



School Worksite Wellness

BENEFITS FOR SCHOOL & DISTRICT LEADERSHIP & ADMINISTRATION



HEALTHY SCHOOL EMPLOYEES, STRONG SCHOOLS

School employees often put students' achievement and well-being ahead of their own. Helping all staff – including school and district leaders and administrators – to be physically and mentally well and productive is a proven investment in staff retention, reduced absenteeism, a positive work climate and student success.

Creating workplace wellness programs in schools can:

- Reduce absenteeism and sick leave, keeping teachers and staff on the job, improving education quality, and saving substitute costs and workers' compensation costs.
- Lower risks for chronic health conditions, including the stress and fatigue that come with the demands and challenges of education.
- Boost morale and create a positive work climate.
- Model healthy behaviors for students, who learn better when they are well and able to fully engage in school.
- Create a safe, healthy and supportive climate for everyone in the school.

ADMINISTRATORS' HEALTH MATTERS TOO

As an administrator, you face a heavy workload, high expectations and stressful days. Having a workplace that makes your wellness a priority every day helps you stay energized, focused and productive, and creates a more balanced life. By championing and participating in school employee wellness programs, you can help create a culture of wellness in your school that benefits all your staff members – you included – and supports student success.

OEA CHOICE TRUST CAN HELP YOU START A WELLNESS PROGRAM

OEA Choice Trust has years of experience working in partnership with Oregon public K-12 school districts, education service districts and community colleges to create healthy school environments for staff and students. We're your partner, offering ideas, support and resources to make worksite wellness doable and successful.

School workplace wellness is really a culture shift, and it takes a true partnership to make that happen. You know, this ancient model that singular leaders can make a difference doesn't work when it comes to wellness and culture change. You need role models, and you need collaboration.

— Lennie Bjornsen, Director of Student and Family Supports in the Gladstone School District

We offer free expertise; best practices and proven strategies based on national worksite wellness research and on our experience across Oregon; and grant funding to help schools create school employee wellness programs that support their employees' specific goals. Together with teachers, administrators and school staff, we are building a culture of wellness in Oregon schools. Please join us.

WORKPLACE WELLNESS IN ACTION

Southern Oregon Education Service District

Improved morale. Positive lifestyle changes. Stronger staff health and well-being. Employees of the Southern Oregon Education Service District (ESD) have realized all of these — and more — by participating in the ESD’s wellness program. But in this wide geographic area, it’s about more than just participation. Employees here have built the program with specific activities that work for them, whether it’s hikes, yoga breaks or annual step challenges. The positive benefits of the wellness initiatives have helped employees weather a few years of challenging layoffs, and it’s not uncommon to find employee participation rates for wellness activities ranging between 60 and 100 percent.

I have been so grateful for OEA Choice Trust funding that has enabled us to have a wellness team. I’ve learned the power of an agency-sanctioned wellness program in terms of building and sustaining staff morale. I know that our wellness program was a powerful, positive force in significantly boosting the spirits of my workforce during difficult times when budget reductions had to be made.

— Scott Perry, Superintendent, Southern Oregon Education Service District

Springfield Public Schools

To kick off its wellness program, Springfield Public Schools sent out an e-mail to employees to see who would sign up for a “Know Your Numbers” health screening. Within three hours, all 400 slots were filled by staff, teachers and administrators. By year end, thanks to fitness classes, weight management programs and other efforts, employees had improved their health-risk average score by eight points. Participation has only increased since then, thanks in part to a partnership with Willamalane Parks and Recreation and its fitness facilities. The success stories have piled up as well, with employees reporting that the wellness program has reduced stress, improved fitness and even changed their lives.

Defining the Terms

Health is a state of physical, mental and social well-being.

Wellness is a lifelong, active process of making choices and commitments to be healthy and well.

Worksite wellness is an organized, employer-sponsored initiative that supports employees’ adoption of behaviors that reduce health risks, improve quality of life, maximize personal effectiveness and benefit the organization’s bottom line.



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Inspiring Schools To Create Healthy Workplaces For All Staff

OEA Choice Trust is the only organization dedicated to workplace wellness for all Oregon public school employees. We believe that no matter their role, all school employees should have the support they need to be physically, mentally and emotionally well. Healthy worksites reduce employees’ stress, boost energy and morale, and promote better balance in life — a win for teachers, staff, administrators and students.

Join the dialogue to create healthier workplaces and become a leader for school employee wellness in your school! Visit our website at www.oeachoice.com to learn more, then give us a call to find out how a grant might benefit you and your workplace.