

School Employee Wellness Programs

This presentation will provide you with the rationale, resources and steps for establishing a employee wellness program at your school.

Please contact district WSCC coordinators:

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if you would like guidance and support in establishing your school based program.

Employee Wellness in Schools



- Employee Wellness is one component of the Whole School, Whole Community, Whole Child (WSCC) framework. This framework was formerly known as “Coordinated School Health”. Refer to “What is WSCC?” link on the Lansing School District website for more information on this model.
- Opportunities that encourage staff members to pursue a healthy lifestyle contribute to their improved morale, and greater personal commitment to the district’s overall coordinated health program.

Employee Wellness in Schools

- Teachers show high levels of **exhaustion and cynicism**, the core dimensions of **burnout**. (Maslach, Johnson & Leiter, 1996)
- This intense stress leads to **low employee morale** and **high turnover** and **shortages**.
- Approximately one-third of teachers consider their occupation **very stressful**. (Jepson & Forrest 2006)
- 15-19% of new teachers leave their school by the end of their second year. (Dawson, 1999)
- Over 1/3 of teachers leave the profession by the end of their fifth year. (Dawson, 1999)
- Teachers who lack good health cannot be healthy role models for students.
- Districts with school employee wellness programs attract new employees and earn the loyalty of current employees. (Bogden, 2000)
- School employees interested in their own health are more likely to take an interest in the health of their students.
- Students are more likely to engage in health-promoting activities when school employees model healthy behaviors.
- Research indicates that for every dollar spent on employee wellness programs, an average of \$5. is saved. (Chapman 2005)

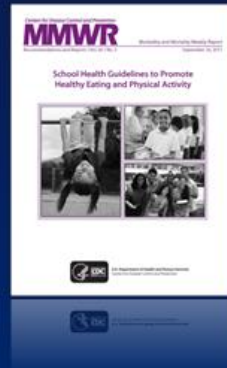
Centers for Disease Control

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

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

Access to Public-Use Materials on the Guidelines

- **School Health Guidelines to Promote Healthy Eating and Physical Activity**
www.cdc.gov/healthyyouth/npao/strategies.htm
- **PowerPoint® Presentation**
www.cdc.gov/healthyyouth/npao/presentationslides.ppt
- **Facilitator's Guide to Using the PowerPoint® Presentation**
www.cdc.gov/healthyyouth/npao/facilitatorguide.pdf
- **References for PowerPoint® Presentation**
www.cdc.gov/healthyyouth/npao/references.pdf
- **Frequently Asked Questions**
www.cdc.gov/healthyyouth/npao/faq.pdf



WELCOA'S (Wellness Council of America)

Expensive Membership Required



SEVEN BENCHMARKS OF RESULTS-ORIENTED WORKPLACE PROGRAMS



- School Employee Wellness Guide www.dhpe.org
- Includes PP presentation for administration to gain buy-in
- Helpful tools in developing a wellness team
- Sample employee needs/interests surveys
- Sample newsletters and other helpful resources

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.
- Lansing School District Wellness Policy can be found on the district webpage.

Step 2: Identify Resources

- Evaluate current programs, services and policies that are available at school
- 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. Physical/Health Educators, Nurses, Counselors, 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. MESSA, health departments, PTOs, non-profit organizations and facilities, local businesses, universities, hospitals.

Other Resources can be obtained from other state or national organizations. E.g. WELCOA, American Heart Association, National Cancer Society.

Forgot your username or password?

Become a member to unlock an additional 190 valuable resources.

Explore Popular Topics

Make a selection to see all WELCOA Resources on that topic.


- Assessments & Screenings
- Behavior Change
- Blood Pressure
- Cholesterol
- Culture Change
- Diabetes
- Engagement
- Financial Wellness
- Health Coaching
- Healthcare Cost Containment
- Holistic Programs
- Incentives
- Legal and Compliance Issues
- Medical Consumerism
- Nutrition
- Physical Activity
- Positive Psychology
- Positivity
- Stress
- Tobacco Cessation
- Value of Investment
- Weight Loss
- Well-Being

Resource Types

Browse WELCOA Resources by type.

- Articles
- Career Development
- Case Studies

VIEW RESOURCE




Walking 4 Wellness Incentive Campaign

INCENTIVE CAMPAIGNS | APRIL 13, 2015

If there's anything that we know about improving health, it's this: one of the greatest predictors of sickness and death is a low fitness level. By following the simple recommendations put forth in Sean Foy's book *Walking 4 Wellness*, individuals can improve their health status and their overall quality of life. This challenge puts the strategies in Sean's book in motion, encouraging participants to make walking a part of their daily routine.

VIEW RESOURCE



Health Bulletins: January 2015

EMPLOYEE HEALTH BULLETINS | DECEMBER 15, 2014

As a WELCOA member, each month you'll receive four monthly health and wellness bulletins and one related employee quiz. This month covers heart attacks vs. strokes, surviving sepsis and massage therapy.

- Behavior Change
- Blood Pressure
- Cholesterol
- Culture Change
- Diabetes
- Engagement
- Financial Wellness
- Health Coaching
- Healthcare Cost Containment
- Holistic Programs
- Incentives
- Legal and Compliance Issues
- Medical Consumerism
- Nutrition
- Physical Activity
- Positive Psychology
- Positivity
- Stress
- Tobacco Cessation
- Value of Investment (VOI)

Tired? Tense? Need a Break?

SIT FOR 60

MOVE FOR 3

A GREAT WAY TO GET ON THE MOVE

For every 60 minutes you spend sitting, take a physical activity break of at least 3 minutes!

In 3 Minutes You Can:

- Walk down the hall and back
- Stand up at your desk and stretch
- Go up and down a few flights of stairs
- Go outside and walk around the building

ON THE MOVE

For more information and to sign up for the 2016 *On the Move* Company Challenge visit:

onthemove.welcoa.org

WELCOA | welcoa.org



- Home
- Cancer Information
- CEOs Against Cancer
- Communications/Promotion Tools
- Corporate Recognition
- Employee Health and Wellness Programs
- Employee Workplace Giving Campaigns
- Support the American Cancer Society
- Volunteer Opportunities
- About Us
- Contact Us



Opportunities to Volunteer

[LEARN MORE](#)



National Partners Program



Make a difference in Today's Workforce



Adults spend more than half their waking hours on the job according to Healthy People 2010, a national health promotion and disease prevention initiative. As corporate leaders, it is up to you to offer your employees the most rewarding experience possible in the workplace. By teaming up with the American Cancer Society, you can lead the way in the area of employee wellness and community involvement.

The American Cancer Society's Employer Initiative Workplace Solutions programs are customized to fit your specific needs and have a positive impact on your company's bottom line. We can help you engage and energize your employees with everything from evidence-based health and wellness programs that help reduce their risk of cancer and other serious illnesses, to opportunities to participate in well-known community events such as the American Cancer Society Relay For Life® and Making Strides Against Breast Cancer®.

Join us, and together we can make a difference in today's workplace while fighting cancer and saving lives.

Did you know ...

1500 companies and 250,000 participants have participated in the American Cancer Society's Active for Life workplace physical activity program. [Learn more](#)

MANAGE Weight



Make lasting changes in your company's health with proven wellness programs.

[Learn More ▶](#)

QUIT Tobacco



Reduce health care costs and increase productivity in your workplace with our tobacco cessation programs.

[Learn More ▶](#)

GET Involved



Help save lives through workplace giving and matching gifts programs, as well as community-based events.

[Learn More ▶](#)



LOCAL INFO | LANGUAGES | CAREERS | VOLUNTEER | **DONATE**



Search

HEALTHY LIVING | CONDITIONS | HEALTHCARE / RESEARCH | CAREGIVER | EDUCATOR | CPR & ECC | SHOP | CAUSES | ADVOCATE | GIVING | MEDIA

Healthy Eating | Physical Activity | Healthy Kids | Weight Management | Stress Management | Quit Smoking | Workplace Health



Learn more below!

1 2 3

The benefits of regular physical activity are undeniable. Something is better than nothing, and we all have to start somewhere. Even if you've been sedentary for years, today is the day you can begin to make healthy changes in your life. The American Heart Association has the tools and resources to get you on the right path to a healthier lifestyle.



Getting Started - Tips for Long-term Exercise Success
Getting regular physical activity takes commitment, but that doesn't mean it has to be a chore. Try these tips for making exercise fun and part of your daily routine.



From the Couch to the Pavement - A Plan to Get You Moving
Almost 80% of Americans are not getting recommended amount of physical activity. We can help you make a plan to get moving.



No time for exercise? Try our Top 10 Tips to get more!
Finding the time to exercise may seem daunting, but splitting up your exercise throughout the day can make a big difference. Check out our top tips.



Get Moving: Easy Tips to Get Active!
Staying active is a lot easier than you think. These simple tips can help you find ways to increase the amount of physical activity you get throughout the day.



5 Steps to Loving Exercise ... Or At Least Not Hating It
Maintaining an exercise routine is a lot easier when you enjoy doing it. Stay active by following these steps on how to love exercise.

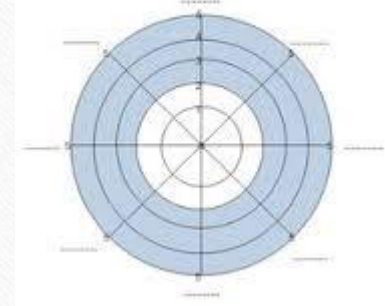


Family Fitness
Getting active with the family is a great way to spend time together and encourage healthy habits. Learn how to keep the whole family in shape.



- Use the Mind Tools “Wheel of Life” for inventory on work life balance.
- https://www.mindtools.com/pages/article/newHTE_93.htm

Figure 2: Wheel of Life Template





MESSA Worksite Wellness Toolkit

How to start a MESSA wellness program at your school

MESSA Resources



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MESSA Health Resources Contact Page

MESSA Health Promotion Department
800.292.4910
healthpromotions@mesa.org

Rhonda Jones
rjones@mesa.org
Mona Trof
mtrof@mesa.org

MESSA Member Education and Support Programs
800.336.0022

Asthma Education and Member Support Program
Diabetes Education and Member Support Program
Cardiovascular Health Education and Member Support Program
- Coronary Artery Disease
- Hypertension
Healthy Expectations

MESSA Medical Case Management and Cancer Care Program
800.441.4626

MESSA NurseLine (24 hours per day, 7 days per week)
800.414.2014

This toolkit is not intended to replace medical advice or treatment from a participant's health care provider. It is intended to assist participants in lowering the risk factors of illness, disease and injury by promoting wellness.



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Free MESSA "Be a Verb" Posters for MEA and MESSA members



Free MESSA "Walking Wellness" Posters for MEA and MESSA members



Free MESSA "Flu" Posters for MEA and MESSA members



Non-profit Agencies

The screenshot displays the Kaiser Permanente website interface. At the top left is the Kaiser Permanente logo. To the right are navigation links: 'Find doctors & locations', 'My profile', 'Member assistance', and a globe icon for 'Español'. Below these is a search bar with a dropdown menu set to 'All' and a 'Search' button. A horizontal menu bar contains five main categories: 'My health manager', 'Health & wellness' (highlighted in orange), 'Shop health plans', and 'Locate our services'. Under 'Health & wellness', there are sub-links for 'Live healthy', 'Conditions & diseases', 'Drugs & natural medicines', and 'Programs & classes'. The 'Live healthy' section is active, showing a list of health guides, videos and podcasts, and tools & calculators. A large banner image shows people at a beach with surfboards. Below the banner is a 'Live healthy' heading with a mango icon and a paragraph of text. To the right of the banner are three yellow callout boxes with titles: 'Make change happen', 'Prepare for life's 'what-ifs'', and 'How healthy are you?'. Each box contains a brief description and a link to a program or assessment.

KAISER PERMANENTE

Find doctors & locations | My profile | Member assistance | **Español**

Sign on | Choose your region | All | Search

My health manager | **Health & wellness** | Shop health plans | Locate our services

Live healthy | Conditions & diseases | Drugs & natural medicines | Programs & classes

Health and wellness

- Live healthy**

Health guides

- Alcohol
- Advance care planning
- Child and teen health
- Complementary and alternative care
- Emotional wellness
- Fitness
- Men's health
- Nutrition and recipes
- Pregnancy and new baby
- Preventive care
- Quit smoking
- Senior health
- Weight management
- Women's health

Videos and podcasts

- Videos
- Podcasts (guided imagery)

Tools & calculators

- Health tools

Live healthy

Should you cut carbs or fill up on fiber? Better off walking or lifting weights? You want to live healthier, but you aren't sure where to begin. Start right here! Let our collection of practical tools, tips, and information be your guide.

Make change happen

Set goals and see results with [free online programs](#) for weight loss, stress, smoking, and more.

Prepare for life's 'what-ifs'

Find [advance directive forms](#) for your area.

How healthy are you?

Take a [Total Health Assessment](#) today to find out.

Federal Resources



National Healthy Worksite Program

NHWP Home

About NHWP +

Become a Healthy Worksite +

NHWP Communities +

Program News

Webinars +



Healthy Worksite • Healthy Workforce • Healthy Communities



Get Email Updates

To receive email updates about this page, enter your email address:

What's this?

Submit

Related Links

[Workplace Health Promotion](#)

[Total Worker Health](#)

[Community Commons](#)

[County Health Rankings](#)

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

NHWP TOOLKIT

Assessment Tools, Implementation Guides, Tools, and other Resources...

RESOURCES

CDC and program resources as well as Regional, State, and County Health and Worksite Health Resources

CONNECT WITH OTHERS

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

NCHPAD's 14 weeks to a Healthier You

The screenshot shows the NCHPAD website interface. At the top, there is a blue navigation bar with the NCHPAD logo (Building Healthy Inclusive Communities) and a search bar. Below the navigation bar, the main heading reads "NCHPAD's 14-Week Plan to a Healthier You!". The article content includes a breadcrumb trail "Home » Article Categories » Program Development", a font size selector, and a "Table of Contents" section. The main text describes the program, mentioning that it is for individuals with disabilities and provides weekly tips from a virtual trainer. A small photo of Melissa McCall is included. The footer contains social media icons for Twitter, Facebook, Google+, Pinterest, Tumblr, Reddit, and Email.

www.nchpad.org

Step 3: Identifying 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.
- 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

- A district WSCC team already exists and meets quarterly.
- District WSCC team can support a school based program.
- Contact Becky or Beth to get involved.
- Members of a separate employee wellness committee should represent a **variety of stakeholders and bring diverse skills and interests to the group**, (e.g. teachers, bus drivers, custodians, community resource, etc.)

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 district WSCC meetings.
- 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

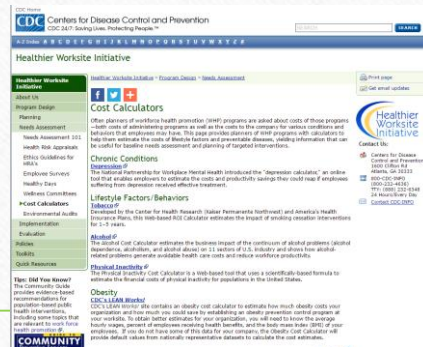
- A **needs assessment, e.g.** Information on demographics (e.g., sex, age), lifestyle (e.g., smoking, exercise, alcohol, diet), personal medical history, family medical history, physiological data (e.g., height, weight, blood pressure, cholesterol levels) provides key data to develop support for and plan for a program.
- Data about school employee wellness programs are gathered to:
 1. 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.
 2. Assess the status of school employee wellness activities.
 3. Identify the interests of school employees.

Data Gathering Tools

Cost/Benefits Analysis

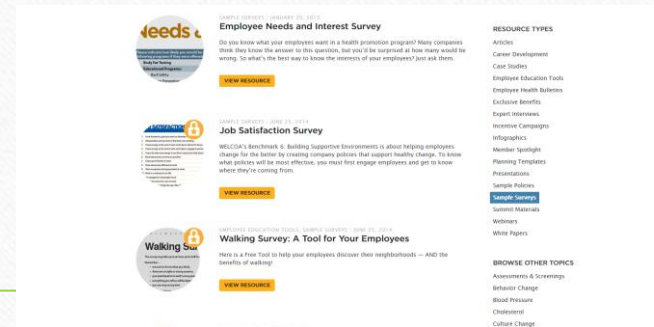
- www.cdc.gov/nccdphp/dnpao/hwi/programdesign/costcalculators.htm

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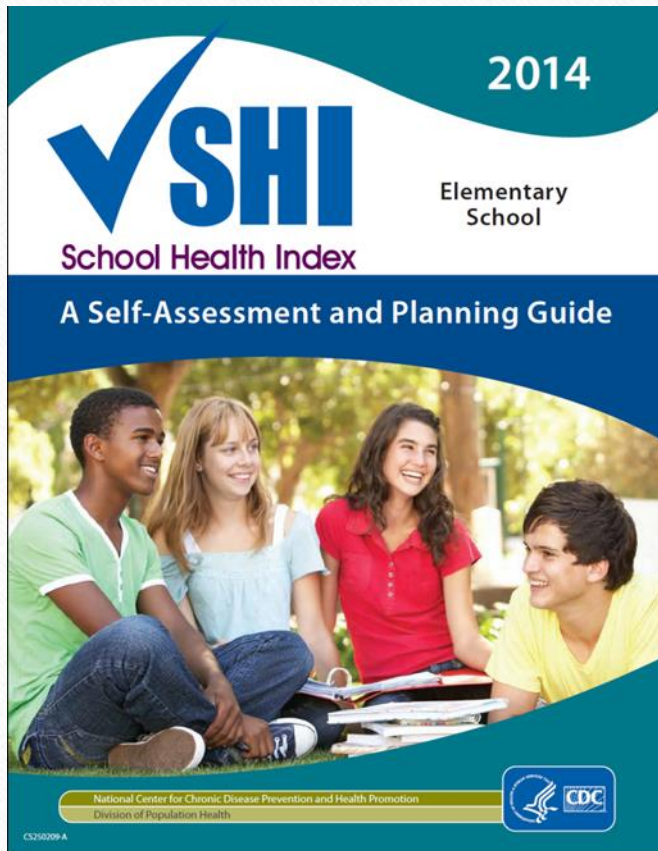


Needs Assessment

- www.welcoa.org/freeresources/index.php?category=11



School Health Index-Module 7

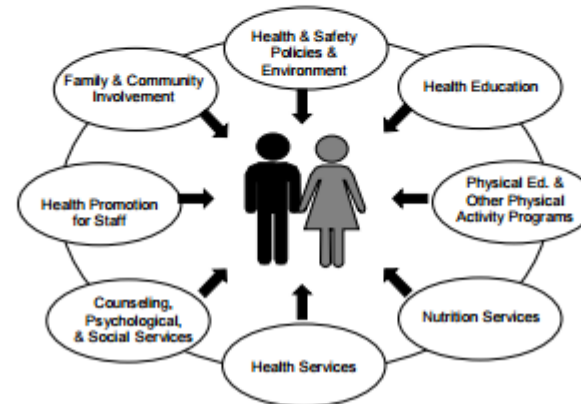


SCHOOL HEALTH INDEX – MIDDLE SCHOOL/HIGH SCHOOL

Module 7: Health Promotion for Staff

Instructions for Module Coordinator

Habits and practices related to health and safety are influenced by the entire school environment. That's why the School Health Index has eight different modules, which correspond to the eight components of coordinated school health in the figure below.



Step 6: Develop a 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.
- **Grants** are great places to start and often offer stipends for program managers.

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**.
- Thematic exercise (Move It Mondays, Toning Tuesdays, Walking Wednesdays, Tighten Up Thursdays, Fit Fridays)
- Health screenings/access (blood pressure, bone density, flu shots)
- Supportive policies (personal days, flex-time, duty free lunch)
- Supportive environment (healthy vending/meal options, shade at recess, massage chair, smoke-free campus, distributing pedometers and water bottles, organizing a walking club)
- Health centered faculty meetings (guest speakers, health care professionals, providing healthy snacks at meetings)

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 based wellness program.

Ideas include:

- Invite administrators to attend school based wellness committee meetings.
- Revise or update school policies as the program evolves.
- Make recommendations to the district WSCC team.

Resources

- Centers for Disease Control (CDC)
- Wellness Council of America (WELCOA)
- Directors of Health Promotion and Education (DHPE)
- American College of Sports Medicine (ACSM)
- American Council on Exercise (ACE)
- IDEA Health and Fitness Association (IDEA)
- American Cancer Society
- American Heart Association
- Mind Tools
- MESSA www.messs.org
- Kaiser Permanente
- National Center on Health, Physical Activity and Disability (NCHPAD)
- School Employee Wellness: A Guide for Protecting the Assets of Our Nation's Schools
http://www.healthyschoolsms.org/staff_health/documents/EntireGuide.pdf
- Bogden, James F. (2000) Fit, Healthy, and Ready To Learn: A School Health Policy Guide. Part I: Physical Activity, Health Eating, and Tobacco-Use Prevention. National Association of State Boards of Education, Alexandria, VA.
- Chapman LS. (2005). The art of health promotion: Meta-evaluation of worksite health promotion economic returns studies: 2005 update. *American Journal of Health Promotion*, 19, (6).
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- Maslach, Christina; Jackson, Susan E.; Leiter, P. Michael; Schaufeli, Wilmar B., The Maslach Burnout Inventory, 1996. School Health Guidelines to Promote Healthy Eating and Physical Activity www.cdc.gov/healthyyouth/npao/strategies.htm
- PowerPoint®Presentation www.cdc.gov/healthyyouth/npao/presentation/slides.ppt
- Facilitator's Guide to Using the PowerPoint® Presentation www.cdc.gov/healthyyouth/npao/facilitatorguide.pdf
- References for PowerPoint®Presentation www.cdc.gov/healthyyouth/npao/references.pdf