

# Diverse California District **Prioritizes Educator Well-Being** in New Hire Academies

Twin Rivers USD provides new hires with tools and strategies to **focus on resiliency, confidence and well-being.**

## SITUATION

Northern Sacramento's Twin Rivers Unified School District had a strong multi-tiered system of support (MTSS) in place to assist its diverse student population, but no supports to help its staff with their own well-being. Seeing a rise in educator turnover and burnout, district leadership sought a cost-effective, easy-to-implement and effective solution that could reach all staff, serve as a retention tool and create positive, lasting change to their educators' mental health.

In addition to supporting current staff to reconnect with their purpose and commitment to work, district leaders wanted a program that would establish a positive foundation for new teachers, giving them skills and strategies to build resilience and confidence as they entered the profession.



## PARTNERSHIP

Prior to 2022, Twin Rivers Unified School District was already utilizing EmpowerU's Tier 2 programs for students, so its leadership was familiar with the program's unique, data-driven format that combines digital skill-building lessons with 1:1 asynchronous support by EmpowerU instructors. EmpowerU's student program rollout at Twin Rivers' high schools was very successful, garnering excellent outcomes and positive feedback from both students and educators.

In 2022, the district furthered its partnership by offering the EmpowerU Educator Resilience and Self-Care Professional Development course to all new teachers for completion during the school year. The success of this initial rollout led district leadership to include EmpowerU as a fixture in its New Hire Academy the following summer.

*"The opportunity to include EmpowerU as one of the foundational resources available to new teachers and mentors is such a gift. When teachers are healthy, students are healthy and only then can authentic teaching and learning happen."*

**PROGRAM SPECIALIST, NEW TEACHER SUPPORT  
TWIN RIVERS**



## Improving focus, confidence, and well-being

As with its EmpowerU student programs, Twin Rivers Unified School District saw measurable, positive outcomes in its new educators, resulting from the course's delivery of practical tools for promoting resilience, modeling pro-social behaviors, and fostering classroom success. Educator participants benefited from the personalized 1:1 support from their online instructor who helped them apply their new skills to their own life and goals.



### EDUCATOR TESTIMONIALS

*"I am more energized than I have been in awhile. I am looking forward to taking what I have learned and not only teaching my students, but managing my stress."*

#### TWIN RIVERS NEW EDUCATOR HIRE

*"My purpose as an educator keeps me connected with my students every day. This course reminded me of how I can help my students in the same ways I help myself."*

#### TWIN RIVERS EDUCATOR

### EDUCATOR OUTCOMES

100%

Made pre-to-post goal progress

100%

Rated course as helpful to well-being and confidence

100%

Would recommend to a friend or colleague

96%

Rated 1:1 EU coaching support as crucial to success

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