

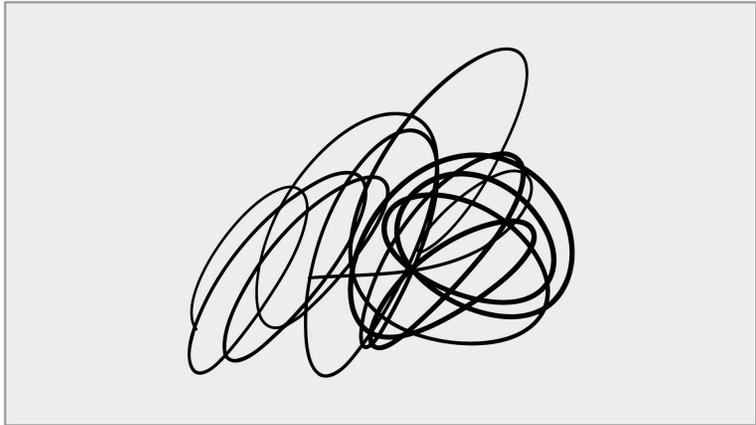
How To Complete the Stress Cycle?

Based on the work of Emily & Amelia Nagoski



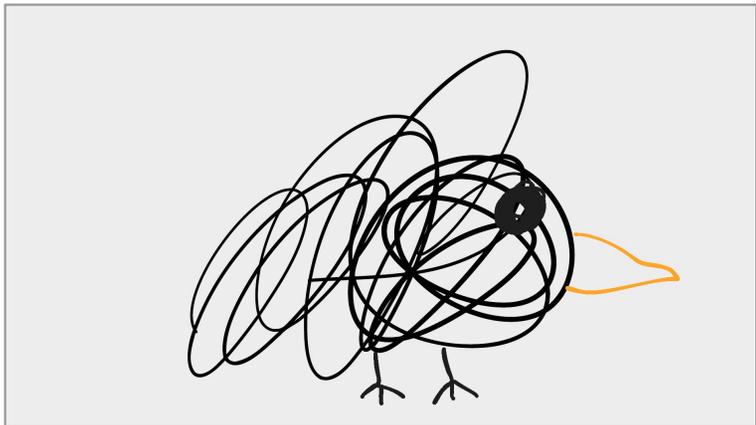
Slide 10

Notes:



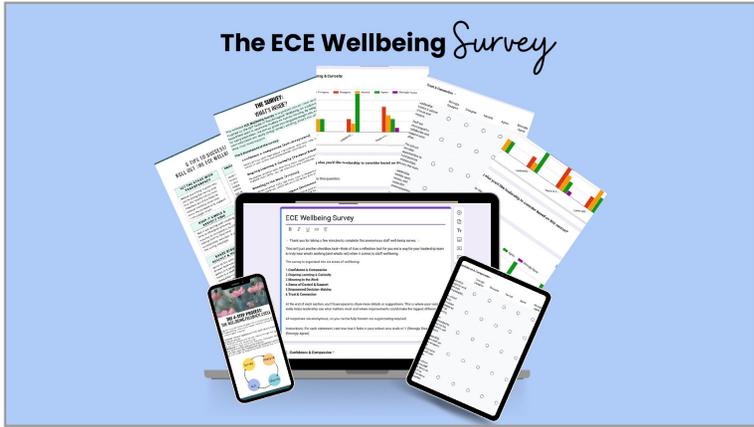
Slide 11

Notes:



Slide 12

Notes:



Notes:

Slide 16

Team & Intrapersonal Level

Time for Relationship-Building	Explicit & Meaningful Shared Norms
Peer Support Structures	Team Rituals
Teacher-Facilitated Meetings	Regularly Incorporating Activities That Complete the Stress Cycle

Notes:

Slide 17

Individual Level

Micro-wellness Breaks Throughout the Day	Intentional Transitions From Work To Home
Build Somatic Awareness	Recognize Window of Tolerance
Track Your Triggers	Seek and Offer Help
Sustain & Model Boundaries	Monitor Savior Patterns/Over-functioning*

Notes:

Slide 18



STAY IN TOUCH



hello@rootedwellnesscollective.org

Notes:

THE VISION: SURVEY YOUR ECE TEAM & BUILD A THRIVING SCHOOL CULTURE

Center staff wellbeing, satisfaction, and engagement



Your team deserves more than cookie-cutter “self-care” tips. By actually listening to what educators need, you can design solutions that fit your ECE program—leading to real improvements in staff wellbeing and day-to-day satisfaction.

Get clear on what’s really draining your team



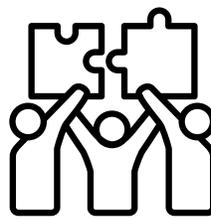
Surface-level fixes don’t work if you don’t know the root causes. This process helps you uncover the stressors fueling burnout, so you can respond with strategies that actually make a difference—for both staff and the children in their care.

Boost morale and collective energy



When educators feel heard and valued, something shifts. Teams become more motivated, relationships strengthen, and the energy in classrooms rises—ultimately improving outcomes for kids and for your program as a whole.

Strengthen your program culture



This isn’t just about fixing problems; it’s about creating a culture where educators feel prioritized, supported, and united. When change is shared, the entire community—from teachers to families to children—benefits.



Monica Rollins

FOUNDER & CEO

Rooted: A Wellness Collective

THE SURVEY: WHAT'S INSIDE?

This editable **ECE Wellbeing Survey** is organized into six clear sections, inspired by the *Ryff Scale of Psychological Wellbeing*, an evidence-based tool used in countless studies on human thriving. By adapting it for early education, the survey gives you targeted insight into how your educators are really doing—what's working, what's not, and where they most need support.

[>>>>GRAB A COPY OF THE SURVEY HERE<<<<](#)

The 6 Pillars of ECE Wellbeing::

Confidence & Compassion (Self-Acceptance)

Looks at how staff feel about themselves and their role, helping identify levels of self-worth and professional confidence.

Ongoing Learning & Curiosity (Personal Growth)

Measures whether staff feel they have opportunities to grow, learn, and expand their skills—key for retention and resilience.

Meaning in the Work (Purpose)

Explores whether ECEs feel their work is impactful and connected to a greater purpose, which drives motivation and commitment.

Sense of Control & Support (Environmental Mastery)

Assesses how well ECEs feel equipped and supported to handle daily challenges, from resources to leadership backing.

Empowered Decision-Making (Autonomy)

Evaluates whether staff feel trusted to make choices in their work, which reduces stress and increases ownership.

Trust & Connection (Positive Relationships)

Captures the quality of relationships with colleagues, leadership, and families—an essential piece of a healthy school culture.



Monica Rollins

FOUNDER & CEO

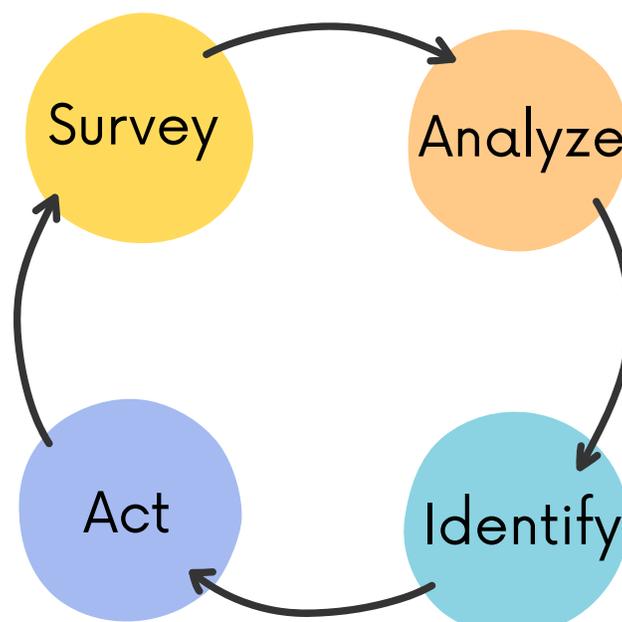
Rooted: A Wellness Collective



THE 4-STEP PROCESS: THE WELLBEING FEEDBACK CYCLE

Staff wellbeing isn't a one-time check—it's a continuous process of listening and responding. This cycle helps schools move from data collection to meaningful change:

1. **Survey** → Gather honest feedback from staff about their wellbeing, needs, and experiences.
2. **Analyze** → Analyze responses to spot common themes, stressors, and strengths that impact staff morale and performance.
3. **Identify** → Use the aggregate data to identify 1-2 key priorities for the school year
4. **Act** → Act on the data by implementing targeted solutions, then share back with staff so they know their voices are driving change.



Monica Rollins

FOUNDER & CEO

Rooted: A Wellness Collective

6 TIPS TO SUCCESSFULLY ROLL OUT THE ECE WELLBEING SURVEY

SET THE STAGE WITH TRANSPARENCY

Before launching, explain why you're doing the survey and how the results will be used. Teachers are more likely to answer honestly when they know the purpose is to support—not judge—them.

PROTECT ANONYMITY & BUILD TRUST

Keep the digital survey anonymous (the linked survey is already set up to collect responses anonymously). Without that safety, you won't get real feedback.

KEEP IT SIMPLE & RESPECT TIME

Roll it out during staff meeting time or offer paid planning minutes to complete it. Avoid asking staff to "find time" outside their workday—it sends the wrong message.

MODEL BUY-IN FROM LEADERSHIP

Share that you (and other leaders) are also completing the survey or engaging in parallel reflection. This shows you're not just collecting teacher feedback, but holding yourself accountable too.

SHARE RESULTS QUICKLY & HONESTLY

Don't let the data sit in a drawer. Summarize findings within 2–3 weeks and share them in a staff meeting or newsletter—highlight both strengths and challenges.

CLOSE THE LOOP WITH ACTION

Pick 1–2 focus areas to address right away. Small, visible changes based on feedback build momentum and trust that the survey is worth doing.



Monica Rollins

FOUNDER & CEO

Rooted: A Wellness Collective