

The Role of Recovery in the EOP

The following planning considerations may be important regarding the health, social, emotional, and behavioral recovery needs of staff and students:

- Providing [psychological first aid \(PFA\)](#) and counseling for the schools. As students and staff transition back to the classroom for fall instruction, they may require more intensive supports. Schools can collaborate with community partners to provide PFA immediately following an emergency event and in the short-term and long-term following an event.
- Helping staff and educators to build their [resiliency](#) with strategies that promote self-care. Caring for staff is critical for the well-being of the whole school community, as is the prevention or reduction of compassion fatigue. Planning teams can help ensure that staff and educators have access to [Employee Assistance/Wellness Programs](#) before, during, and after an emergency.
- Supporting the whole school community as students and staff may be [coping with the death of a school or campus community member](#). Planning teams may benefit from refreshing on strategies for [responding to bereavement and loss](#) and addressing [bereavement and loss](#) in the EOP.
- [Managing memorials and anniversaries](#), and balancing those activities with the reopening of regular school programming.
- Incorporating a [trauma-informed approach](#) in the school EOP can help students and staff process their experiences and resume teaching and learning in a positive environment.
- Offering accessible supports for those with [access and functional needs](#), including, but not limited to, individuals with disabilities; English language learners; and students and staff from religiously, racially, and ethnically diverse backgrounds. Supports may be provided in multiple languages, different settings, and synchronous and asynchronous mediums. For example, to support immediate recovery in the hours after an emergency event, planning teams may want to include personnel who can communicate in multiple languages, including sign language, to provide PFA and counseling.

Guidance on the Recovery Annex can be found at the REMS TA Center [website](#).