

# Begin with the end in mind

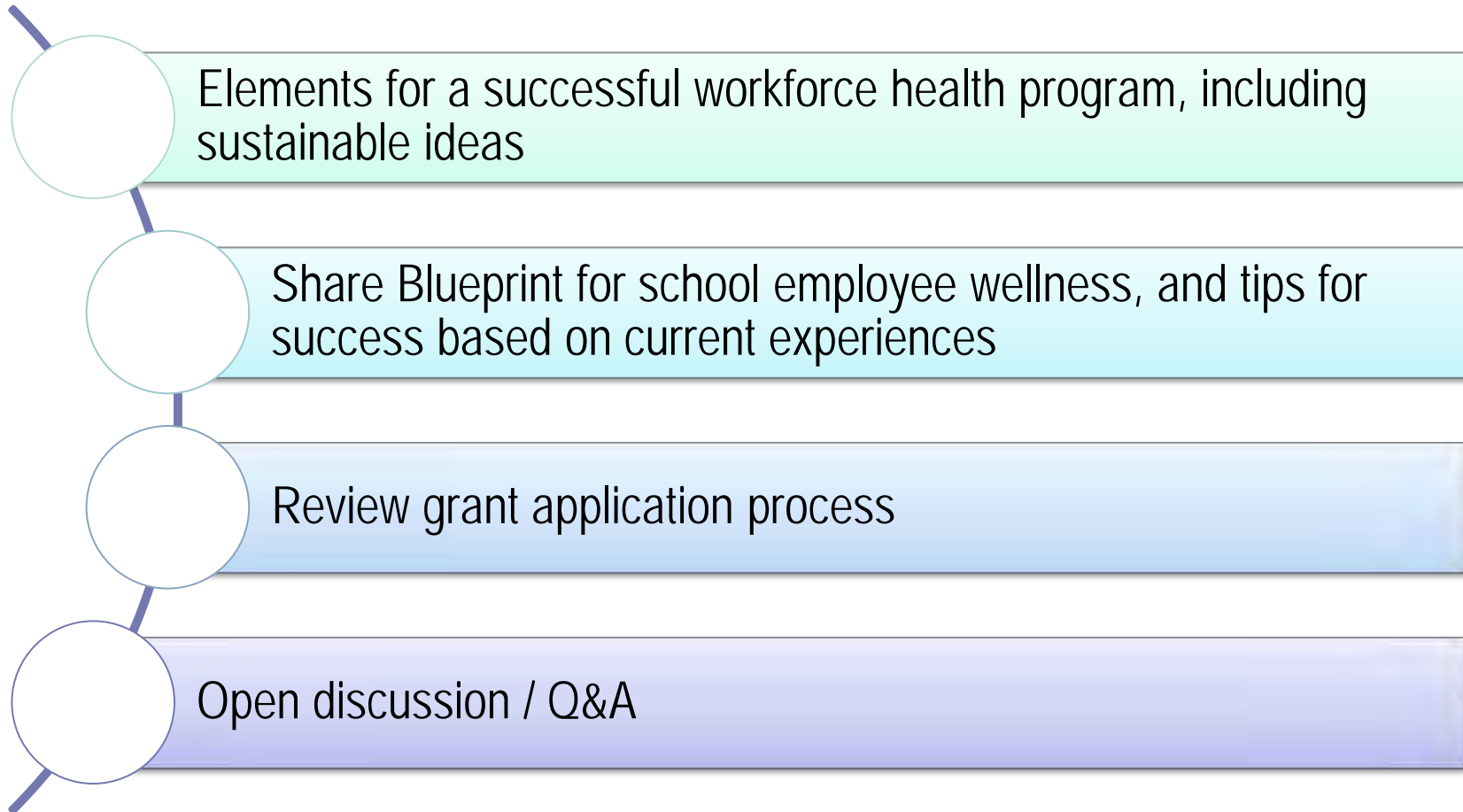
launching a successful school employee wellness program

2015 Oregon School Employee Wellness Conference: The Power of US!



Kay Zimmerli, Kaiser Permanente  
Inge Aldersebaes, OEA Choice Trust  
Gigi Sims, Corvallis School District

# Objectives for launching a successful program



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# Why should we care?

“You have to understand that healthy employees are more productive employees, and employees are tremendous role models for our students”



— Mark Doody, Superintendent, Hudson Falls Central School District NY

# Two approaches to workforce health plans

## Activity-Centered

- Little leadership support
- Little or no impact or measurable outcomes (ROI)

- Unfocused
- Sporadic
- "Program of the month"

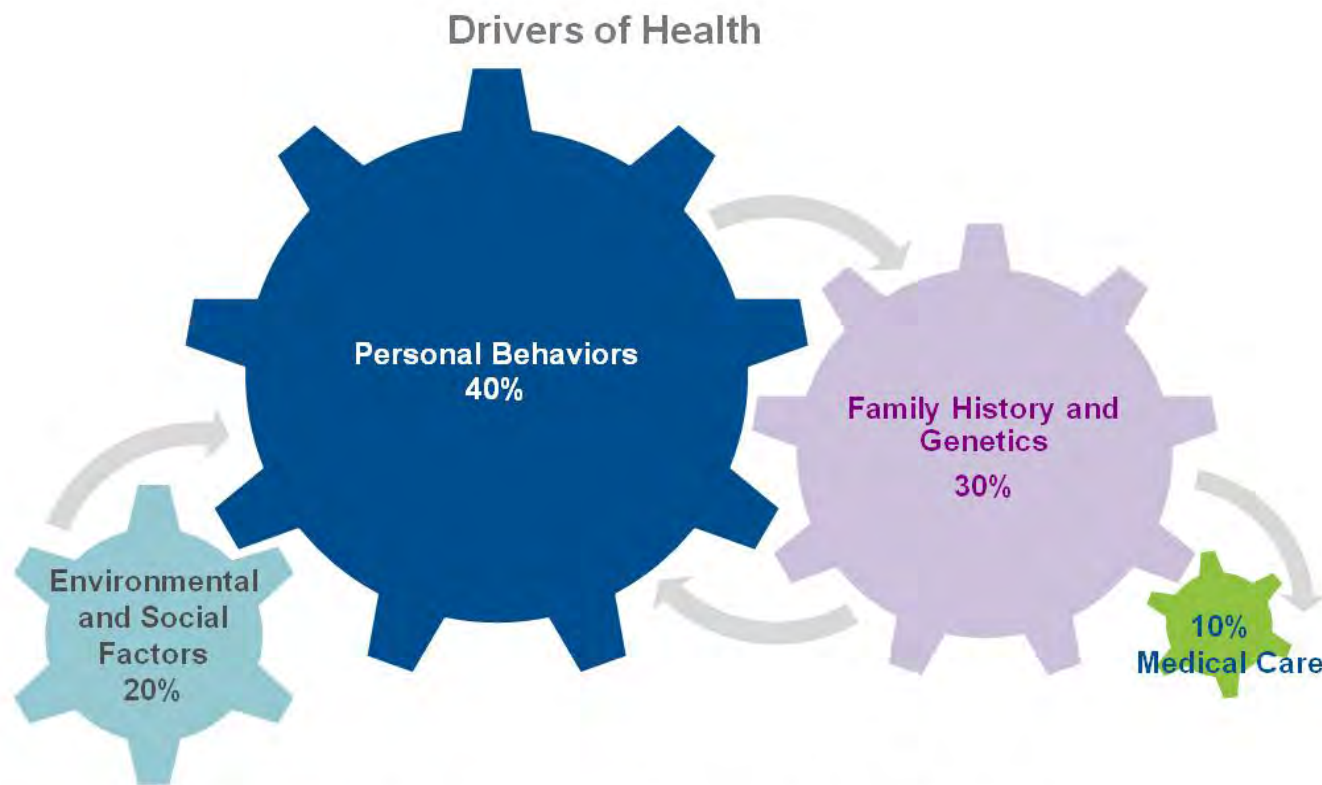
## Results-Oriented

- Targeted to key issues
- Thoughtfully designed
- Multi-year approach

- Aligned with school and district priorities
- Measurable results

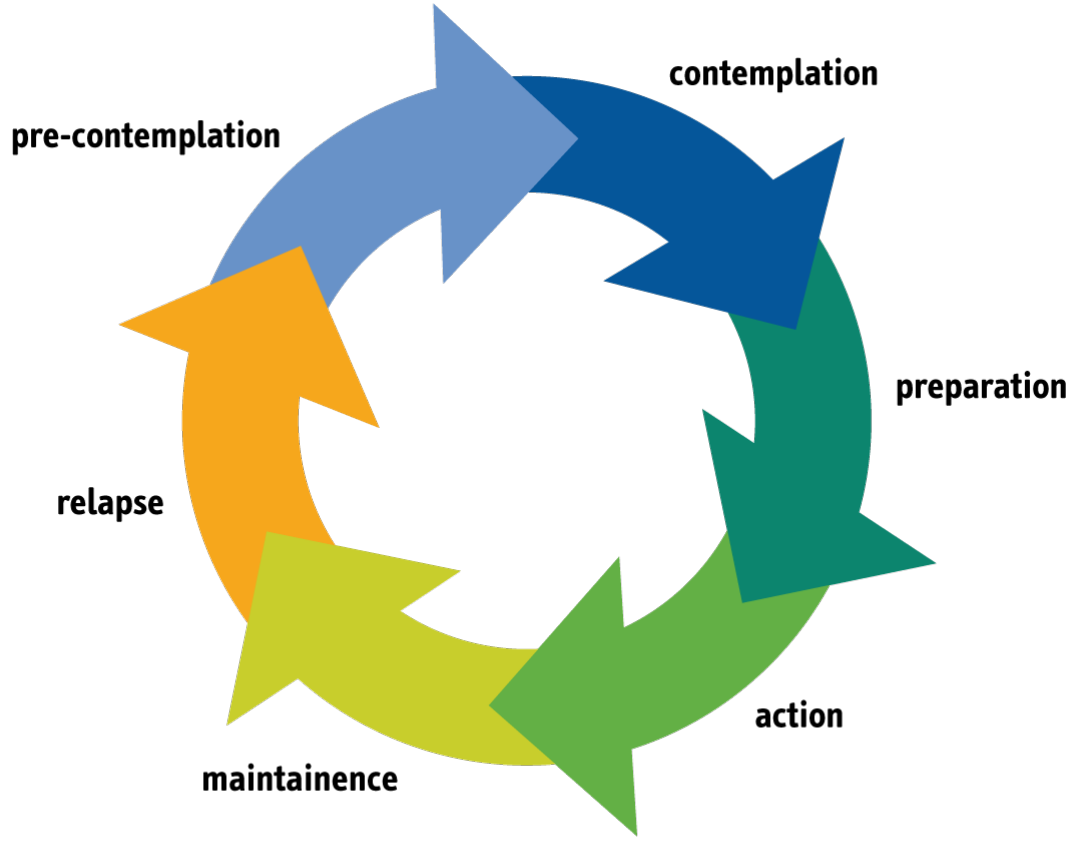
# Poor Lifestyle Leads to Chronic Disease

- Health is driven by multiple factors that are intricately linked- of which medical care is one component. Total Health is a comprehensive solution that addresses all components.



Source: Determinants of Health and Their Contribution to Premature Death, JAMA 1993

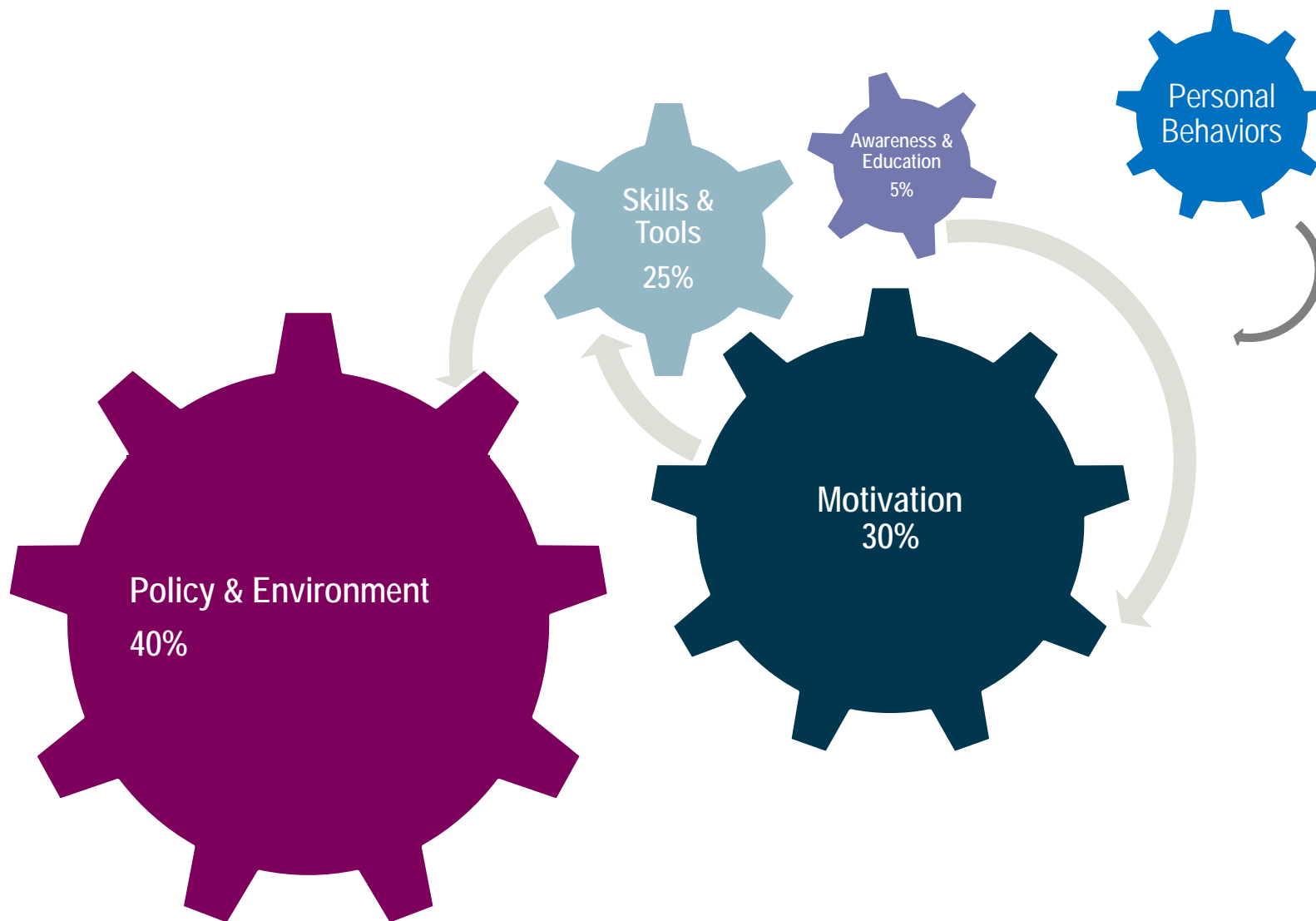
# Stages of change



**Transtheoretical Model of Change**  
Prochaska & DiClemente



# What drives behavior change?



# What is an Employee Wellness Program?



Implement  
programs &  
activities



Create policies  
and  
environments  
that support  
healthy  
behaviors



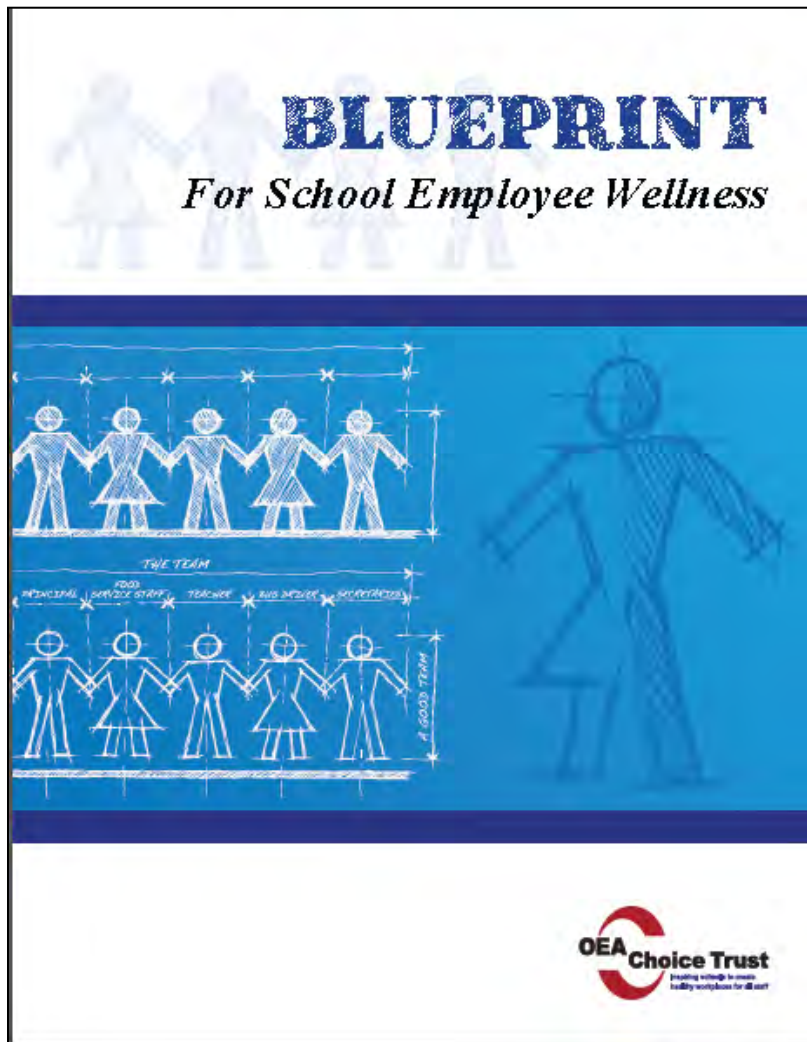
Foster a  
culture of  
health at your  
school



# Plan to Maximize Reach and Impact



# Key steps to get started and find long term success...

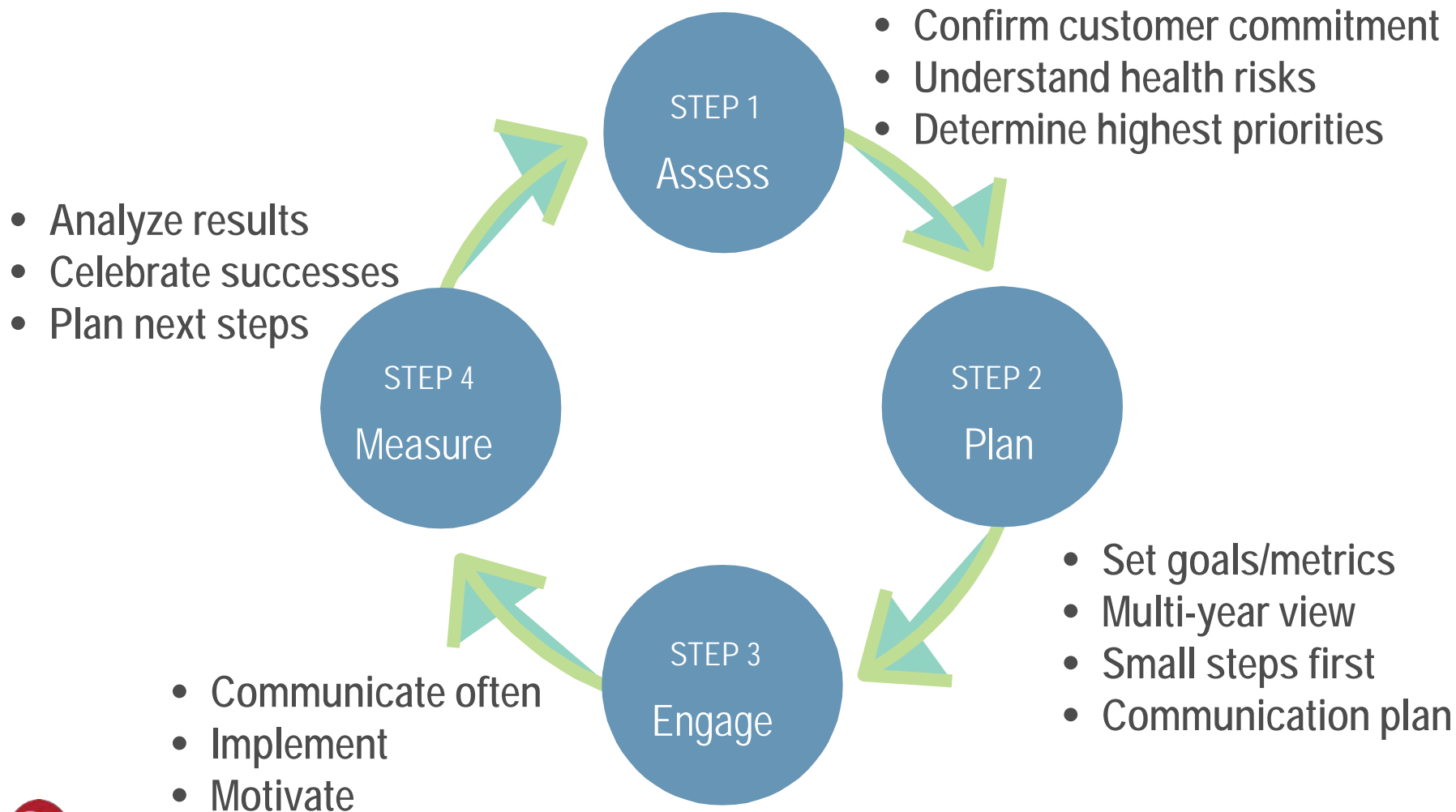


- Gain leadership support
- Select a wellness team and coordinator
- Gather data and use it
- Put priorities into action
- Create a supportive & healthy environment
- Evaluate and celebrate

# Grant application process

- Successful grant applicants are eligible to receive a maximum of \$75,000 for school employee wellness programs that will be implemented over the course of 3-5 years.
- A maximum grant amount of \$25,000 may be requested per grant year.
- A minimum of 50% in matching funds either through in-kind contributions or local funding partners is required.
- OEA Choice Trust will accept only one grant proposal from a School District, Education Service District or Community College.
- Grant Funding Priorities and Principles
- Next Competitive Grant Opportunity will be Spring 2016: All grant applications due April 15, 2016
- Download grant application at [www.oeachoice.com](http://www.oeachoice.com)

# Four steps to a results-oriented program



# Additional Ideas to champion to create a culture of health

## Healthy Eating

- Promote healthy cafeteria options to staff
- Establish criteria for healthy staff meetings to ensure only healthy food and beverages are served
- Role model healthy eating choices

## Physical Activity

- Use walking meetings and encourage colleagues to do so
- Include physical activity in school-wide events like assemblies
- Develop a shared use policy to open the school gym during non-school hours

## General

- Solicit leadership support
- Connect school and district wellness committees
- Ensure there is an inviting teacher's lounge or other space for school staff to relax and interact with colleagues



 Keep taking steps to lead change!



# Takeaways and Next Steps

Identify the single most important item for my school's employee wellness program that we must accomplish by 2015 -2016 is\_\_\_\_\_ ?

Review two school employee resource tools, and revise school employee wellness objectives/ improvement plans, if necessary.



# Questions, Comments, Advice?



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# Resources



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# Resources

## OEA Choice Trust

[www.oeachoice.com](http://www.oeachoice.com)

- ❖ Blueprint for success
- ❖ Grant application

## Kaiser Permanente Thriving Schools

[thrivingschools.kaiserpermanente.org](http://thrivingschools.kaiserpermanente.org)

- ❖ Making the case – why wellness for students, staff and teachers
- ❖ Wellness resources
  - Creating a Healthy School Environment
  - Healthy Eating
  - Physical Activity
  - Wellness Champion Start-up Kit

## Alliance for a Healthier Generation

[schools.healthiergeneration.org](http://schools.healthiergeneration.org)



# Policy Resources

## CDC

[cdc.gov/nccdphp/dnpao/policy/index](https://www.cdc.gov/nccdphp/dnpao/policy/index)

- ❖ Wellness Policies
  - Nutrition
  - Physical Activity
  - Obesity and overweight

## Leadership for Healthy Communities

[leadershipforhealthycommunities.org/](https://www.leadershipforhealthycommunities.org/)

## Kaiser Permanente Workforce Health Resource Center

[businesshealth.kaiserpermanente.org/workforce-health-resources/](https://businesshealth.kaiserpermanente.org/workforce-health-resources/)

- ❖ Tobacco Free Campus (policy language, samples)
- ❖ Sleep Management toolkit
- ❖ Healthy Meetings guide

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