



### **Statement of Philosophy**

The Kids Central Staff Wellness & Incentive Policy is designed to create a supportive and empowering environment that promotes the overall well-being of our staff as well as to reward and recognize employees for their outstanding performance, commitment, and contribution to the success of Kids Central, Inc. By offering incentives along with staff wellness opportunities, we aim to foster a positive work environment, enhance employee motivation, and promote continued growth for both individuals and the company. This policy promotes a culture of wellness that aims to enhance job performance, foster employee engagement, and ensure that all staff members can thrive in their professional roles.

### **Wellness Culture**

Head Start programs are expected to implement program-wide wellness supports that cater to the mental health and wellbeing of staff. Kids Central, Inc. will provide access to mental health resources, such as the Starling mental fitness app, wellness workshops, and stress reduction activities. Supervisors, along with the Health and Mental Health Advisory Committee will regularly assess the effectiveness of these supports and make adjustments as necessary.

Kids Central will cultivate a culture of wellness by promoting work-life balance, encouraging the use of personal breaks for mental wellness and providing opportunities for staff to participate in wellness activities during work hours. Recognition of staff efforts and achievements in maintaining wellness will be an integral part of this culture.

### **Incentives**

Kids Central, Inc. believes that recognizing and rewarding employees for their hard work and dedication is essential to building a motivated and engaged workforce. As recognition to the dedicated Kids Central, Inc. staff the following incentives may be implemented to further promote staff wellness. This list includes but is not limited to the following:



- Team Breakfast/Lunch/Dinners or Outings
- Gift Card or Vouchers
- Extra Paid Time Off
- Monetary Awards\*

Any monetary award or incentive valued at \$5000.00 or more shall be approved by the Policy Council and Board of Directors prior to distribution.

### **Frequency of Incentives**

Incentives may be awarded on a monthly, quarterly, annual or as needed basis, depending on the nature of the incentive program. The Kids Central Wellness Committee and Senior Management team will be responsible for the planning and implementation of any wellness or incentive programs.

### **Modifications and Discretion**

Kids Central, Inc. reserves the right to modify, suspend, or terminate any employee incentive at any time. Incentive programs are subject to change based on agency needs, budget constraints, or other considerations. Any changes to the policy will be communicated to employees in a timely manner.

### **Related Head Start Program Performance Standards & Regulations:**

1302.93(d) Culture of Wellness

1302.101(a)(2) Employee Engagement

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