

Begin with the end in mind

launching a successful school employee wellness program

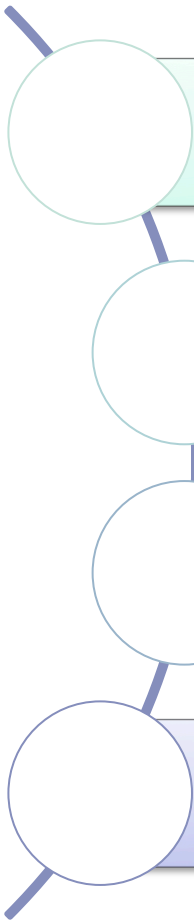
2015 COSA Seaside Conference



Kay Zimmerli, Kaiser Permanente
Inge Aldersebaes, OEA Choice Trust
Kent Klewitz, Jefferson School District



Objectives for our time today!



Understand why school employee wellness matters

Share elements for a successful workforce health program, including sustainable ideas

Learn practical strategies and approach from Jefferson School District

Learn more about OEA Choice Trust's school employee wellness grant & resources

Why should we care?

“You have to understand that healthy employees are more productive employees, and employees are tremendous role models for our students”



— Mark Doody, Superintendent, Hudson Falls Central School District NY

Why Employee Wellness?



Student Learning!!!



Let's Look at the Facts...

Center for American Progress – 2008

Center for American Progress – 2012

National Council on Teacher Quality – 2014

Jefferson School District – 2010-2015

National Research Says...



- Personal illness accounts for 59% of all absences
- Short term personal illness – 1 or 2 days accounts for 41% of all absences
- Personal Days – 15% of all absences



2012 US-DOE, Office of Civil Rights Biennial Report

- As a nation 5.3% of teachers are absent on any given day.....American Workers overall....3%.
- Nationally, 36% of teachers are absent more than 10 days per year.
- Oregon ranks 4th highest at 48%.



Why Wellness?

- ✓ TEACHER ABSENCE IS EXPENSIVE!
- ✓ About \$250,000 annually
- ✓ Estimated \$9,500,000 for Oregon
- ✓ Estimated that we spend \$4.5 Billion annually on school staff
- ✓ Vested in student learning

**Why wouldn't we take care of an investment
of this size?**



Jefferson School District 14J

- 6% drop in absenteeism from 11/12 to 12/13
- Maintained the rate for 2013/14 (4.6 days/year)
- Saw a bump in the absenteeism rate in 2014/15 (4.7 days/year)

- Looking at absence rate and SAT in 2015/16 & 2016/17

TEACHERS ARE THE MOST IMPORTANT SCHOOL BASED DETERMINANT OF A STUDENT'S
ACADEMIC SUCCESS!

Two approaches to workforce health plans

Activity-Centered

- Little leadership support
- Little or no impact or measurable outcomes (ROI)

- Unfocused
- Sporadic
- “Program of the month”

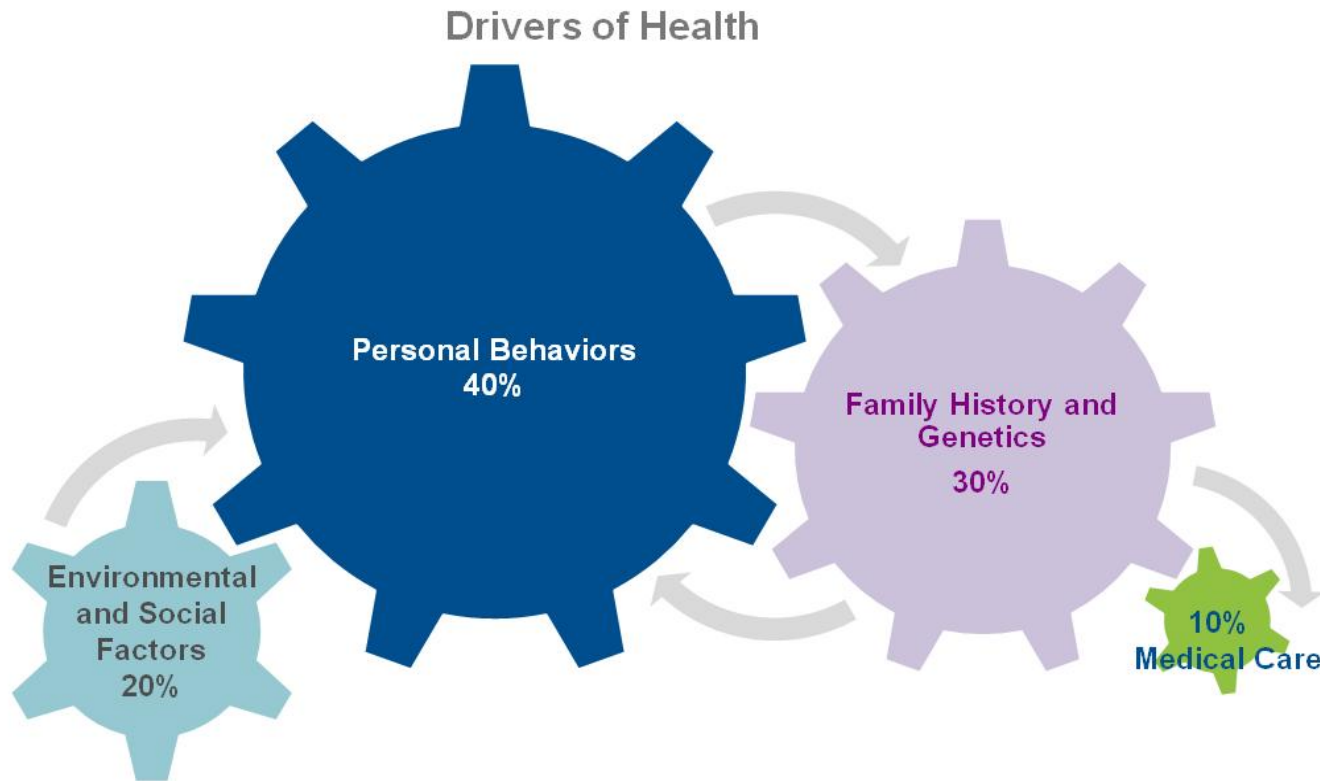
Results-Oriented

- Targeted to key issues
- Thoughtfully designed
- Multi-year approach

- Aligned with school and district priorities
- Measurable results

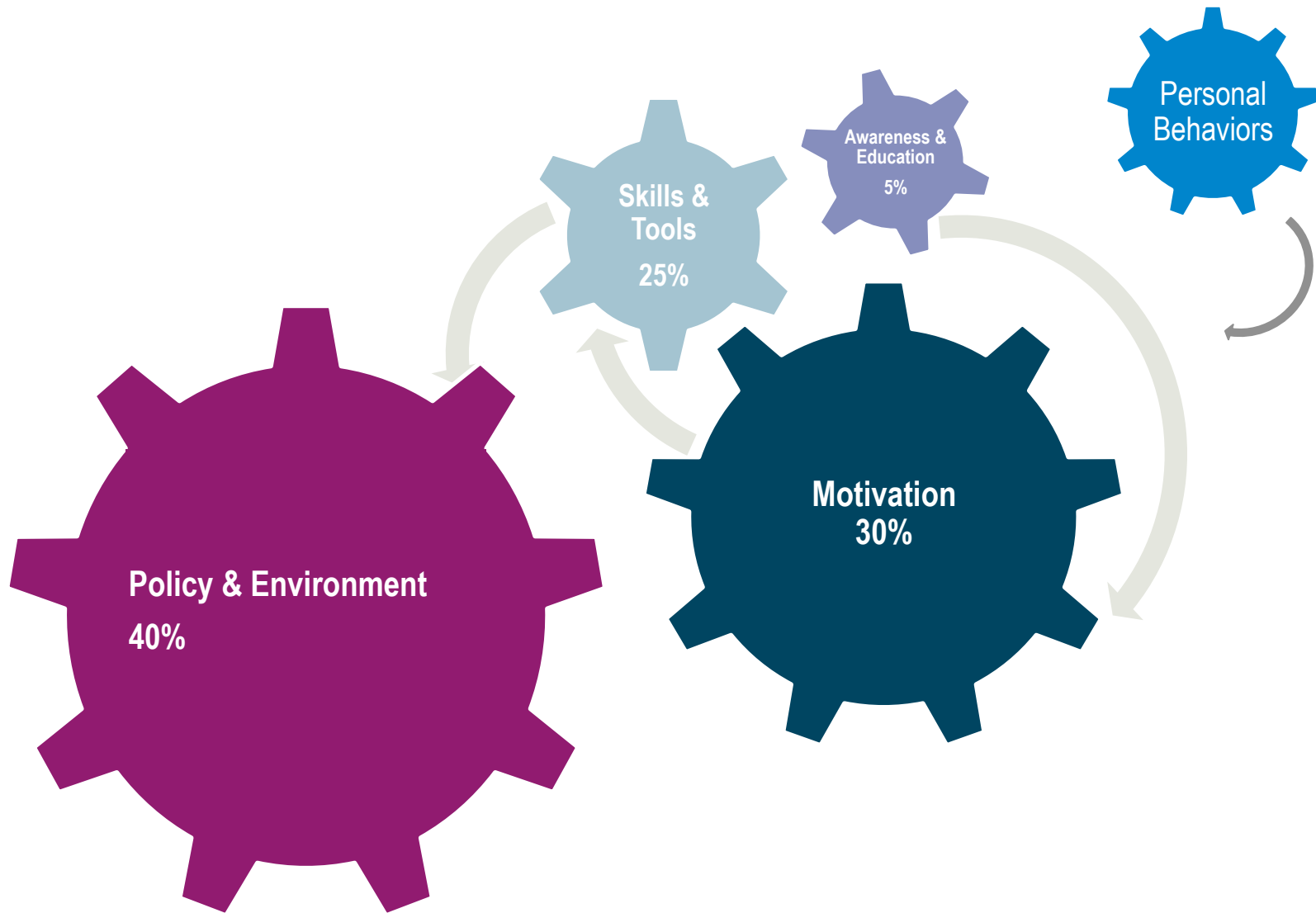
Poor Lifestyle Leads to Chronic Disease

- Health is driven by multiple factors that are intricately linked- of which medical care is one component. Total Health is a comprehensive solution that addresses all components.



Source: Determinants of Health and Their Contribution to Premature Death, JAMA 1993

What drives behavior change?



What is an Employee Wellness Program?



**Implement
programs &
activities**



**Create policies
and
environments
that support
healthy
behaviors**



**Foster a
culture of
health at your
school**

MOVE Break!



10 Steps to Employee Wellness

Support from the top

Find a Champion

Build a committee

Decide on your mission

Devise a plan

Measure success

Motivate and involve employees

Include the community

Commit to sustainability

Build a culture of wellness

Support from the Top



Board of Education
Superintendent
School Principal



Find a Person to Champion the Cause

Active

Positive

Approachable

Models the Practices

Good Communicator

A Doer

A Completer



Build a Committee of Stakeholders with Representatives from all Buildings



Interest

Time

Commitment



Let Staff Input Decide Your Mission



Healthy eating
Daily Activity
Culture Shift



Design a Plan that Includes Healthy Eating, Physical Activity, Special Events & Incentives

Year One – 2010/11

- Find your Wellness Enthusiasts and form a team– two/building
- Survey Staff
- Share survey results:
 - heightened awareness
 - gain support of Board, administration, and staff
- Let survey results guide your action plan
 - On-site Fitness Centers, Weight Watchers, Challenges, Classes
- Document efforts and results for grant reporting



Year Two – 2011/12

- Survey Staff
- Modify Action Plan based on survey results
- Share results
- Form Community Partnerships/solicit In-kind donations (Hospitals, health clubs, etc.)
- Document efforts and results for grant reporting



Make Today
YOUR DAY!

Team Challenge



Plan for Success

Challenge Evaluation

Our goal is always to provide you with fun and fresh wellness incentive campaigns to assist you in making meaningful lifestyle changes. To ensure we are meeting our goal, we need to hear from you. Please answer the questions below to help us understand how you felt about the just completed program.

1. **Did you successfully complete all 6 weeks of the Everybody. Everyday. challenge? (circle one)**
Yes No

2. **Was the challenge easy to understand (circle one)?**
Yes No

3. **I found Everybody. Everyday. to be (circle one):**
 - a. Not challenging enough for me.
 - b. The right level of challenge for me.
 - c. Too challenging for me.

4. **If the challenge was offered again would you recommend it to a coworker? (circle one)**
Yes No

5. **Are you more aware of your physical fitness activities now than you were before participating in Everybody. Everyday. challenge? (circle one)**
Yes No

6. **I received these benefits by participating in Everybody. Everyday. (circle all that apply)**
 - a. It was fun for me.
 - b. I learned new things about how to live a healthy lifestyle.
 - c. I'm thinking more about changing one or more of my health habits.
 - d. I am continuing a health behavior (walking, jogging, etc.) that I began during the challenge.
 - e. It reinforced that my health habits are good and I should continue them.
 - f. I enjoyed participating with coworkers.
 - g. Other: (please specify): _____

7. **Please rate your overall satisfaction with Everybody. Everyday. (circle one)**
Very satisfied Somewhat satisfied Somewhat dissatisfied Very dissatisfied

8. What did you like most about the Everybody. Everyday. challenge? _____

9. What did you like least about the Everybody. Everyday. challenge? _____

10. Please share any ideas and suggestions you have for future programs. _____



**Please
return to:**

Name (optional): _____
Department (optional): _____

Get Employees Involved





Commit to Sustainability

- Have a plan for continued commitment
- Continue to find ways to get involved
- Use parts of all staff time for teaching and promoting
- Expand, try new wellness offerings
- Push the culture to shift
- Commit some level of funding
- Understand that this change takes time

Evaluate Program Effectiveness

2013/14 Wellness Survey

A \$100 gift card winner will be drawn for every 10 surveys completed. Complete the survey and you'll be entered to win.

During this past school year, what JSD sponsored Wellness Activities did you participate in? List all that apply.

- Healthy Back Class
- Move For Good Health Class
- Fitness Room
- Walking Trail
- Reading Challenge
- Recipe Challenge
- Wild about Wellness Challenge
- Spring into Action Challenge
- Weight Watchers
- I did not participate in any wellness activities or programs
- Other:

Has your health improved as a result of having the JSD sponsored employee wellness program in place?

If yes, how?

Examples: weight loss, lower blood pressure or cholesterol levels, increased fruit/veggie consumption, improved sleep, etc.

One of the main goals of the JSD sponsored Employee Wellness Program is to "create a culture" of Wellness. Please tell us how much you agree or disagree with the following statements on a scale of 1 to 4.

I noticed that my colleagues and I are more conscientious about our health since the inception of the employee wellness program.

1 2 3 4

Strongly Agree Strongly Disagree

Monitor the Culture



Keep taking steps to lead change!

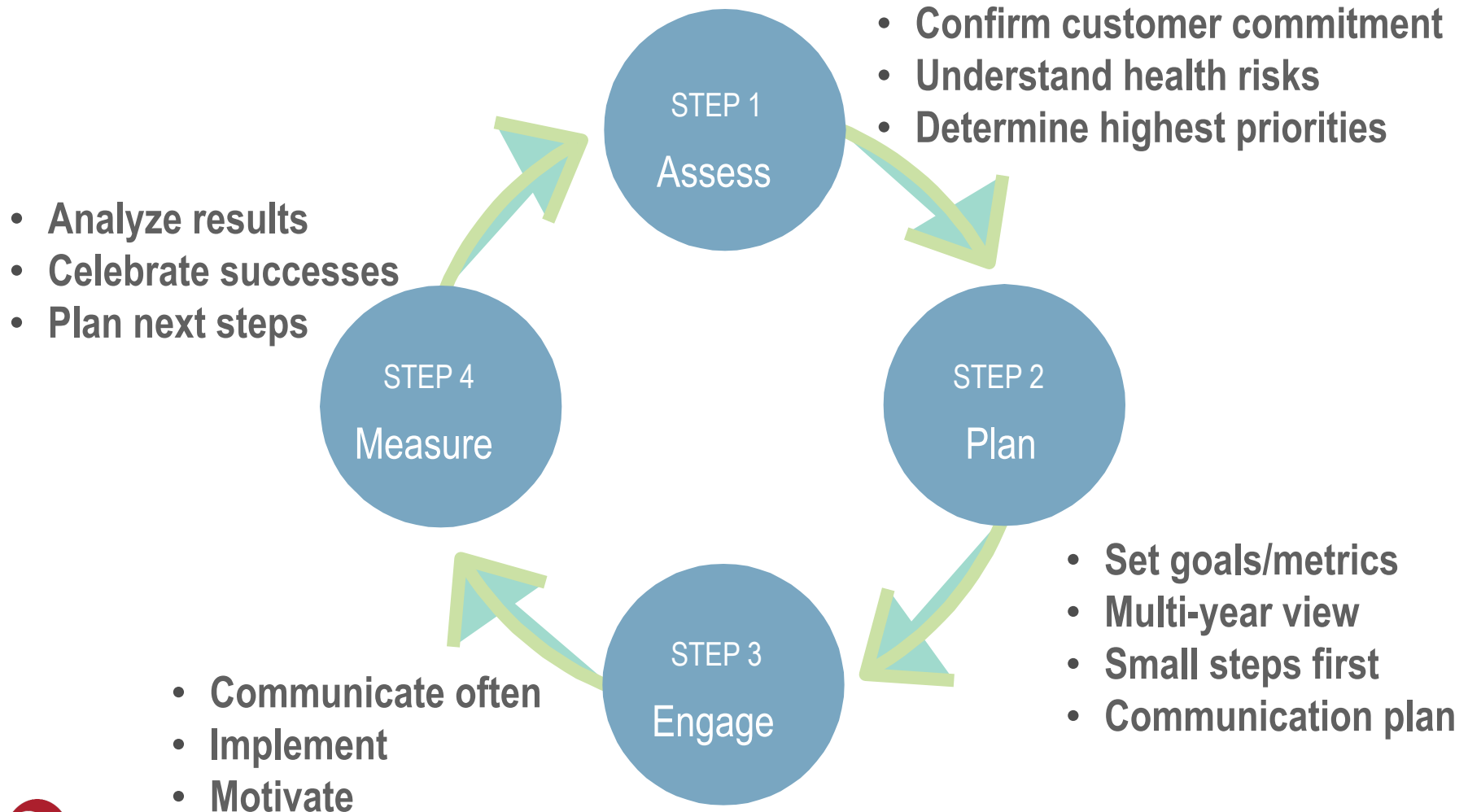




What's next? Growing Your Philosophy

- Student Learning
- Caring and taking care of employees
- Leadership Modeling
- Support all efforts
- Understand what defines Wellness
- Commit to a culture shift (practice in change)
- Acceptance

Four steps to a results-oriented program



OEA Choice Trust:

Inspiring schools to create
healthy workplaces for all staff

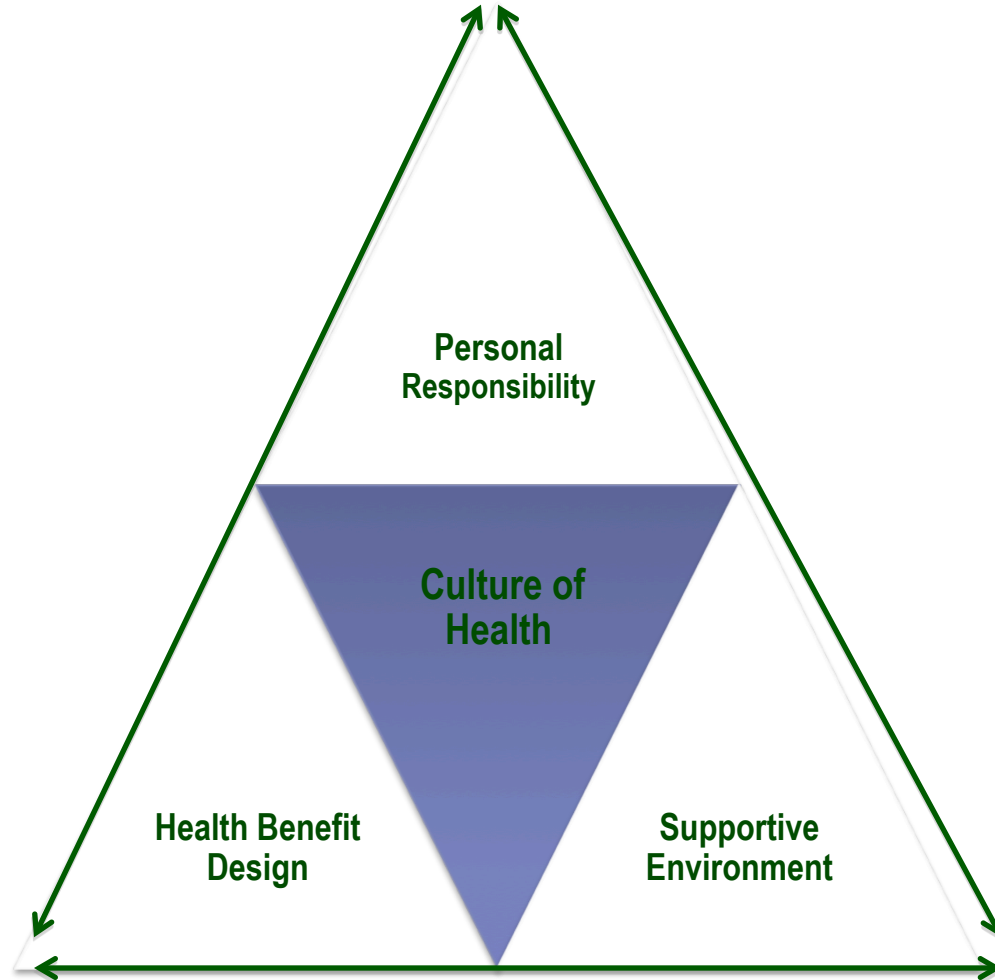
OUR VISION

All Oregon public school employees are healthy, resilient and engaged as champions for healthy school environments and vital communities. As a result, they are fulfilled in their work, model health for students and are better equipped to foster student success.

Our grantees



What Works: A comprehensive, integrated worksite wellness program

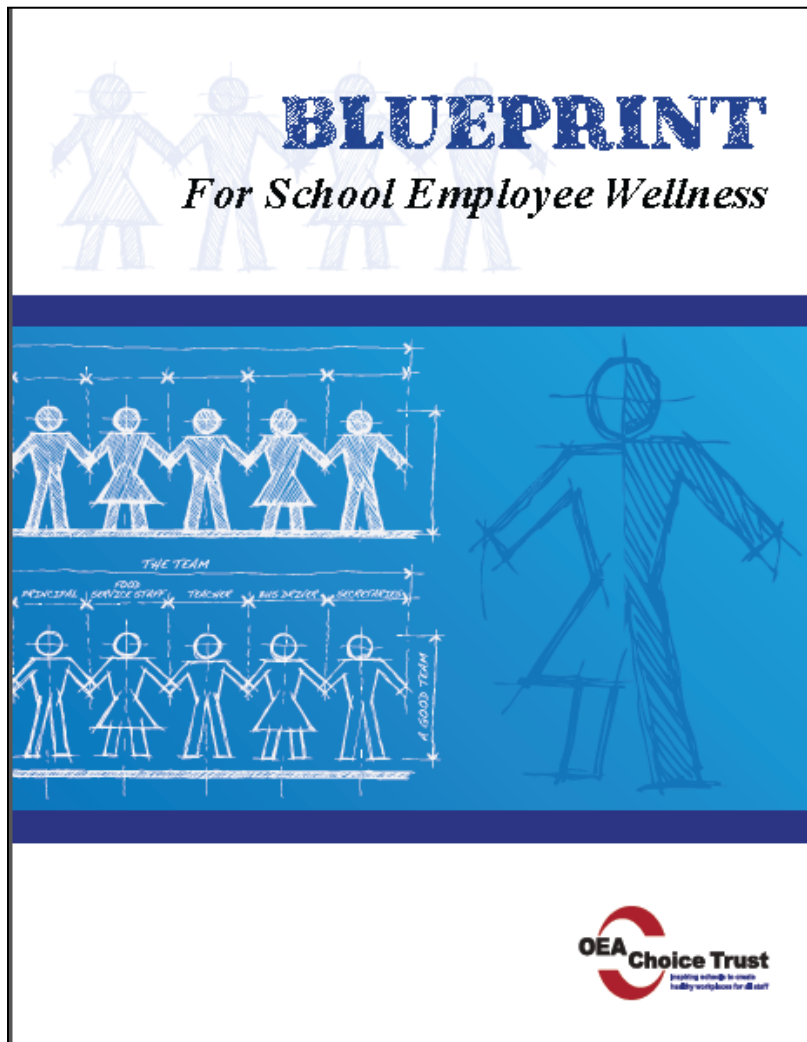


Grant application process

- Successful grant applicants are eligible to receive a maximum of \$75,000 for school employee wellness programs that will be implemented over the course of 3-5 years.
- A maximum grant amount of \$25,000 may be requested per grant year.
- A minimum of 50% in matching funds either through in-kind contributions or local funding partners is required.
- OEA Choice Trust will accept only one grant proposal from a School District, Education Service District or Community College.
- Grant Funding Priorities and Principles
- Next Competitive Grant Opportunity will be Spring 2016: All grant applications due April 15, 2016
- Download grant application at www.oeachoice.com



Key steps to get started and find long term success...



- Gain leadership support
- Select a wellness team and coordinator
- Gather data and use it
- Put priorities into action
- Create a supportive & healthy environment
- Evaluate and celebrate



Get Started: Ideas for a healthier school workplace

- In small groups, share how your district is promoting staff wellness and discuss the 3 -2- 1 below



3

3 partners/ resources that can support employee wellness at your district!



2

2 things I will do to support the health and wellness of school staff!



1

1 thing I am still wondering about.

Questions, Comments, Advice?



Resources



Resources

OEA Choice Trust

www.oeachoice.com

- ❖ Blueprint for success
- ❖ Grant application

Kaiser Permanente Thriving Schools

thrivingschools.kaiserpermanente.org

- ❖ Making the case – why wellness for students, staff and teachers
- ❖ Wellness resources
 - Creating a Healthy School Environment
 - Healthy Eating
 - Physical Activity
 - Wellness Champion Start-up Kit



Oregon School Boards Association

[District Wellness Policy](#)

Alliance for a Healthier Generation

schools.healthiergeneration.org



Resources

CDC

cdc.gov/nccdphp/dnpao/policy/index

- ❖ Wellness Policies
 - Nutrition
 - Physical Activity
 - Obesity and overweight

Leadership for Healthy Communities

leadershipforhealthycommunities.org/

Kaiser Permanente Workforce Health Resource Center

businesshealth.kaiserpermanente.org/workforce-health-resources/

- ❖ Tobacco Free Campus (policy language, samples)
- ❖ Sleep Management toolkit
- ❖ Healthy Meetings guide