



employee assistance program (EAP)

HELP, WHEN YOU NEED IT

Eap Employee Assistance Programs In The Public Schools

L Manion



Eap Employee Assistance Programs In The Public Schools:

EAP, Employee Assistance Programs in the Public Schools Carol Hacker, 1986 Employee assistance programs EAP s have been set up by many businesses and organizations to help employees resolve their personal problems so they can maintain or resume an acceptable job performance level So far only a few public school districts have considered or implemented such programs This monograph examines EAP s in general and focuses on their feasibility for school districts While communities willingly support specialized services for students needing help with academic choices and personal problems school district employees problems have not been addressed because of scarce financial resources and schools concern about public image Yet keeping adult workers highly productive seems as worthy a goal as turning students into good workers Chapter 2 considers three alternative models for school EAP s while chapter 3 discusses available services staff referrals and publicity methods Chapter 4 tackles a variety of issues including client population wellness programs organizational fit recordkeeping and legal problems Chapter 5 treats measurement of EAP effectiveness focusing on absenteeism and job performance evaluations as the best indicators The last chapter outlines seven steps for developing and implementing a school district EAP An appendix with forms and guidelines a bibliography of 20 references and a list of EAP organizations and publications are included MLH

Employee Assistance Programs in North Carolina Public Schools as Perceived by Personnel Directors Victoria Hazlett Walker, 2003 This study investigates the status of employee assistance programs in the field of education as perceived by public school personnel directors The five major domains of this study include 1 the structure of EAPs operating within school systems 2 the policy and procedures outlining employee assistance services 3 the role of the district level and building level administrators 4 the methods of evaluation 5 challenges to implementing or improving employee assistance in the public school setting This study examines the status of EAPs in 117 North Carolina public school districts through a quantitative analysis of the results from a survey sent electronically to each school district s personnel director The purpose of the survey is to establish a baseline of the present status of EAPs in education From the data collected by the survey the following conclusions were drawn First while administrators are well trained in identifying an employee in crisis and are knowledgeable in concerning referral procedures they do not know the necessary strategies for intervention practices Second cost to the employee and system is cited as one of the challenges to implementing an employee assistance program in the public school setting Third the evaluation process requires a more formalized and in depth approach while protecting confidentiality Many strengths of the current EAPs were identified in the study variety of services offered promotion of program awareness program accessibility quality of EAP professionals and assurance of maintained confidentiality

EAP, Employee Assistance Programs in the Public Schools Carol Hacker, 1986 Employee assistance programs EAP s have been set up by many businesses and organizations to help employees resolve their personal problems so they can maintain or resume an acceptable job performance level So far only a few public school districts have considered

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PROGRAMS: Wellness/Enhancement Programming (4th Ed.) Michael A. Richard,William G. Emener,William S. Hutchison,2009 This landmark text discusses current issues and trends to help employee assistance and human resource professionals do their jobs better and help people live happier more productive lives by providing them with the resources to deal with personal problems The current spiraling and escalating rate of change within the business and working world fueled by other events and phenomena since September 11 2001 were the impetus and driving force behind the initiative and development of this new fourth edition This book contains 43 chapters a total of 21 are from the first two editions eleven were written specifically for the third edition and eleven new chapters were exclusively written for this new fourth edition While savoring the still pertinent meaningful and relevant to today materials from the previous editions there are nine new updates written by an all star team of experts in their respective areas The topics include history and philosophy structure and organization client services and characteristics program planning and evaluation professional and paraprofessional training and development special issues selected examples and future directions An excellent textbook for college and university courses and preparation source this book is a must for professionals wanting to be up to date on employee assistance programming for students in graduate courses and seminars for college and university courses and in service training and continuing education programs Employee Assistance Programs in Higher Education Richard W.

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text illuminates the relationships between present and future personnel staff members directors of instruction and Principals or Assistant Principals The text also demonstrates their common goal of improving the school system *Survey of Public Education in the Nation's Urban School Districts* National School Boards Association,1992 **The Comprehensive School Health Sourcebook** Donna Lloyd-Kolkin,Lisa Hunter,1990 *Public School Personnel Administration in the United States and Canada* ,1994 *The Employee Assistance Program Management Yearbook* Jennifer L. DeFalco,2001

Opportunities for Prevention in Treatment Agencies and Settings ,1981 *Economics, Industry, and Disability* William E. Kiernan,Robert L. Schalock,1989 **Employee Assistance Programs** Lawrence Mannion,2004 Employee assistance as a profession and as a practical endeavor is in serious trouble Employee assistance programs that seemed so promising when they were initiated have fallen far short of their potential Here the author addresses the need for employee assistance programs to return to traditional roots recover original purpose and vitality and resurrect their true mission The field is in an advanced state of dissolution Why have employee assistance programs which seemed so promising when they were initiated fallen so far short of their potential There are many reasons including a preoccupation on the part of employee assistance professionals with vague notions of change and diversity without a corresponding concrete idea of what those terms mean why they are desirable goals or how to achieve them There is also a lack of emphasis on management s role in anchoring employee assistance in the worksite The solutions that are often proposed fall into three categories trying to be all things to all people by including welfare to work and outplacement functions discarding the traditional structure of employee assistance altogether while chasing the latest fad and integrating employee assistance with managed mental health care All three will fail because none addresses the need for employee assistance to return to its traditional roots recover its purpose and vitality and resurrect its true mission This book does address that need *School Business Affairs* ,1982 *district of columbia appropriations* ,1989 *Proceedings of the City Council of the City of Minneapolis* Minneapolis (Minn.). City Council,1996

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