Staff Wellness in Schools

Health is Academic
Objectives

• Understanding why staff wellness is important
• Understand the determinants of health and the top cost drivers to employers
• Learn some strategies that schools are currently doing for staff wellness
• Lean how one local company promotes and supports employee wellness
• Know your resources available to promote health and wellness to staff and their families
Why Staff Wellness?

Staff wellness programs are important for providing school staff the tools necessary for pursuing a healthy lifestyle that contributes to their improved health status, improved morale, decreased health costs, a greater personal commitment to the health of students as well as creating positive role modeling.
Determinants of Health

At least 50% of premature deaths before age 75 are attributed to lifestyle behaviors.

Source: CDC and the Institute for the Future
A brisk walk in the park keeps Marry B in shape between dog shows. Her owner, Columbus resident Cathy Stumbo, got up early to give her 3-year-old Doberman his regular workout. They typically jog 20 miles in Berliner Park.
Incremental Impact of 10 Modifiable Risk Factors on Medical Expenditures

Per Capita Cost of High-Risk Status

- High stress generates annual per capita cost of $136 (1996 dollars)
- $428 per capita for assessed areas
- 24.9% of health care costs

8,027 employee HealthPath participants reported missing an average of 3.6 days of work in the last 12 months due to illness or injury. Norm group average is 2.8 days.

Estimated 7,377 total work days lost
WA participants reported their productivity while at work was reduced an average of 9.7% due to health problems.
Costs of Poor Health

• Staff absenteeism = Substitute teacher
  ▪ Discipline referrals increase
  ▪ Lack of Continuity
  ▪ Quality of teaching
  ▪ Costs to School Districts
• Stress is leading cost driver for health claims and loss of productivity
• Time for condition management – diabetes, arthritis, etc.
• Work life balance issues
Perspectives

PRINCIPAL
- Manage all the requirements to operate a school
- Motivating staff to help children and themselves
- Reduce absence and increase presenteeism
- Parent and community influences

TEACHER & STAFF
- Focus on students and teaching requirements
- Limited time for self and with coworkers
- Grading done at home
- Stress of job
- Stress of work life
- Extra time spent with students and parents
School Employee Wellness

- Obtain Administrative Support
- Identify Resources
- Identify a Leader or Team
- Organize a Committee
- Analyze Data
- Develop a Plan
- Implement a Plan
- Evaluate and adapt the plan
- Sustain the plan

Source: School Employee Wellness – A Guide for Protecting the Assets of Our Nation’s Schools
As the school leader you can . . .

- Make staff wellness a priority
- Include health and wellness into staff development
- Make wellness an agenda item of staff meetings
- Promote the Motivating MS Wellness Program
- Make your teachers lounge a healthy site
- Have a wellness table in the office or staff lounge
- Develop a school health council & wellness policy
- Create a team to manage the program
- Have the team create a monthly handout or newsletter
What else can you do?

OFFER ONSITE
- Fitness classes
- Fitness equipment
- Walking times after school
- Group personal training
- Weight watchers
- Support Group
- Seminars on health topics
- Farmers Market

PROMOTE
- Flu shots at work
- Health fairs
- Healthy snacks in classrooms and vending
- Healthy potlucks
- Community Events and activities
- School/Community partnership programs
Before School

- Walking groups
- Tai Chi, yoga, or other group exercise
- 15 minute class – ab low back, stretching
- Healthy breakfast potluck
- Walk n talk with staff
During School

- Planning period
- Lunch time
- Staff meetings – healthy foods, stretch break
- Break rooms/lounge
  - Blood pressure machines, posters, local races, events, teacher tailgate party at lunch period
  - homeroom mom taking kids to lunch,
- Healthy potluck
After School

- Physical Activity
  - Walking groups
  - Exercise class/video
  - Fitness session
  - Adult Recess/PE
  - How to session

- Healthy Eating
  - Cooking class
  - Meal planning
  - Healthy Shopping at grocery

- Other behaviors
  - Meditation and relaxation
  - Education on chronic conditions

- Classes/Support groups
  - Smoking cessation
  - Weight control
  - Relationships
  - Financial
Events & Weekends

- School Carnivals
- Athletic events
- Parent Teacher Conferences
- Physical activity events – walks, runs, bikes, etc.
- MS Farmers Markets
Success Stories
Oxford School District

- Use of Physical Education Center, 5-7a, 4-6p
- Offers certified personal trainers
- Offers group exercise classes
- Students from UofM – Exercise Science
- Success – Ruth Ann Robbins
  - We have seen considerable weight loss, a decrease in high blood pressure, balanced blood sugar levels, and an overall improvement in attitudes of employees that have participated in the staff wellness program.”
Amory School District

- #2 healthiest school by Health Mag., Middle School (Carol Rodgers)
- Onsite Fitness Center
- Family Friendly Events weekly
- Hydration Policy
- Healthy Wok – Nutrition Education
- Health Education into all Curriculum
South Delta Elementary School

- Contact: Lucille Lovette
- Rolling Fork, MS
- Move to Improve
- Jump Rope for Heart
- Jazzercise away the pound
- Water Station
- Fruits and Vegetables
School Examples - Madison

MADISON CENTRAL HIGH
• Edith Mitchell
• Jungle Walk, Tuesdays and Thursdays in the school hallway
• Began walking in the summer and teachers noticed a change so they wanted to do something themselves
• Reduced soda consumption

MADISON STATION
• Beverly Johnson
• Teachers walk together to the end of the road and back
• Weekly walk with students
• Group exercise classes
• Dedicated group exercise room
Make a Plan
H.E.R.O. Scorecard

- Corporate culture and leadership commitment
- Strategic planning
- Communications, marketing, and promotion
- Program components
- Benefit design
- Incentives
- Program coordination
- Data management and evaluation
- Program outcomes
Goals of Program - sample

- Improve the health of staff and their families
  - Improve health risk factors
  - Improve management of health conditions
  - Improve consumerism of health benefits

- Improve the satisfaction of staff so they chose to stay at school
  - Improve work life satisfaction
  - Improve performance bi-annually
Communication Strategies

- Web portal to resources and tips
- Monthly Newsletter to drive to web portal
- Weekly emails from principal with positive health messages and resources
- Monthly event with table by office with awareness and educational items
- Quarterly events to engage staff into programming and activities
# Sample Plan

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<td>Utilize your Benefits</td>
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Resources

- **School experts**
  - Health and Physical Education
  - Nurses
  - Speech and Language Pathologist
  - Teachers/Staff with specific expertise
  - Spouses gifts and talents

- **Community experts**
  - Parents
  - School partners
  - Local businesses
  - Public health
  - Non-profit
Evaluation

• Interest Survey
  ▪ Employee
  ▪ Dependents

• Process Evaluation
  ▪ Programs, events, activities
  ▪ Communication

• Satisfaction
VISION
All employees and their families living healthy lives

MISSION
To provide resources and learning opportunities to improve health and wellness
2007  Launched program

2008  Awareness & Healthy Culture
     - Healthy Campus and Events
     - Campaign and Speakers

2009  Engagement
     - Onsite delivery
     - Dependent engagement
• Environmental supports
  • Smoke-free buildings
  • Healthy Cafeteria, vending, and catering
  • Walking Paths – indoor and outdoor

• Environmental Opportunities
  • Walking and Stair Well Campaign
  • Farmer Market
Cafeteria offers Healthy Foods

Southern Farm Bureau - Wellness Fair
FRESH PRODUCE AT WORK

Southern Farm Bureau - Farmers Market
Healthy Incentives

- Employee Money Savers
  - Corporate fitness program
  - SFBLI Cafeteria subsidy
  - Health care savings account

- Employee Rewards
  - Weight Watchers - $66 reward for completion
  - Drop Eight in 2008! - rewards
Strategic Communication

- 3 weeks out – announcement email, newsletter article, web site calendar
- 2 weeks out – promotional email, signage
- 1 week out – reminder email, video screens
- Day of - Sign at front door, word of mouth
Healthy Web Portal

Welcome to SFBLI WellnessWorks!

SFBLI Healthy Events

News:
- SFBLI WellnessWorks! in the Clarion Ledger
- SFBLI WellnessWorks! in MS Office of Health Schools Newsletter

Dates:
- Mississippi's Walk For Diabetes
  The Diabetes Foundation of MS
  October 5, 2008
- Southern Farm Bureau
- SFBLI Wear Pink Day
  Breast Cancer Awareness
  Tuesday, October 14, 2008

Weekly Health Tip:
- Cut Fat

Featured Recipes:
- Breakfast: Southwest Frittata
- Lunch/Dinner: Honey Crusted Chicken

Health Observation:
- September is...
Drop Eight in 2008! - Prevention

The Importance of Exercise and Stretching
Small steps toward wellness

A Lunch n Learn Program

April 15
12:00 p.m.
Private Dining Room
Guest speaker: Dr. Duddleston

$3.50 ticket

- Cardio Exercise
- Weight bearing exercise
- Exercise to reduce stress
- Exercise to improve well being
- Stretching to reduce pain
- Small steps are key to improvement
- Small steps require less discipline

Please contact Ashley Patton at ext. 1320 before April 14th to purchase your ticket and reserve your seat.
Southern Farm Bureau - Wellness Fair

Drop Eight in 2008! - Fitness

Speaker
Murray Harber presents

**Lets Get Active!**

A Lunch n Learn guest speaker program

**May 7 or 13**
12:00 p.m.

Private Dining Room
$3.50 lunch

- Learn how to begin an exercise program to reduce injury and optimize the health benefits
- Learn how to balance the components of fitness and how to progress in a safely and quickly
- Information will be handed out with exercise tips, picture of exercises, and forms to monitor your training

Contact Ashley Patton at ext. 1320 to purchase your ticket and reserve your seat.
October – Breast Cancer Awareness Month

Monthly Example
**Healthy Heart Recipe**

**Tomato Soup with Basil-Parmesan Cream**

**Ingredients:**
- 1/2 tablespoon olive oil
- 1/2 cup finely chopped carrots
- 1/2 cup finely chopped celery
- 1 large onion, chopped
- 10 ripe plum tomatoes, halved
- Salt to taste
- Freshly ground black pepper
- 1 bay leaf
- 1/4 teaspoon dried oregano
- 3 cups low-sodium chicken broth or vegetable broth
- 1 cup chopped, fresh basil leaves
- 1 cup freshly grated Parmesan cheese
- 3 tablespoons non-fat sour cream

**Directions:**
1. Heat the olive oil in a saucepan over low-medium heat. Add the carrot, celery, onion and tomatoes, season lightly with salt and pepper and cook for 10 minutes.
2. Add the bay leaf, oregano and broth and bring to a boil quickly over high heat.
3. Lower the heat and simmer until the vegetables are completely tender, about 20 minutes.
4. Blend the basil, Parmesan cheese and sour cream together and set aside.
5. Remove the bay leaf and pass the soup in a blender. Strain and adjust the salt and pepper.
6. Serve the soup in bowls with a dollop of basil-Parmesan cream.


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**Breast Cancer Myths**

**The Myth**
Men do not get breast cancer.

**The Truth**
Quite the contrary. Each year it is estimated that approximately 1,750 men will be diagnosed with breast cancer and 450 will die. While this percentage is small, men should also give themselves regular breast self-exams and note any changes to their physicians.

**The Myth**
Having a family history of breast cancer means you will get it.

**The Truth**
While women who have a family history of breast cancer are in a higher risk group, most women who have breast cancer do not have a family history. If you are a mother, daughter, sister, or granddaughter who had breast cancer, you should have a mammogram every five years before the age of their diagnosis, or starting at age 35.

**The Myth**
Breast cancer is contagious.

**The Truth**
You cannot catch breast cancer or transfer it to someone else's body. Breast cancer is the result of uncontrolled cell growth in your own body. However, you can protect yourself by being aware of the risk factors and following the guidelines below.

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**Risk Factors for Breast Cancer**

- **Age:** Half of all women diagnosed are over age 65.
- **Weight:** Being obese or overweight.
- **Diet and Lifestyle:** Lack of physical activity, a diet high in saturated fat and alcoholic drinks of more than two drinks per day.
- **Menstrual and Reproductive History:** Early menopause or late menarche, having your first child at an older age, not having given birth or taking birth control pills for more than ten years if you are under 35.
- **Family and Personal History:** A family history of breast cancer, especially a mother or sister, or a personal history of breast cancer of benign (non-cancerous) breast disease.

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**Breast Cancer Awareness Month**

"Wear Pink Day"
October 14

On October 14, wear pink to support Breast Cancer Awareness Month. A box of pink ribbons will be at the front door for employees to pick up on that day, and we will take a picture of all the SFB supporters!
October is Breast Cancer Awareness Month

FIGHT BREAST CANCER

SFBLI WEAR PINK DAY Tuesday, October 14

Speaker, Donna Lustig, from Baptist Hospital presents

Early Detection - Your Best Protection

A Lunch n Learn Guest speaker program

**October 28**
12:00 p.m.
Private Dining Room
Speaker: Donna Lustig
$3.50 lunch

Learn the general health breast guidelines

Empower women to be proactive with their breast health conditions

Discuss the risks, signs, and signals of breast cancer

Men need to be active participants in the fight to eradicate breast cancer as a life threatening disease too! Men don’t forget to come and learn how to empower yourself to become an effective caregiver when cancer strikes a female loved one.

Please contact Ashley Patton at ext. 1320 before October 24 to purchase your ticket and reserve your seat.

MEN AGAINST BREAST CANCER ™
Caring About the Women We Love
Wellness at work
Firms promoting fitness, saving money
SHANDREA POSEY • SPOSEY@JACKSON.COM • SEPTEMBER 2, 2000

Area companies are discovering that promoting workers' health will benefit the bottom line.

The programs are also a way for businesses to contain rising health-care costs. Mississippi is No. 1 in the nation in obesity, diabetes and hypertension - all significant risk factors for heart disease.

Southern Farm Bureau Life Insurance Co. in Jackson launched its Wellness Works program last year. This year, it is using the theme "drop eight in 2008" to encourage employees to spend time losing eight pounds or eight points of cholesterol, eight weeks to quit smoking or any other eight points of health.

Melissa Lewis, a senior executive assistant, already has passed that goal. She walks three miles a day at work on the 12th floor of the building. Take part in the Weight Watchers sessions.

RELATED NEWS FROM THE WEB
Life
Smoking
Fruits
Food
Medicine
Resources

Staff Wellness Program
Office of Healthy Schools

- School Wellness Policy
- John D. Bower, M.D. School Health Network
- Health is Academic Start-Up Grant
- Vending Machine Case Study
- Vending Machine Guidelines
- Guide for developing Communicable Disease Policy
Step 1: Go to http://knowyourbenefits.dfa.state.ms.us/

Step 2: Take you online confidential Health Risk Assessment

Step 3: Schedule your Preventative Exam
   a. Use Wellness diagnosis
   b. handout on web site

Step 4: Participate in lifestyle behavior change programming
   a. use the online tools and education
   b. use the personal wellness coach – telephonic

Step 5: Read your material from DFA and Web MD in December 2008

Step 6: Participate in 2009, you must retake HRA to get benefit again
Step 1: Go to http://knowyourbenefits.dfa.state.ms.us/

Step 2: Take your online confidential Health Quotient on or after 1/1/09

Step 3: Schedule your Preventative Exam
   a. Use Wellness diagnosis
   b. Handout on web site

Step 4: Participate in lifestyle behavior change programming
   a. Use the online tools and education
   b. Use the personal wellness coach – telephonic

Step 5: Read your material from DFA and Web MD throughout the year
CDC's Healthy Workplace Initiative

- Program Design
- Policies
- Toolkits
- Quick resources
  - Nutrition
  - Physical Activity
  - Preventative Health
  - Healthy Choices
- Case Studies
• Health Toolkits
• Healthy Living
• Health Knowledge
• Screenings and services
• Regional Health Educators
• Link to web site
• New web site with OHS – coming soon
Local Non-Profit/Cause Orgs

WEB RESOURCES

• www.cancer.org
• www.fightcancer.org
• www.everydaychoices.org
• www.heart.org
• www.diabetes.org
US Government

- National Health Observance
- Quick Guide to Healthy Living
- Medically reviewed information and material
- Small Steps Campaign

healthfinder.gov
Your Source for Reliable Health Information

Healthier US
:: Make Healthy Choices  :: Be Physically Active Each Day  :: Eat a Nutritious Diet  :: Get Preventive Screenings
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