy and satisfied with their lives. [To read the full article click here.](#) Why not try one of these 20 minute meal recipes and eat them in the Gilroy Room or the Milpitas Room during lunch?



Community



[The Well](#), SCCOE's Employee Health and Wellness website is **ALL NEW!** You can easily find resources here to help increase your wellbeing in the areas of Career, Social, Financial, Physical and Community Wellbeing. Additionally, you can easily find all of the mental health resources offered by the SCCOE in one spot from this page. You can also access the the [New Virtual Wellness Center](#) from this page!

Kaiser Permanente had partnered with Ginger to expand their Mental health Support offerings!



On-demand emotional support with **ginger**

- Immediate 1-on-1 support for coping with many common challenges — from stress and low mood to issues with work and relationships, and more.
- Highly trained emotional support coaches are ready to help 24/7
- Adult Kaiser Permanente members can use Ginger for 90 consecutive days at no cost.

What can you do with the Ginger app?

- Text with your coach anytime, anywhere, 24/7 for 90 days
- Discuss goals, share challenges, and create an action plan with your coach
- Get personalized, interactive skill-building tools from your coach
- View recaps from each texting session, track your progress, and more



The Ginger app offers 1-on-1 support for many common challenges — from anxiety, stress, and low mood to issues with work, relationships, and more. Ginger's skilled emotional support coaches are ready to help 24/7. Kaiser Permanente members can use the app at no cost, no referral needed.

What can employees do with Ginger?

- Text with a coach anytime, anywhere, 24/7.
- Discuss goals, share challenges, and create an action plan with their coach.
- Get personalized, interactive skill-building tools from a library of more than 200 activities.
- View recaps from each texting session, track progress, and work with their coach to adjust action plans as needed.

COVID-19 Testing

Routine testing for essential education workers and their families is a healthy practice and improves public safety. We encourage monthly testing.

You and your families have access to free routine COVID testing at SCCOE locations, through your health provider, and through public events

- Weekly [routine testing](#) is available to all SCCOE staff. It is an essential practice that contributes to the health and safety of our employees and the public.
- It is possible to have an active COVID-19 virus infection and be contagious without having symptoms (asymptomatic).
- In Santa Clara County, in addition to testing symptomatic patients, health care providers are required to provide easy access to routine testing for asymptomatic essential education sector workers who are in frequent proximity to students and/or the public.
- [OptumServe Testing](#) Open to the public with a focus on Santa Clara County education sector employees and their families.
- [Site-specific testing](#) is an observed, walk-up, self-administered [anterior nasal-swab test](#) available to employees and students at SCCOE sites where in-person learning and services are taking place.



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About the Santa Clara County Office of Education

Working collaboratively with school and community partners, the Santa Clara County Office of Education (SCCOE) is a regional service agency that provides instructional, business, and technology services to the 31 school districts of Santa Clara County. The County Office of Education directly serves students through special education programs, alternative schools, Head Start and State Preschool programs, migrant education, and Opportunity Youth Academy. The SCCOE also provides academic and fiscal oversight and monitoring to districts in addition to the 22 Santa Clara County Board of Education authorized charter schools.

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