

Ten Easy Steps to School Employee Wellness!

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Why Employee Wellness?



Let's Look at the Facts....

Center for American Progress – 2008
Center for American Progress – 2012
National Council on Teacher Quality - 2014
US-DOE, Office of Civil Rights biennial report - 2012
Jefferson School District 14J – 2010-2015

on absenteeism.

- 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
- 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%

JSD data speaks for itself...

Fewer staff absences results in less money spent on sub costs.

JSD 14J

- 2011 - 13.8% drop = over \$20,000
- 2012 - 6.9% drop = ~\$10,000
- 2013 -- 3.5% drop = ~\$5,000
- JSD represents 1/10th of 1% of the districts in the state – total state savings of about \$35 million annually.

What's the big deal...?

- TEACHERS ARE THE MOST IMPORTANT SCHOOL-BASED DETERMINANT OF A STUDENT'S ACADEMIC SUCCESS!
- TEACHER ABSENCE IS EXPENSIVE!
 - *about \$250,000 in 2013-2014 for JSD
 - *est. \$135,000,000 for the state of Oregon
- School employees represent approximately a \$4.5 Billion investment each year. Why would not take care of and honor that level of investment?

What's next?
Growing Your Philosophy

- We are here for kids
- Caring and taking care of employees
- Leadership Modeling
- Support all efforts
- Understand what defines Wellness
- Commit to a culture shift (practice in change)
- Be Persistent and Look for new ways to support
- Develop policy to support efforts and commitment

10 Steps to Employee Wellness

Support from the top
Find a Champion
Build a committee

Gather Input to Decide Your Mission
Devise a plan
Plan for 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

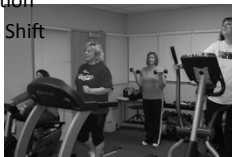


- Interest
- Time
- Commitment

Get Staff Input Decide Your Mission



- Healthy eating
- Daily Activity
- Education
- Culture Shift

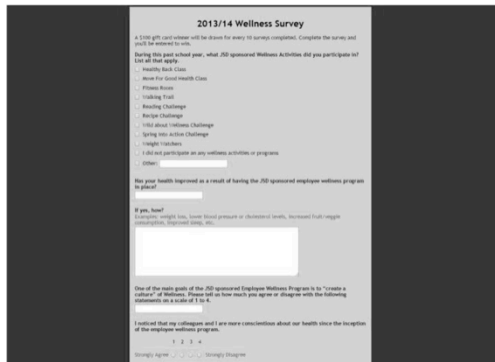


Include Involvement from the Community

- Incentives
- Programs
- Shared Areas/Equipment
- Classes
- Local businesses
- Local Hospitals and Doctors
- Others??

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



Why Employee Wellness?



Why physical activity?

*Centers for Disease Control and Prevention, *Charles E. Basch , Columbia University
Active Living Research, 2009, Gallup , Albert Einstein College of Medicine

Start to understand that **physical activity** positively affects the following:

- Overweight and obesity
- HDL cholesterol
- Blood pressure
- Insulin resistance
- Skeletal health
- Musculoskeletal injuries
- Psychological well-being
- Self-esteem
- Anxiety and depression

Centers for Disease Control and Prevention

“There is a **growing body of research** focused on the **association between** school-based **physical activity**, including physical education, and **academic performance** among school-aged youth.

...physical education, recess, **classroom-based physical activity** (outside of physical education and recess), and extracurricular physical activity...”

**Healthier Students Are Better Learners:
A Missing Link in School Reforms to Close the
Achievement Gap**
Charles E. Basch
March 2010 , Columbia University

- No matter how well teachers are prepared to teach, no matter what accountability measures are put in place, no matter what governing structures are established for schools, educational progress will be profoundly limited if students are not *motivated and able to learn*.
- (5) *physical activity*, (6) *breakfast*, and (7) *inattention and hyperactivity*

Active Living Research, 2009
Physical Education, Physical Activity and Academic
Performance

- Researchers analyzed FITNESSGRAM® test results from more than 2.4 million Texas students in grades 3 to 12 during the 2007–08 school year and found **significant school-level correlations between physical fitness achievement and better performance on state standardized tests**. Higher physical fitness achievement also was associated with better **school attendance rates** and **fewer disciplinary incidents involving drugs, alcohol, violence or truancy**.
- Eleven of those studies found regular participation **in physical activity is associated with improved academic performance**.
- Health Surveys...United States, United Kingdom, Hong Kong and Australia... statistically **significant, positive correlations between physical activity participation and academic performance**.
- Studies in Australia, South Korea, and the United States found **physical fitness scores to be significantly and positively associated with academic performance**.

Principals - recess has a positive impact on learning; students are more focused, listen better after recess. Gallup 2010

- Four out of five principals report that **recess has a positive impact on academic achievement**.
- Two-thirds of principals report that **students listen better after recess and are more focused in class**.
- Virtually all believe that recess has a **positive impact on children’s social development** (96 percent) and **general well-being** (97 percent).

Principals - continued

- NAESP Executive Director Gail Connelly - "Principals know that students' **academic development** is inextricably **connected** to their **physical, social, and emotional well-being**, and they support recess as a **crucial element of learning** that sustains the whole child."
- Jane Lowe, Vulnerable Populations Portfolio at the Robert Wood Johnson Foundation - "This research sends a clear message to anyone interested **in improving education** or the **overall well-being of America's children**: it's time to take **recess** seriously."
- and... "**Recess** should no longer be treated as an afterthought but as a **core** part of any strategy for **promoting learning and improving health**."

Dr. Romina Barros, a professor of pediatrics at the Albert Einstein College of Medicine

- Dr. Romina Barros, February 2009, Pediatric: children who have **more recess** time **behave better** in the classroom and are **more likely to learn**.
- "Just as adults need breaks as they go about their workday, children need time during the school day to run around,"
- "As we continue to make improvements to our education system, it's critical that we factor in this **mounting evidence that recess plays an essential role in children's learning and development**."

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QUESTIONS?

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23 and a Half Hours

<https://www.youtube.com/watch?v=aUalnS6HIGo>

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