

# School Worksite Wellness



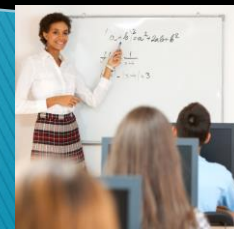
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University of Alabama at Birmingham

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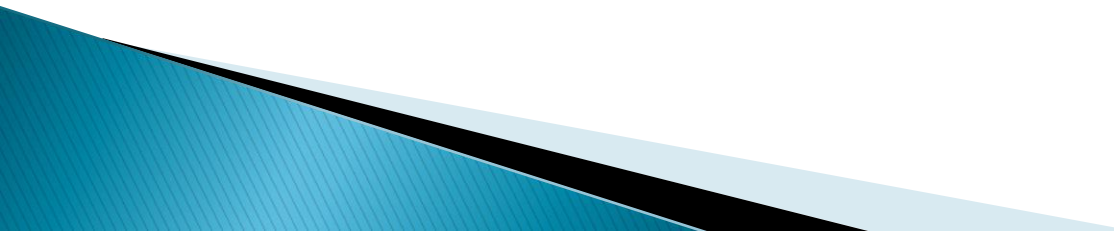


# Overview



- ▶ Corporate/worksites wellness programs are designed to create an environment that promotes increased employee satisfaction, loyalty, productivity, and lower health care costs yet few school based programs are in place.
- ▶ School employees form one of the most valuable workforces because they have the ability to influence the action and beliefs of the children they serve.

# Purpose

- ▶ This session will provide an overview of corporate/worksite wellness industry and ideas on how to implement wellness strategies into the school culture as few school systems have such programs in place.
- 

# What is Corporate/Worksite/Workplace Wellness?

- ▶ Any workplace health promotion activity or organizational policy designed to support healthy behavior in the workplace and to improve health outcomes.



e.g. flex time for exercise,  
providing on-site kitchen and eating areas,  
offering healthy food options in vending machines,  
holding “walk and talk” meetings,  
and offering financial and other incentives for participation,  
among many other options.

# Wellness Wheel





# What is Corporate Wellness?

- ▶ It consists of a variety of activities such as:

Health fairs

Health education

Medical screenings

Health coaching

Weight management programs

Wellness newsletters

On-site fitness programs and/or facilities and educational programs



- ▶ Workplace wellness has been expanded over the past decade to encompass the overall creation of a “culture of health” within the worksite.

Biggest challenge is now  
'Work-Life balance '



- ▶ Meaningful daily Achievement *and* Enjoyment in each of my four life quadrants: Work, Family, Friends and Self.

**Achievement and Enjoyment** are Core concepts of an effective work-life balance.

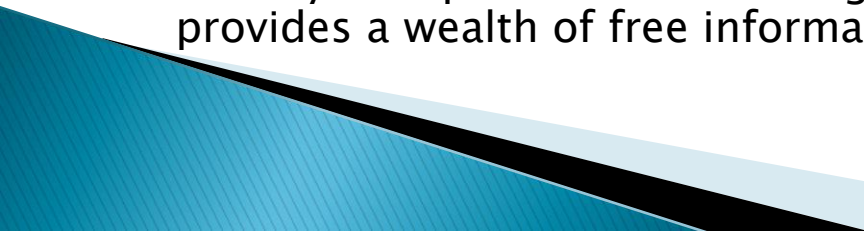
- Work-Life Balance does not mean an equal balance.
- Your best individual work-life balance will vary over time
- There is no perfect, one-size fits all, balance you should be striving for.

<http://www.worklifebalance.com/>

# WELCOA'S (Wellness Council of America\*) SEVEN BENCHMARKS OF RESULTS- ORIENTED WORKPLACE PROGRAMS INCLUDE:

- ▶ Capturing CEO Support
- ▶ Creating Cohesive Wellness Teams
- ▶ Collecting Data To Drive Health Efforts
- ▶ Carefully Crafting An Operating Plan
- ▶ Choosing Appropriate Interventions
- ▶ Creating A Supportive Environment
- ▶ Carefully Evaluating Outcomes

\*one of the nation's most-respected resources for building high-performing, healthy workplaces. It does charge a fee for membership but on its website – it provides a wealth of free information.





# WELCOA's 7 Benchmarks

## AN EXECUTIVE SUMMARY

**F**or the past 20 years, the Wellness Council of America has dedicated its efforts to studying and promoting the efforts of America's Healthiest Companies. During that period, WELCOA developed its patented Well Workplace process. At the core of the Well Workplace model, we have identified seven key benchmarks of success. Specifically, these seven benchmarks are inherent in companies that have built results-oriented workplace wellness programs.



### Benchmark #1

#### Capturing CEO Support

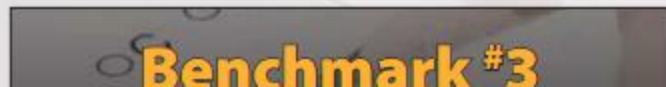
From our experience, CEO support is essential to the process of developing best-in-class programs. Indeed, we know of very few programs that have contained costs and improved employee health that don't have strong senior level support.



### Benchmark #2

#### Creating Cohesive Wellness Teams

Once CEO support has been captured, the next task is to create a cohesive wellness team. Teams are essential to building great wellness programs because they help to distribute the responsibility for wellness throughout the organization.



### Benchmark #3



### Benchmark #5

#### Choosing Appropriate Interventions

With the first four benchmarks completed, it is now appropriate to begin choosing and implementing the appropriate health and productivity interventions. These interventions will most likely include tobacco cessation, physical activity, weight management, self-care, and stress management. But, they also may include things like fatigue management and ergonomics—depending on what the company's data reveals.

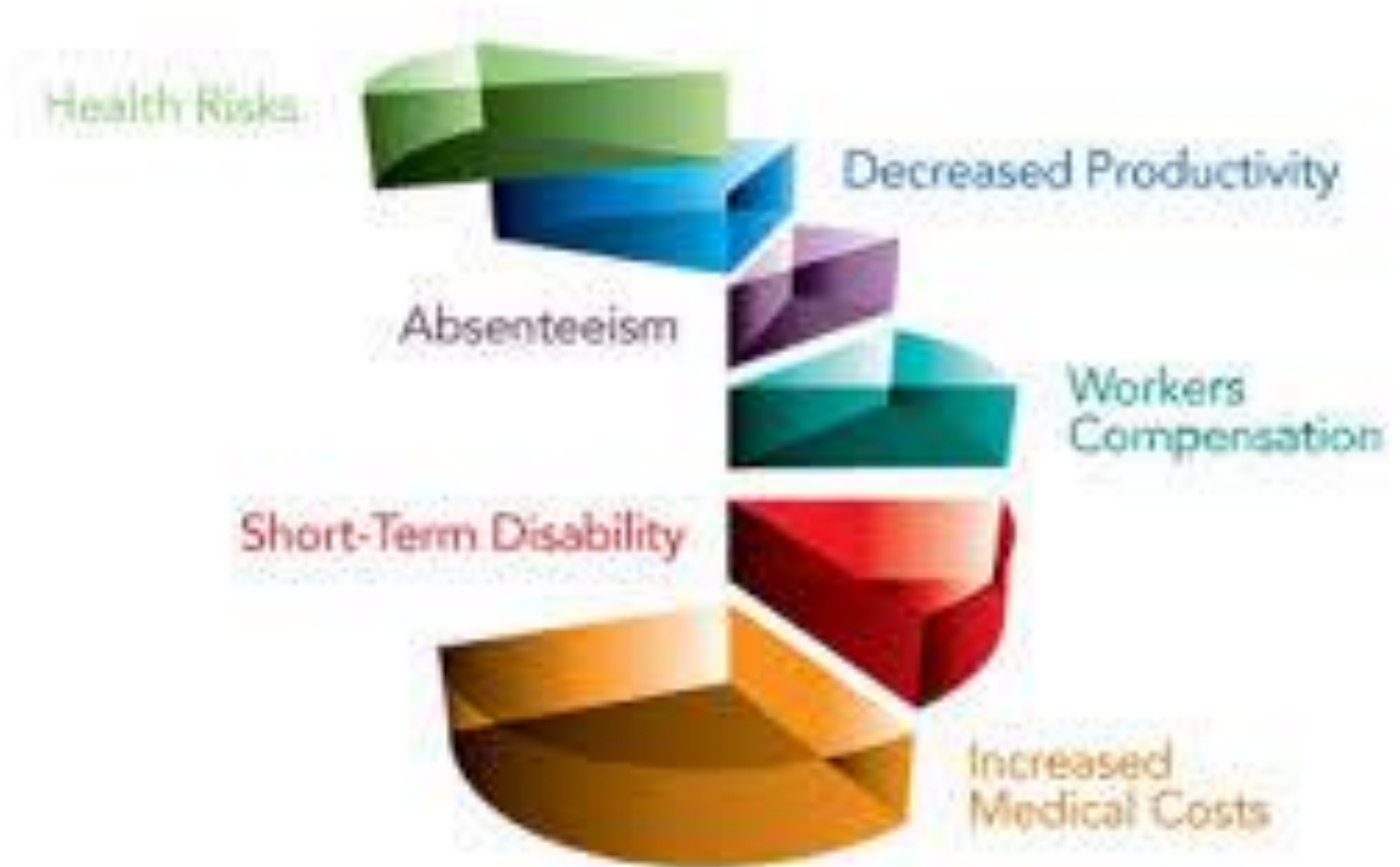


### Benchmark #6

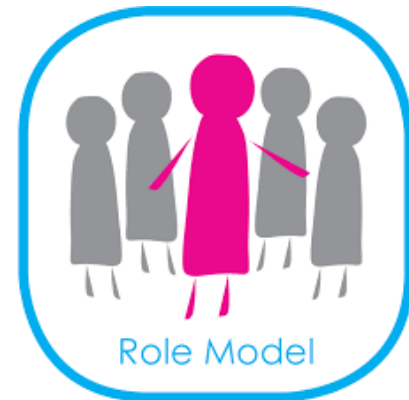
#### Creating A Supportive Environment

Once the appropriate health promoting interventions are up and running, it's time to create a supportive environment. Indeed, by having a supportive environment, organizations can be confident that employees will be supported in their efforts to lead healthier lives. Environmental interventions may take the form of policies,

# Rationale



- ▶ Districts with school employee wellness programs have also found that a focus on health promotion attracts new employees and earns the **loyalty** of current employees (Bogden, 2000).
- ▶ Moreover, school employees interested in their own health are more likely to **take an interest in the health of their students**; students, in turn, are more likely to engage in health-promoting activities when school employees **model** such behaviors.



- ▶ **School systems have been slower than the for profit arena to establish health-promotion programs for employees.**
- ▶ **In the past, when school districts addressed disease prevention and health promotion, they focused on student health problems.**





- ▶ However, teachers who lack good health cannot be healthy role models for their students. One health condition that research has shown to be prominent in teachers is **stress**. For example, between 5% and 20% of all U.S. teachers are burned out at any given time (Farber, 1991)
- ▶ Compared with other professions, teachers show high levels of **exhaustion and cynicism**, the core dimensions of **burnout** (Maslach, Jackson & Leiter, 1996).
- ▶ This intense stress leads to **low employee morale** and **high turnover**.



# Summary of Potential Benefits of School Employee Wellness Programs

- ▶ Decreased employee absenteeism
- ▶ Increased employee retention
- ▶ Improved employee morale
- ▶ Fewer work-related injuries
- ▶ Lower health care and insurance costs
- ▶ Fewer worker compensation and disability claims
- ▶ Attractiveness to prospective employees
- ▶ Positive community image
- ▶ Increased productivity
- ▶ Increased motivation to teach about health
- ▶ Increased motivation to practice healthy behaviors
- ▶ Healthy role models for students





# Organizations that Support the Incorporation of Employee Wellness in Schools

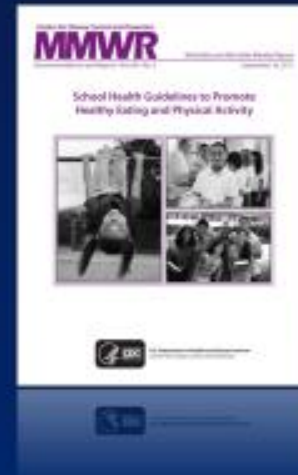
<http://www.cdc.gov/mmwr/>

## *School Health Guidelines to Promote Healthy Eating and Physical Activity*

**Purpose:** To provide science-based guidance for schools on establishing a school environment supportive of healthy eating and physical activity.


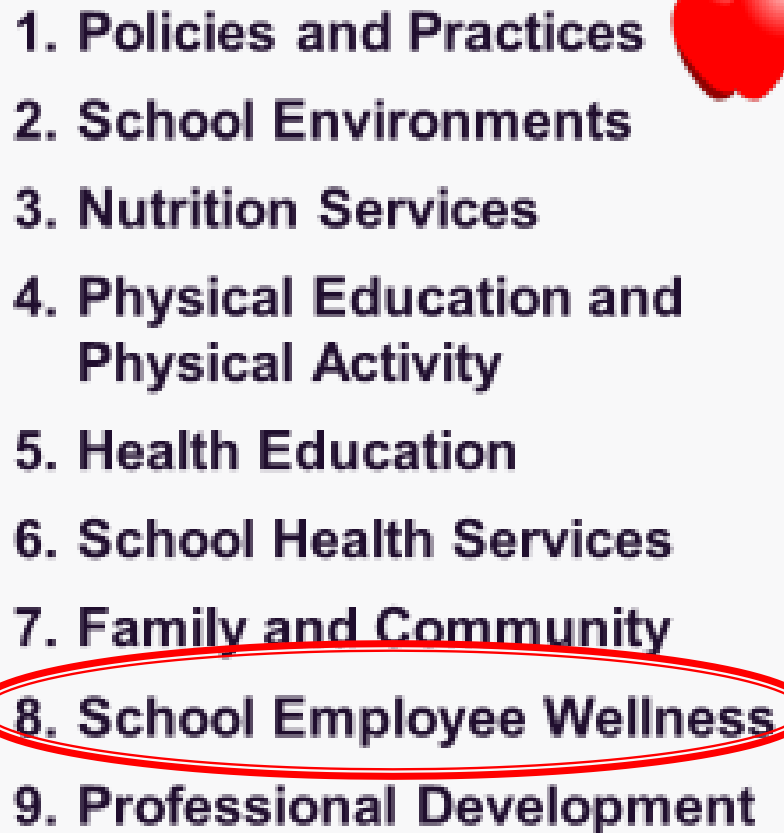
The *Guidelines* support the

- *Dietary Guidelines for Americans*
- *Physical Activity Guidelines for Americans*
- *U.S. Healthy People 2020 objectives*



# School Health Guidelines

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1. Policies and Practices
  2. School Environments
  3. Nutrition Services
  4. Physical Education and Physical Activity
  5. Health Education
  6. School Health Services
  7. Family and Community
  8. School Employee Wellness
  9. Professional Development

The Whole School, Whole Community, **Whole Child (WSCC)** model expands on the eight elements of CDC's coordinated school health (CSH) approach.





# Steps for Establishing a School Employee Wellness Program

- ▶ Step 1: Obtain administrative support
- ▶ Step 2: Identify resources
- ▶ Step 3: Identify a leader
- ▶ Step 4: Organize a committee
- ▶ Step 5: Gather and analyze data
- ▶ Step 6: Develop a plan
- ▶ Step 7: Implement the plan
- ▶ Step 8: Evaluate and adapt the program
- ▶ Step 9: Sustain the program



# Step 1: Obtain administrative support

- ▶ For a school employee wellness program to be successful and sustainable, it needs the support of the **superintendent and school board** at the district level and the **principal and vice principal(s)** at the school level, as well as other powerful decision makers within the school system.



Other powerful decision makers within the school system who are crucial to gaining administrative support and funding for employee wellness programs include **CFOs** responsible for budgets, **HR administrators** responsible for ee health benefits, **managers** of ee assistance programs.



**CFO**

# Step 2: Identify resources

- ▶ There are many potential funding options for a school employee wellness program. A program may charge registration **fees** to offset some of the costs.
- ▶ Implementing a school employee wellness program requires a variety of resources such as **qualified personnel** (e.g. Phys and Health Educators, Nurses, Counselors, Physical Therapists, Athletic Trainers, Coaches) to oversee and offer programs, space to conduct programs, equipment and supplies to carry out activities, and information about specific issues.
- ▶ Many resources might already be available in your school district or through partnerships with **agencies and organizations in your community**. E.g. health departments, PTAs, Non Profit organizations and facilities, local businesses, universities, hospitals.





Others can be obtained from state or national agencies and organizations, e.g. WELCOA, National Cancer Society, American Heart Association.

The screenshot shows a web browser window with the address bar displaying <https://www.welcoa.org/resources/>. The page features the WELCOA logo (a yellow star) in the top left. A navigation bar contains links for STORE, MEMBERSHIP, FREE RESOURCES, SERVICES, NEWS, EVENTS, ABOUT, and CONTACT. Below the navigation bar, a breadcrumb trail reads HOME > RESOURCES. The main heading is "Free Resources". To the right of this heading is a yellow button labeled "BECOME A MEMBER" with the text "Want even more Free Resources?" above it. The page is divided into two main sections. The left section has a teal background with the text "Sometimes, good things really are free." and a paragraph below it: "Each year, WELCOA is proud to make available a variety of free resources and useful information that can assist you in your quest to build a results-oriented wellness program." The right section has a blue background and features a large white circle containing a yellow padlock icon. Below the circle, the text reads "BECOME A MEMBER AND UNLOCK EVEN MORE".

Resources - WELCOA

<https://www.welcoa.org/resources/>

**WELCOA**

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HOME > RESOURCES

## Free Resources

Want even more Free Resources? **BECOME A MEMBER**

**Sometimes, good things really are free.**

Each year, WELCOA is proud to make available a variety of free resources and useful information that can assist you in your quest to build a results-oriented wellness program.

**BECOME A MEMBER AND UNLOCK EVEN MORE**

[www.cancer.org](http://www.cancer.org)

# Stay Healthy > Programs to help you stay well > Active for Life

Active for Life by American Cancer Society Workplace Solutions - Internet Explorer

http://www.acsworkplacesolutions.com/activeforlife.asp

SOTF - Home CDC - National Healthy... Active for Life by A...

Suggested Sites Web Slice Gallery

American Cancer Society Workplace Solutions BUILDING A HEALTHY WORKFORCE

Search:  Go

Home  
Cancer Information  
CEOs Against Cancer  
Communications/Promotion Tools  
Corporate IMPACT Conference  
Corporate Recognition  
Employee Health and Wellness Programs  
Active for Life  
Content Subscription Service  
Freshstart  
Meeting Well  
Quit For Life  
Tobacco Policy Planner  
Nutrition and Physical Activity Planner  
Workplace Solutions Assessment  
Employee Workplace Giving Campaigns  
Support the American Cancer Society  
Volunteer Opportunities  
About Us  
Contact Us

**Active For Life** *A Workplace Physical Activity Program*

Active for Life™ Online is a flexible program offered by the American Cancer Society that encourages employees to be more physically active on a regular basis.

**What is Active for Life?**

Active for Life Online is a 10-week program that uses individual and group strategies to help employees become more physically active. Research shows that people who increase their physical activity, improve their diet, and maintain a healthy weight reduce their risk of chronic diseases, including cancer, heart disease, and diabetes. The program encourages employees to take an honest look at their current activity level and set realistic goals for improvement. Physical activities can range from walking at lunchtime, taking the stairs rather than the elevator, or yard work to more strenuous exercise like running, swimming, or playing tennis.

**Features and Benefits**

Active for Life can help your employees stay healthy, be more productive, and improve their individual job performance. Active for Life Online can also help your company to:

- Control health care costs
- Reduce staff turnover
- Enhance your company image

[Download Product Sheet \(pdf\)](#)

**White Papers & Publications**

1. [Active for Life at Alaska Airlines](#)
2. [The Evidence Base](#)
3. [Economic Impact](#)
4. [Obesity and Prevention](#)
5. [Healthy Workforce 2010](#)
6. [Active For Life at CTI](#)

"Active for Life was proven to be an effective program at Group Health Cooperative and helped to increase healthy behaviors including physical activity and nutrition, while at the same time increasing morale and teamwork."

**Click to Play**

# Use Federal Resources

*[www.cdc.gov/workplacehealthpromotion/](http://www.cdc.gov/workplacehealthpromotion/)*

CDC A-Z INDEX ▾

## National Healthy Worksite Program

NHWP Home

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Program News

Webinars +



Healthy Worksite • Healthy Workforce • Healthy Communities



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### ABOUT NHWP

Program Overview and Information on CDC's Role, How CDC is creating sustainable worksite health programs, Other FAQ Resources, ...

### TRAINING

Worksite health training for non-health professionals to assist in the delivery of a comprehensive, evidence-based wellness program



# Program for People with mobility limitations, chronic health conditions and physical disabilities

## *NCHPAD's 14 weeks to a Healthier You*

[www.nchpad.org](http://www.nchpad.org)

NCHPAD - Building Healthy Living

NCHPAD 14 Week to a Healthier You

www.nchpad.org/14weeks/

NCHPAD

14 Weeks to a Healthier You

Login / Join

HomeMy ProfileMy LogsCardioStrengthFlexibilityMind/BodyNutritionMy FavoritesResourcesHelp

ntdesigns from Fairfield, IA just earned a Week 2 badge.

maxsnana just earned a Ready, Set, Go! badge.

### What others have said about the 14-Week program:

"I am a 62-year-old, T-5 paraplegic, female. This was just the exercise program I was looking for. I love the cardio workouts most of all! I am now moving and feeling so much better than before I started this program."


"I thought the program was very good, especially for those who are intimidated by starting a program. It allows you to work at your own pace and you can see your progress as you gradually increase in strength and endurance. I had given up on exercising because of fibromyalgia pain but have found that movement actually helps me to feel better and it challenges me at the level I am currently at."

"I have lived with MS for almost 30 years and the program provided me with the encouragement and incentive to get more active in accordance with my

### Welcome!

» Thank you for your interest in the NCPAD 14-Week Program. Please log in or register to view your personalized exercise and nutrition program.

#### 14 Week Intro Video



14 Week Intro Video

0:00 / 4:04

View Transcript

If you have already registered for the program please log in. If you are a new user, please watch the video above, read the description of the program in the column to your right, and explore the site to learn more about the content of the NCPAD 14

### Welcome

#### Welcome to NCPAD's 14-Week Program to a Healthier You!

What is the program?

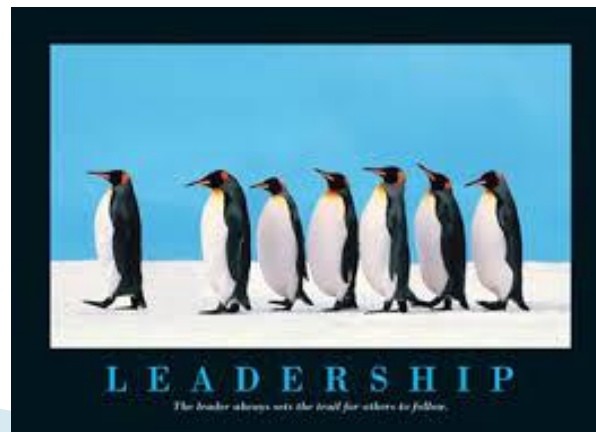
- Description: A **free**, personalized, web-based physical activity and nutrition program
- Target Audience: People with mobility limitations, chronic health conditions and physical disabilities
- Goal: To help you get moving and making healthy nutrition choices
- Duration: 14 weeks

How does it work?

- You register for the program and tell us a little about yourself.
- We take the information you gave us and, to the best of our abilities, provide you with personalized

# Step 3: Identify a leader

- ▶ The school employee wellness leader may be an existing employee with a commitment to health such as a health educator, physical educator, nurse, psychologist, counselor, or other member of the school staff. The district school health coordinator might also fulfill the role of school employee wellness leader in some cases.



# Step 3: Identify a leader



Sure glad the hole isn't at our end.



- ▶ Similar to school health programs for students, employee wellness programs are sometimes insufficiently developed because **a specific employee is not assigned** the responsibility of implementing the program, or because program implementation has been added to the responsibilities of a **staff member with limited time**.
- ▶ Individuals who participated in the pilot test of this guide indicated that school employee wellness programs were more likely to be sustained if leaders were **paid an additional stipend** for the extra responsibilities of implementing the program, or if these **responsibilities were incorporated** into their job description



# Step 4: Organize a committee



- Organizers of coordinated school health programs find that many components of the program already exist in a school district. Similarly, the core of a school employee wellness committee may already be in place.



- Members of a district school health council or a separate employee wellness committee need to represent a **variety of stakeholders and bring diverse skills and interests to the group**, e.g. teachers, bus drivers, custodians, HR personnel, superintendent, community resources...)



# Step 4: Organize a committee

► When people are invited to join the committee, they will **need to know what to expect** during recruitment, that may include the following:

◎Meet regularly to plan, develop, review, and evaluate activities.

◎Attend statewide wellness conferences in states where they are offered.

◎Inform school employees about program plans and obtain feedback (distributing materials and communicating by e-mail and in person).



# Step 5: Gather and analyze data

► A **needs assessment** provides key data to develop support for and plan a program. Data about school employee wellness programs are gathered to:

◎ Determine baseline health-related costs and risks in the district to justify investment in the program and to demonstrate progress and cost savings after implementation

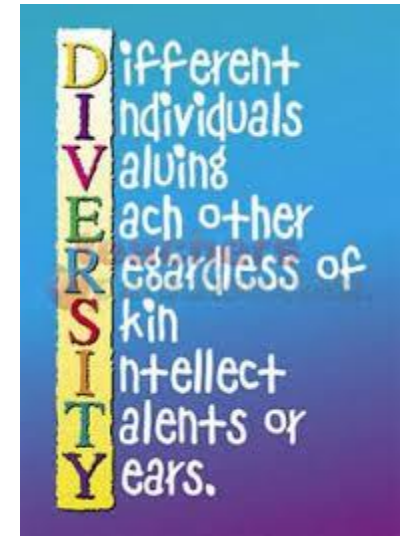


◎ Assess the status of school employee wellness activities



◎ Identify the interests of school employees.

# Step 6: Develop a plan





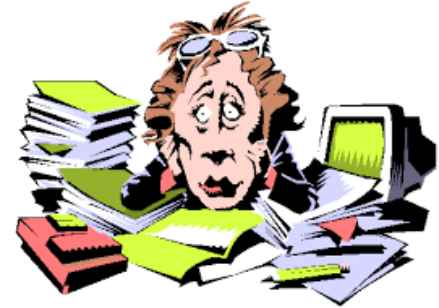
# Step 7: Implement the plan

- ▶ Initial activities can be based on survey findings.
- ▶ Consider starting with a simple initiative that costs little or nothing, is easy to implement, provides visibility, and promises immediate success for the school employee wellness program, e.g. month-long walking program, a presentation on the relationship of nutrition and fitness to stress, or a staff development day that features a health related session or to which a motivational speaker is invited.



# Step 7: Implement the plan

- ▶ Because stress is high on many school employees' list of health concerns, you might want to start with **stress management**.





# Step 7: Implement the plan

- ▶ Other popular start-up activities include distributing pedometers to promote walking (10,000 steps a day), organizing walking teams or clubs, offering assistance with smoking cessation or weight management, distributing water bottles, and providing healthy snacks.



## Oregon School Employee Wellness Conference The Power of US!

The Riverhouse  
Bend, OR

Save The Date:  
March 22-24, 2015

Contact Person: Inge Aldersebaes, OEA Choice Trust  
800-452-0914, Ext 101 ~ email: Inge@oeachoice.com

- Build personal skills to rejuvenate your health
- Bring a school team to learn how to create a culture of wellness
- Access state and national resources to support school employee wellness
- Learn how healthy school employees leads to greater student success

Sponsored By:

OEA Choice Trust, Moda, Oregon Public Health, OEA/NEA, COSA, OEBB, Oregon ASCD, OSBA, ODE Child Nutrition,  
Kaiser Permanente NW, Crook County Public Health



## SUNNYSIDE PRESENTS 3rd Annual Health & Wellness FAIR

Wednesday September 24, 2014  
1 pm - 6 pm  
Desert View High School  
OPEN TO ALL EMPLOYEES AND DEPENDENTS



Want to Donate Blood?  
Come to the Health and Wellness Fair to donate.  
**HELP SAVE A LIFE!**

Are you at Risk for Diabetes?  
Do you need Help managing your Diabetes?  
Come Find Out & get MORE information

Anyone who completes the HRA will  
receive a \$10.00 Target Gift Card!

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Only takes 15 Minutes!  
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• AFFORDABLE CARE ACT INFORMATION • AND SO MUCH MORE!

ELK RIVER AREA SCHOOL DISTRICT

## Welcome Back! TEACHERS! BREAKFAST SNACK!

Brought to you by the  
ISD 728 Employee Wellness Program

**August 30, 2012**

**ELK RIVER HIGH SCHOOL CAFETERIA**

**7 to 7:50 a.m.**

Catch-up with your colleagues  
and enjoy a healthy breakfast snack  
before the **WELCOME BACK SESSION**

### LEARN MORE ABOUT

- Employee Wellness Program
- Health & Well-Being Web demonstration
- Health Assessment and programs
- VirtuWell 24/7 online clinic
- Community Education programs
- ISD 728 Benefits

# Step 8: Evaluate and adapt the program

- ▶ Evaluation can help to identify needed changes, find out how well objectives are being met, determine the effects of the program, and identify ways to improve the program.
- ▶ Questions might include:
  - What evidence is there of documented lifestyle changes?
  - Are education and resources offered to help employees become better consumers of health care?
  - Were employees' health needs met?



# Step 9: Sustain the program

- ▶ Maintaining the support of administrative leadership and the school board is crucial for the continued development and sustenance of a school ee wellness program.

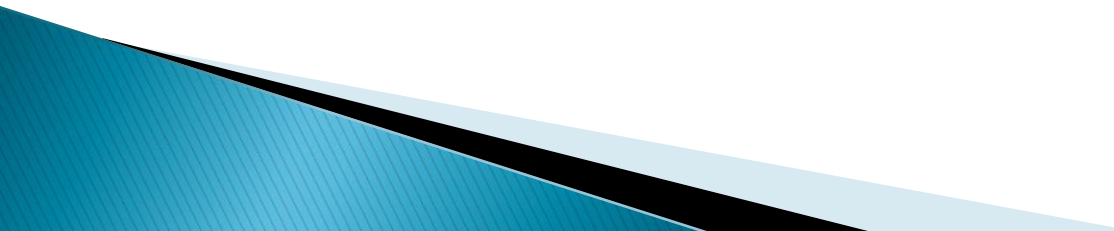
Ideas include:

- Invite administrators to attend school ee wellness committee meetings.
- Revise or update policies as the program evolves.
- Make recommendations to the school board





▶ Do you have any  
tips and  
suggestions for  
starting an  
employee school  
wellness program?





# Resources

- ▶ Wellness Council of America (WELCOA)
- ▶ American College of Sports Medicine (ACSM)
- ▶ American Council on Exercise (ACE)
- ▶ IDEA Health and Fitness Association (IDEA)
- ▶ Article: Hybrid Fitness Professionals  
<http://www.idealife.com/fitness-library/hybrid-fitness-professionals-mdash-the-best-of-all-worlds>

- ▶ *School Health Guidelines to Promote Healthy Eating and Physical Activity*

[www.cdc.gov/healthyyouth/npao/strategies.htm](http://www.cdc.gov/healthyyouth/npao/strategies.htm)

- ▶ PowerPoint® Presentation

[www.cdc.gov/healthyyouth/npao/presentationSlides.ppt](http://www.cdc.gov/healthyyouth/npao/presentationSlides.ppt)

- ▶ Facilitator's Guide to Using the PowerPoint® Presentation

[www.cdc.gov/healthyyouth/npao/facilitatorguide.pdf](http://www.cdc.gov/healthyyouth/npao/facilitatorguide.pdf)

- ▶ References for PowerPoint® Presentation

[www.cdc.gov/healthyyouth/npao/references.pdf](http://www.cdc.gov/healthyyouth/npao/references.pdf)

- ▶ Frequently Asked Questions

[www.cdc.gov/healthyyouth/npao/faq.pdf](http://www.cdc.gov/healthyyouth/npao/faq.pdf)

- ▶ School Employee Wellness: A Guide for Protecting the Assets of Our Nation's Schools

[http://www.healthyschools.ms.org/staff\\_health/documents/EntireGuide.pdf](http://www.healthyschools.ms.org/staff_health/documents/EntireGuide.pdf)

