

Nuts & Bolts: Building a Successful SEW Program

Aryka Chapman

Manager, School Health Programs

Directors of Health Promotion & Education





An Overlooked Component





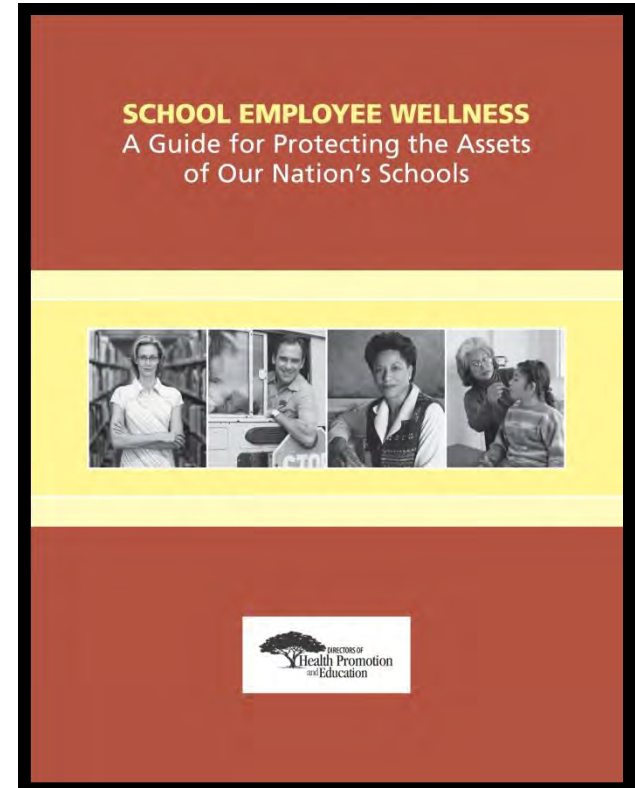
More Specific Benefits

- Lower health care and insurance costs
- Increased productivity
- Increased employee retention and morale
- Fewer work-related injuries
- Fewer worker compensation and disability claims
- Prospective employees more easily attracted
- Image in the community more positive
- Employees become healthy role models for students



Introducing the Guide

- Provides information about School Employee Wellness (SEW) Programs
- Supplies practical tools and resources to support their implementation
- Developed by the Directors of Health Promotion and Education with funding from the Centers for Disease Control and Prevention





9 Steps for Establishing a SEW 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 Plan.

Step 9: Sustain





Gaining Admin Support

- Polk County Schools: Prior to 2004 showed HC inflation increases from 11%-25%. Since, increases are between 2%-6%
- Franklin County: Cost of substitutes decreased 16% in 2010
- Washoe County: Analysis shows the district saved \$15.60 for every \$1 spent on wellness programming



Identify Resources

- School/District
- Community
- Funding
- Involve ALL employees
- Gyms, hospitals, dance studios, insurance companies
- Think outside the box
- Know your community

Funding the Program

- Budget
- Insurance fees
- Free resources – local businesses
- Flu shots – employee pays and gets reimbursed from IBC
- 50/50
- Mini grants





Identify a Leader

- Should have writing, budgeting, organizational and/or communication skills
- Identifies allies and builds the committee
- Learns about other worksite health promotion plans
- Develop and administer the budget



Organize Your Committee

- Representatives of the people your program will affect
- Other components of the CSH model
- Administrator with access to superintendent
- Community resources

Gather and Analyze Data

- Determine baseline health related costs
- Assess the status of SEW
- Identify employee concerns AND interests
- Assess the Status of SEW Activities



Substitute Utilization

Wellness Snapshot (First Wednesday)

	Sick Leave			Leave w/o Pay		
	2009-10	2010-11	2011-12	2009-10	2010-11	2011-12
September	24	17	15	4	2	0
October	74	78	80	2	3	1
November	120	109	71	3	1	3
December	128	118	110	1	3	3
January	98	122	96	1	3	4
February	100	123	86	6	6	3
March	99	110	85	3	4	2
April	78	92	107	2	2	4
May	106	125	101	8	4	2
June	93	100	77	4	4	4

90 fewer absences on snapshot day last year than in 2009-2012.

Average sub \$130 per day = \$11,700.00/day savings

One of the main goals of the EPS Wellness Program is to "create a culture" of Wellness. Please read the statements below and then rate all that apply.

	2011 2012	Agree somewhat	Strongly agree	2010 2011	Agree somewhat	Strongly agree	2009 2010	Agree somewhat	Strongly agree
I notice that my colleagues and I are more conscientious about our health since the inception of the wellness program.		49%	48%		17%	16%		17%	15%
Wellness Program activities have helped to create a greater sense of camaraderie at my workplace.		50%	40%		19%	11%		17%	13%
There is more general conversation and discussion about health and wellness topics.		40%	52%		17%	14%		16%	14%
We have become more conscientious about having healthier food options for staff meetings and gatherings.		39%	46%		15%	14%		16%	12%
Having a district wellness program in place makes me feel that my health and well being are an important priority for district administrators and leadership.		25%	70%		10%	23%		11%	22%
Seeing district administrators and the leadership team involved in wellness activities inspires and motivates me to participate too.		43%	38%		15%	11%		14%	10%



Develop a Plan

- Mission/Statement – sets the stage for establishing goals and objectives
- Goals – Broad statements of what must be accomplished to reach a vision
- SMART Objectives – **S**pecific **M**easurable **A**chievable **R**elevant **T**imebound
- Activities – one or two to reach each objective



Implement the Plan

- Banner/Displays
- Vending machines
- Healthy lifestyle matching program
- Personal Health Profile
- Quizzes
- Incentives
- Promote opportunities already available
- Access to school gym equipment






Evaluate and Adapt

- Evaluation helps identify needed changes, find out if objectives are being met, ways to improve
- Process and Outcome evaluation are key
- Financial outcomes = admin support
- A tool is included in the guide

Develop a Plan, Implement the Plan, Evaluate and Adapt the Program

Goal: Nutrition - Foster employee knowledge of the value of good nutrition/weight management as well as support a nutrition/weight management program.									
Rationale:									
 <ol style="list-style-type: none"> 2010 HRA results indicate the most prevalent health risks in the KASD population are body weight (32.4%) and blood pressure (13.8%). 67 percent of the employees who participated in the 2010 HRA indicated they are planning to lose weight in the next six months. 50 percent of the employees who participated in the 2010 HRA indicated they are planning to reduce fat/cholesterol intake in the next six months. 56 percent of the employees who responded to the KEWIS indicated they found Lunch N Learn sessions to be extremely beneficial. 82 percent of the employees who responded to the KEWIS felt that employees are taught skills needed to achieve a healthy lifestyle. 									
Objective	Program / Intervention	Timeline	Person Responsible	Vendor Support	Communication Strategies	Incentives	Evaluation Method	Outcome	Budget
Provide two (2) Lunch N Learn sessions with a minimum of 10% staff participation to teach nutrition/weight management skills during the 2011-2012 school year with 90% satisfaction reported by participants.	Presentation on Healthy Eating	November 2011	Cindy Vandenberg Denise Weyenberg	Shana Lee Conradt - Proteins vs. Carbs	Email Website Posters Staff mtgs	Free Lunch at 11/11/11 session.	10% of staff will voluntarily participate in a Lunch N Learn session. Administer a post-survey to measure 90% satisfaction.	17.9% (91 employees) participation. 99% reported satisfaction with the Lunch N Learn and would attend a similar presentation in the future.	\$1,900.00
	Presentation on Fitness	April 2012	Cindy Vandenberg	Tim Lencki	Email Website Posters Staff mtgs	Free Lunch at each building session.	10% of staff will voluntarily participate in a Lunch N Learn session. Administer a post-survey to measure 90% satisfaction.	11.8% (60 employees) participation. 98% reported satisfaction with the Lunch N Learn and would attend a similar presentation in the future.	\$1,300.00
Provide six (6) interactive sessions of healthy shopping and cooking that will teach staff practical nutrition skills during the 2011-2012 school year with 90% satisfaction reported by participants.	3 Healthy Cooking Classes 3 Healthy Shopping Trips to Local Markets	10/1/11 to 4/30/2012	Pam Herring		Email Website Posters Staff mtgs		Administer a post-survey to measure 90% satisfaction.	88% satisfaction reported by participants.	\$300.00





Outcomes by the Numbers

- 76% of staff participated in the 2011 HRA (14% increase)
- Average Wellness Score went from 91.9 to 92.7 between 2010 and 2011
- 2011 HRA Risk Status in low risk improved 2.6%, in medium risk decreased 2.2% and in high risk decreased 0.4%
- Health Insurance medical loss ration decreased from 90.46% in 2010 to 70.72% in 2011
- Our mod rating for Workers Compensation (WC) in 2011 is .72 which means we are in the top 5% for low WC claims (a .03 improvement from 2010)
- EAP utilization increased from 6.99% in 2010 to 8.77% in 2011.
- 94% of employees noticed that wellness awareness increased in their school.



Sustain the Program

- Maintaining support of administrative leadership is key
- Keep policy makers informed on your program
- Invite administrators, board members etc to wellness meetings



Board Goal

School Board Goal 2011-12 and renewed for 2012-13:

- Work purposefully toward enhancing the mental, social, emotional, and physical health of staff and students in order to achieve higher student academic achievement, increased staff satisfaction, a positive school climate, greater efficiency, and the development of a school culture that promotes and enhances student growth.
- Purpose: This goal is to create mechanisms across the district that will promote wellness.
- Vision Plank – Increase student achievement, increase professional development opportunities staff, and become more fiscally responsible.
- Action Items
 - A. Promote and support student health and wellness
 - B. Promote and support employee health and wellness
 - C. Strengthen healthy schools committee.



Apply for An Award !!

- DHPE presents annual awards for SEW programs
- Winners receive a cash prize, banner to hang in their school/district & recognition letters to superintendent, governor and press release
- For more info contact achapman@dhpe.org