

Employee Assistance Service for Education (EASE)

Glendale USD
Board Presentation
3/23/2021



Dr. Emily J. Hernandez, Director

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As an employee of your district, you have access to the EASE program, a specialized counseling service...

- paid for by the district for employees
- endorsed by leadership & management
- staffed by professional counselors
- voluntary and CONFIDENTIAL

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EASE provides face-to-face counseling, phone consultations and community referrals. Immediate family members* are included (children up to age 26)

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EASE counselors specialize in:

- Work related problems
- Stress
- Family problems
- Emotional distress and crisis
- Substance abuse
- Anxiety and depression
- Grief, loss and transitions

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53 PARTICIPATING DISTRICTS

48 SCHOOL DISTRICTS

5 COMMUNITY COLLEGES

COVER 56,000+ EMPLOYEES



Employee Assistance Service for Education

9300 Imperial Highway, Downey, CA 90242 (562) 922-6683

Participating Districts & Colleges

- Acton-Agua Dulce USD
- Azusa USD
- Baldwin Park USD
- Bassett USD
- Bellflower USD
- Beverly Hills USD
- Bonita USD
- Castaic Union SD
- Centinela Valley UHSD
- Charter Oak USD
- Citrus College
- Claremont USD
- Compton USD
- Compton College
- Covina Valley USD
- Culver City USD
- Da Vinci Schools
- Downey USD
- East Whittier City SD
- El Camino College
- El Monte City SD
- El Rancho USD
- Garvey SD
- Glendora USD
- Hawthorne SD
- Hermosa Beach City SD
- Inglewood USD
- LACOE
- Lawndale SD
- Little Lake City SD
- Long Beach USD
- Los Nietos SD
- Lynwood USD
- Manhattan Beach USD
- Montebello USD
- Mountain View SD
- Mt. San Antonio College
- Newhall SD
- Norwalk-La Mirada USD
- Palos Verdes USD
- Paramount USD
- Pomona USD
- Santa Monica College
- Santa Monica – Malibu USD
- South Pasadena USD
- South Whittier SD
- Southern Cal Roc
- Temple City USD
- Whittier City SD
- Wiseburn USD

EASE SERVICES



HOTLINE

Unlimited 24 hour access to a live counselor



INDIVIDUAL COUNSELING

Referrals for individual counseling (for self or family member) with a professional counselor near your home or work.



CONJOINT COUNSELING

Referrals for couples/marital, or family counseling with a professional counselor near your home or work

Additional Services



EASE

ORIENTATIONS

Orientation and overview of EASE services for employees



WORKSHOPS

Workshops provided on a variety of psycho-educational topics related to employee wellness & mental health.



WELLNESS

EASE can attend your benefits, wellness, and health fairs!

CRISIS RESPONSE

EASE provides mobile crisis response to school districts upon request in the aftermath of a school emergency or crisis.



SUICIDE

EASE has provided intervention for over 285+ educators and/or family members experiencing suicidal thoughts/ideation (2019-2020).

EASE SERVICES



HOTLINE

UNLIMITED



MOBILE CRISIS RESPONSE

AS NEEDED



INDIVIDUAL COUNSELING

3 sessions every 6 months,
6 sessions per year.
For district employees and
eligible family members
(Spouse, children 26 and under)



CONJOINT COUNSELING

3 sessions every 6 months,
6 sessions per year.
For district employees and
eligible family members
(Spouse, children 26 and under)



WORKSHOPS

PER REQUEST
Stress Mangement
Self Care
Mindfulness
Grief and Loss
Communications
Coping with Change



Innovation

EASE offer TELEHEALTH options for employees with transportation, location, time barriers and COVID concerns.



EASE Locations

9300 Imperial Highway, ECE Building, Suite 800

Private Entrance in the back of the building

Confidential Office Space

Ample Parking



Satellite Offices:

35 contracted therapists

2 additional office spaces in Downey

Arcadia, Covina, El Segundo, Gardena, Glendale, Long Beach,

Santa Clarita, Valencia, Redondo Beach, South Pasadena,

Santa Monica, Whittier





FAQ's

Q. What happens if I call after regular business hours?

The EASE office is open 7:30 am to 5 pm, Monday - Friday. However, the hotline is available 24 hrs with a live counselor to take your call. If you leave us a voicemail at our office, we will return the call during the next business day.

Q. Is my call confidential? Will my workplace know I've called?

All contacts are confidential. Nothing is reported to your insurance.

If you want anyone to know you are using EASE services, you will need to sign a release of information.

Q. How many sessions am I allowed?

Three face-to-face sessions are authorized, and you may access EASE services as often as every six months.

Phone inquiries are unlimited. Some EASE counselors may accept your insurance. You are welcome to continue with your counselor through your own insurance after the 3 covered EASE sessions, if this option is available.

Q. Can EASE provide referrals?

EASE can assist with referrals for financial counseling, and community resources for housing, food and utility assistance.



Managing Fears & Anxiety around the Pandemic...

Social/Racial Injustice, Political Climate, Violence

Fears and anxiety

Anger, rage, pain, suffering

Grief and loss

Financial problems

Stress levels

Home and work transitions

Interaction with friends, family and colleagues

Self care practices

Overall well-being



Trends

WARMLINE

Hotline is being used as a "warmline".
Talk time with a counselor to vent, de-escalate, and provide a safe, confidential space for debriefing.

STRESS

More callers are expressing excessive stress symptoms and chronic exposure to stress related to work, home, financial, and personal lives.

TRAUMA

Increased numbers of people experiencing trauma, vicarious trauma, being re-triggered, and also compassion fatigue and burnout.

GRIEF & LOSS

Increased numbers of people coping with the loss or illness of loved ones. Increased numbers of caretaking responsibilities and roles impacting coping.

STRESS

EDUCATOR WELL-BEING

Awareness of mental health and its impact on overall well-being is important for everyone, but particularly critical for employees working in the field of education.

- Teaching is a highly stressful occupation and teachers suffer from more mental health problems than other professions (Kinman, Wray, & Strange, 2011).
- A body of research indicates that teachers are more vulnerable to work-related stress, psychological distress and burnout than many other occupational groups (Johnson et al., 2005; Jones, Huxtable, Hodgson, & Price, 2003; Kyriacou, 2000).

While personally rewarding, providing ongoing extensive support to students often leads to the educator's own health and well-being being set aside. In turn, the educator's mental health suffers, and so does the ability to provide the best support for students.

UNDERSTANDING EMPLOYEE MENTAL HEALTH NEEDS




BEST PRACTICES FOR LEADERSHIP

BE ON THE LOOKOUT

MONTHLY NEWSLETTER

"CONNECT WITH EASE"



ease Los Angeles County Office of Education
Employee Assistance Service for Education

CONNECT WITH EASE

Employee Assistance Service for Education

Monthly Article
Diet and Mental Health
Tips from The Eatwell Guide

EASE CAN HELP DURING DIFFICULT TIMES
CONNECT WITH EASE:
(800) 882-1341

Free confidential professional help for member district employees and family members:
Family troubles. Emotional distress. Job stress. Anxiety. Drug/alcohol use. Grief. Loss. Life transitions issues.

Professional counselors are ready to help.
Call the EASE Hotline for 24/7 assistance.

MESSAGE FROM EASE
March is National Nutrition Month and we are focusing on the link between good nutrition and mental health. The way that we feel is in many ways directly linked to our brain health. Think about brain functioning. Our brains are literally always "on". The brain takes care of our thoughts and movements, breathing and heartbeat, our senses — it works hard 24/7, even while we're asleep! This means that the brain requires a constant supply of fuel. That "fuel" comes from the foods we eat — and what's in that fuel makes all the difference. Put simply, what we eat directly affects the structure and function of the brain and, ultimately, our mood. (Nutritional Psychiatry, Harvard Medical School, 2015) If you have not already, this month start paying attention to how eating different foods makes you feel — not just in the moment, but the next day. Try eating a "clean" diet for two to three weeks — that means cutting out all processed foods and sugar. See how you feel. Then slowly introduce foods back into your diet, one by one, and see how you feel. When some people "go clean," they cannot believe how much better they feel both physically and emotionally, and how much worse they then feel when they reintroduce the foods that are known to enhance inflammation. Studies have found that healthy diets can help with symptoms of depression and anxiety. Research shows that the foods we eat today can affect how we feel today and have long-lasting effects on our minds and bodies. There are many health benefits to eating clean, but one that is often overlooked is our mental health! Choose nutrition that supports your overall physical and mental health! Try it out, and see how you feel! **Learning to treat your body with kindness can take practice — but YOU are worth it!**

NATIONAL NUTRITION MONTH

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WEEKLY EMAIL

DAILY POSITIVES

Resources For The Week

don't give up

Mind




Optimism & Positivity

A positive attitude can go a long way in times of stress.

For many people, the pandemic has caused disarray and uncertainty, and it is easy to become anxious and skeptical. However, there are many things we still have control over, and one of those is our attitude.

Have a new outlook on dealing with uncertainty. Self-reflection is incredibly important. Remember to

Body



Mindfulness Apps Worthy of Your Attention

There are many mindfulness and meditation apps that can help you to combat anxiety, sleep better, and hone your focus. According to the Wall Street Journal, more than 2,000 new meditation apps launched between 2015 and 2018. New York Times suggests that offerings have only increased as a result of higher demand during the pandemic as mindfulness apps surged in 2020.



EASE provided the following Crisis Counseling services to your district:

- 12/19/2019- Grief support group for employees (suicide death of a student)
- 3/5/2020- EASE meeting with Human Resources and GUSD team
- 3/1/2021- Lunch-time support group for employees (death of a student)
- 3/1/2021- After-school support for employees (death of a student)
- EASE Hotline- Confidential mental health access service to GUSD employees following critical incidents



EASE CONTRACT

- COST= \$10.20 PER EMPLOYEE, PER YEAR
- DISTRICTS HAVE DISCRETION ON EMPLOYEE COVERAGE (FULL-TIME AND PART-TIME EMPLOYEES)
- BILLING ONCE PER YEAR IN JULY
- 3 MONTHS OF FREE SERVICES (THROUGH JUNE 30TH)
- CONTRACT RUNS CONCURRENTLY (NO ANNUAL RENEWALS)
- DISTRICTS CAN OPT OUT AT ANY TIME WITH WRITTEN NOTICE



Thank you!

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