

How to Put School Employee Wellness into Policy





Presenters

- ❖ Jennifer Young – School Wellness Coordinator, Oregon Department of Education
- ❖ Peggy Holstedt – Policy Director, Oregon School Board Association
- ❖ Julie Mack – Wellness Coordinator, Centennial School District



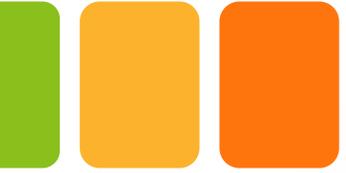
Presentation Outline

- Bridging Public Health and Education
- Background and description of the local wellness policy
- New Oregon model wellness policy and school employee wellness
- Understanding the Policy and Final Rule
- Timeline and overview for revised policies
- What's worked in Centennial School District
- Hands on experience
- Your questions and comments



Interaction time

- Audience Introduction/ Who is in the Room
- What does audience know about what about wellness policies ?
- Questions coming in that you hope are answered?



School Wellness Policies

Bridging Public Health and Education





Public Health

Public Health helps create healthy community environments

Public Health practices are grounded in science-based data

Public Health focuses on population groups rather than on the individual

Public Health emphasizes preventing illness and injury rather than treating a medical condition that has already occurred

PUBLIC POLICY

national, state, local laws



COMMUNITY

relationships among organizations



ORGANIZATIONAL

organizations, social institutions



INTERPERSONAL

family, friends, social networks



INDIVIDUAL

*knowledge,
attitudes, skills*



Why Focus on Schools?

- **Roughly** 570,850 students enrolled in Oregon K-12 public schools (2014-2015 SY)
- Roughly 175 days
- Roughly 950 hours
- Worksite for many, many school employees





Universal Lesson of Health Behavior



Universal Lesson of Health Behavior

- NOT only a matter of personal responsibility



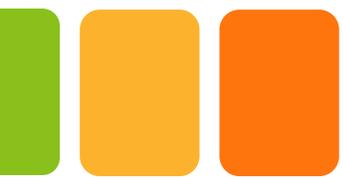
Universal Lesson of Health Behavior

- NOT only a matter of personal responsibility
- Social, cultural, and economic norms must be changed so personal responsibility can be more easily exercised
-



Universal Lesson of Health Behavior

- NOT only a matter of personal responsibility
- Social, cultural, and economic norms must be changed so personal responsibility can be more easily exercised
- **Federal, state, and local policies play crucial role**



What is a School Wellness Policy?



Background

- Established by the Child Nutrition and WIC Reauthorization Act of 2004
- Addresses the growing problem of childhood obesity
- Placed at local level to address local needs of schools under LEA jurisdiction
- Strengthened by the Healthy, Hunger-Free Kids Act of 2010
- The final rule expands the requirements to strengthen policies and increase transparency



What is a Local Wellness Policy?

A written document of official policies that promote nutrition and physical activity

Appoints school/district lead(s) with authority and responsibility for policy compliance

A tool to create an environment that supports health, well-being

Three major focuses:

- ✓ Implementation, Monitoring, Accountability, and Community Engagement
- ✓ Nutrition Promotion and Education
- ✓ Physical Activity and Physical Education

Implementation, Monitoring, Accountability, Community Engagement

- Record Keeping
- Annual Notification of Policy
- Triennial Progress Assessments
- Revisions and Updating the Policy
- Community Involvement, Outreach, Communications



School wellness committees assess the school wellness environment, programs and policies and identify ways to strengthen these to improve students and staff wellness.

Nutrition Promotion and Education



School Meals

Smart Snacks

Celebrations &
Rewards

Fundraising

Marketing



Physical Activity and Education

- **Physical Education**
Oregon Policy (HB3141)
- **Physical Activity:**
 - Before –
 - During –
 - After-School





Oregon's Wellness Policies

Collaborative Effort*

- ✓ Model Policy
- ✓ Administrative Regulations
- ✓ Wellness Handbook
- ✓ Includes School Employee Wellness

* OSBA, ODE, OHA, OEA-Choice Trust, ASCD

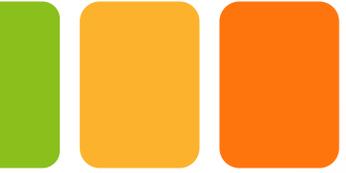
Your Role

- District and School Wellness Committee
- Assess current policy
- Advocate to include policies that go above and beyond minimum requirements that your district is already meeting
- Consider school employee wellness

School Employee Wellness

- Decrease staff burnout and use of sick leave
- Help school staff model healthy habits for students, families, and the community
- Supports local school wellness policy goals
- Bracketed School Employee Wellness language in policy





Local Wellness Policy EFA

Subtitle





What's new

- New rules for foods available to students outside of meals. (e.g.. celebrations, parties, fund raising)
- New guidance for marketing of foods at school. If you can't sell it you can't market it!
- Changes how often schools need to report on their progress.
- New guidance about monitoring and evaluation.
- Triannual assessment.



Effective June 30, 2017



Sample OSBA Policy EFA and EFA-AR

Policy required

- You can always add, but you cannot delete
- Brackets are optional language

AR- optional

- Can not change definitions
- Note the Oregon Smart snacks requirements (can not change)
- The rest is open to the district



Wellness Policy....*In Action*

Centennial School District's Wellness Committee

The Centennial District Wellness Committee is dedicated to supporting and promoting the health and wellness of our diverse community

-Mission Statement





How Centennial Adopted the Wellness Policy

New regulations are passed, OSBA sends out new updated Policies to the Superintendent's Admin Secretary

Admin Secretary shares new Policy with Director of Business and Operations

Director of Operations brings the policy to the Wellness Committee where updates are discussed and changes are made

Policies changes are send back to the Admin Secretary for inclusion in a school board meeting for approval

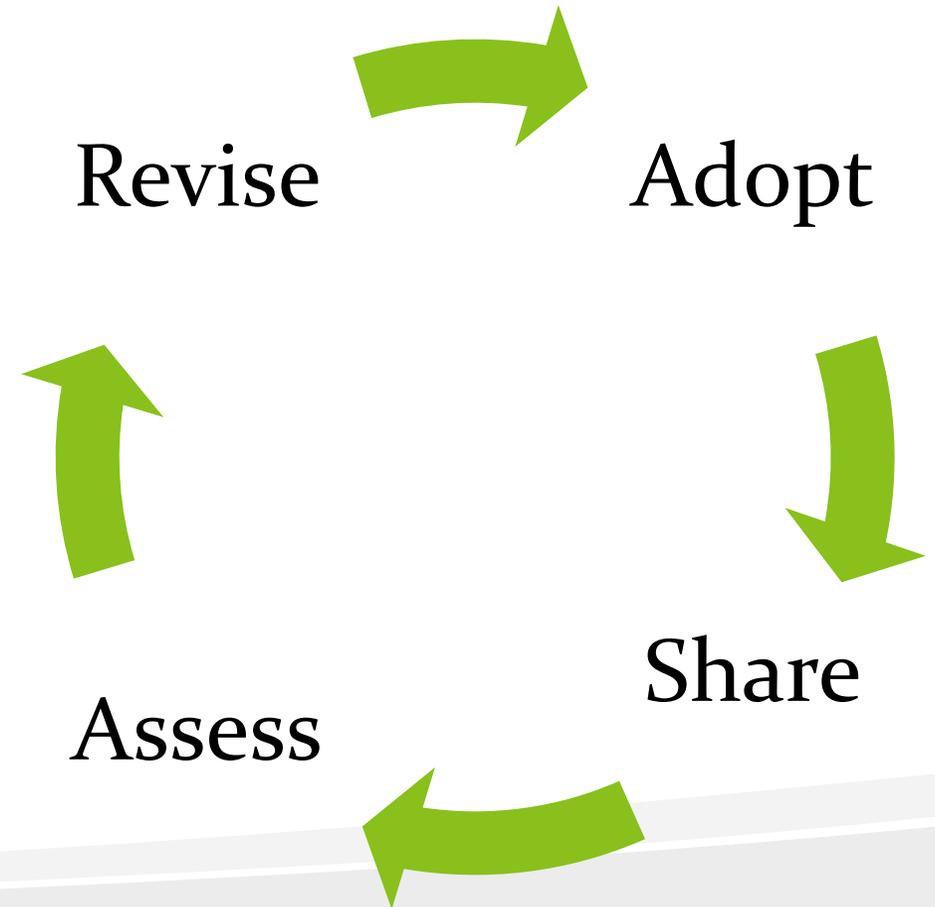
Wellness Coordinator and Director of Business and Operations attend Board meeting to suggest approval of policy and for questions about updates



How Centennial Adopted the AR

The AR does not need School Board Adoption but is a great place to add in the *HOW* to implement wellness. Centennial included SMART snacks and a School Siting Assessment to better inform people and ensure that the Policy is a useful tool.

The AR is adopted by Admin Council including all Principals and Administration.



Centennial's Current Policy and AR

Take a few minutes at your table
to look over Centennial's Policy
and AR

What do you notice?

What is your first impression of
policy?





Use the Wellness Policy as the foundation....

Centennial Wellness Program



Making the healthy choice the easy choice



District Wellness Policy

Our Wellness Policy has been updated to address the changing health needs and concerns of our students, and to add choices by making sure that healthier options are available for everyone who wants them. With a focus on more nutritious foods and increased opportunities for physical activity, new additions to the policy include:

- * **Fundraisers** – schools can earn money without compromising the health of students, staff, and families, with projects that sell popular foods like fresh fruits, with traditional fundraisers that are activity based such as “Run For the Arts”, or by selling useful items like wrapping paper or magazines.
- * **Meal times** – schools will work to make the healthier option the easier option for students by offering and promoting more choices in the cafeteria, and reducing competition from less nutritious foods like chips and sports drinks.
- * **In the classroom** – choices will be available when food is provided at a classroom celebration, for example if there are cupcakes for a party, a healthy option like fresh cut fruit will be offered as well. Also, food will not be used as a reward or motivation (such as a bribe or for good behavior).
- * **Physical Activity** – research shows that students who move, stretch, or engage in learning activities in the classroom also have better academic and behavioral outcomes. Physical activity will be promoted throughout the school day to encourage students to enjoy movement and exercise.
- * **Drinking water** – because water is an essential nutrient and one of the healthiest beverage options, the new policy states that students and staff will have access to fresh drinking water throughout the school day, including in the cafeteria.
- * **School Employee wellness** – physical and mental health of employees is integral to promoting and protecting the health of students and helps foster their academic success. The district’s employee wellness program will promote health and wellness for all staff.

We are proud of these new guidelines and thankful for the volunteers on the Centennial Wellness Committee who helped put them together. The new Wellness Policy will be reviewed every year by the Superintendent and the district Wellness Committee, and will be communicated for the benefit of students and staff on the District website.

For more information, please contact Julie Mack, District Wellness Coordinator
Julie_mack@csd28j.org

We have a Wellness Policy
“Cheat Sheet” as a quick
reference guide for our
more difficult
implementation areas.

For Example:

Foods offered during classroom celebrations



p.s. I am not
the Food Police!

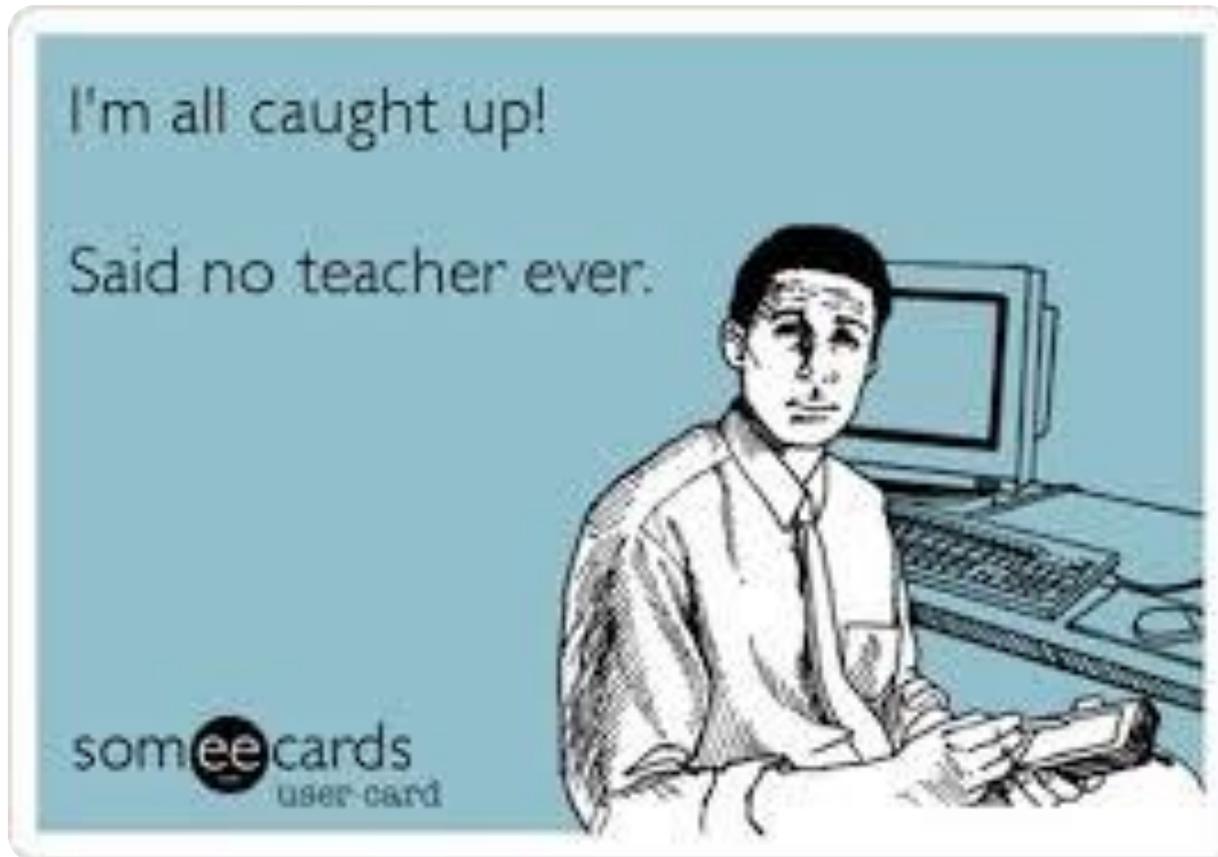


Each School District Adopts Policy Differently!!!

Use the
Worksheet to
fill in the
blanks for
your District



Now you have adopted policy!
How will people know?



Wellness is not another thing to put on our full plates....Wellness is the plate that holds everything else.