

# GKB Early Head Start & Head Start | Auburn, Indiana

As an early childhood leader, GKB Head Start serves 200 children across three towns in rural Indiana. Their goal was to support staff well-being, but they didn't have a structure or process in place to achieve this at their 5 sites.

They called on Dr. Jenn and found that the Moore Well-Being Process was a great match for them. After moving through the Needs Assessment Stage and the Appreciative Inquiry Stage, GKB has been quite intentional and focused during the Experimentation and Implementation Stage. Dr. Jenn continues to support the staff in their individual and group goals, as well as provide ongoing professional development about healthy communication and promoting positivity in the workplace.



**Lessons Learned:** When administrators are systems thinkers and understand that a commitment to staff well-being is a commitment to student well-being, organizational culture can improve. By dedicating professional development time to the well-being of all the adults in a school community, administrators send a clear message of how highly they value them.

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**Summary of Pilot School Programs and Results**

As a startup private Islamic school with 5 staff members and 25 students, the Prairie community wanted to clearly define what they meant by their intention to support the development of the whole child.

They decided to adopt the Moore Well-Being Wheel and modify it to suit their needs. They took out financial well-being, and substituted environmental well-being for service for others. They now use this framework for their student progress reports. Twice a year, teachers articulate the growth students have made in these areas of well-being: cognitive, social, emotional, physical, spiritual and service. Dr. Jenn has provided the Prairie community with a range of professional development to support teachers in fostering student growth in all of these areas.



**Lessons Learned:** The Moore Well-Being Wheel is a flexible framework that can be modified to fit the specific needs of the school community. It can be used as an assessment framework for student well-being.

## Lincoln Elementary Oak Park, Illinois

As a public K-5 elementary school with 60 staff and 680 students, Lincoln experienced multiple principals over a short time period. These changes created a lot of upheaval and stress among staff.

Several staff members engaged Dr. Jenn to go through the three stages of the Well-Being Process. The principal agreed to let Dr. Jenn work with interested teachers, but was unable to provide structured professional development time to support the staff's well-being work. Dr. Jenn met with 15 interested staff members before school and during lunch over the course of 3 months, helping participants articulate their hopes, then collaboratively identifying individual goals and group goals. The staff ended the school year with hope.



**Lessons Learned:** Staff well-being needs to be supported by school and district administration as new practices are introduced. Caring for adults is crucial if adults are expected to care for children. Organizational structures and supports are necessary if staff are to be well.

At a public alternative high school in suburban Detroit, the 15 staff members at Mohegan decided to use the Moore Well-Being Wheel as a framework to help them focus on the well-being of the adults who serve 150 students. Realizing that supporting healthy adult development is just as important as supporting healthy student development, the staff engaged in all three stages of the Moore Well-Being Process. During the Appreciative Inquiry Stage, it was decided to allocate one staff meeting a month to their own well-being. Now, during the Experimentation and Implementation Stage, the staff members have paired up to co-lead these meetings over the course of a year.



**Lessons Learned:** When staff members are committed to their well-being, they can articulate a clear path and implement practices to help them to thrive. Equally as important, when administrators make space for new ideas and innovative ways of caring for one another, a significant culture shift occurs for the better.