

Starting Up Wellness:

A Case Study of the David Douglas School District

Portland, Oregon

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David Douglas High

Our Goals for Today

1. To share the work that's being done in the David Douglas School District.
2. To provide time and space to share about what has worked, speed bumps that have been experienced, policies, programs, etc.
3. To brainstorm with colleagues.
4. To provide time and space to plan next steps and ideas to implement in your own wellness efforts.

The David Douglas Demographics

- Outer SE Portland area with limited safe walking and biking
 - Very car-dependent, low walkability
- High transient rate, homeless shelters and transitional programs
- Several mini marts but only two grocery stores within 12 square miles
- 14 schools, with the largest high school in the state
- 80% free and reduced lunch
- 76 different languages



Our “Why’s” for Educators

1) Retention rate for teachers

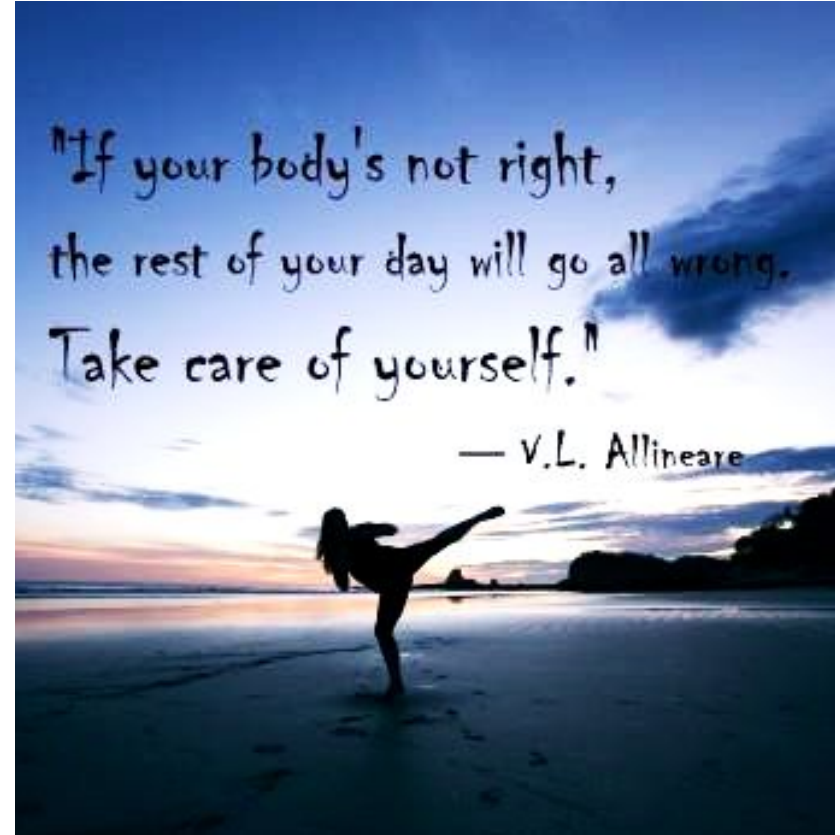
- a) Constant high levels of stress
- b) Every person thinks they can do your job
- c) Putting others before yourself; burnout
- d) Money

2) Obesity rate

3) Absenteeism

4) Support system

5) Teachers are first responders



Other “Why’s” for Wellness

Working to create healthy schools in David Douglas

Our big reasons:

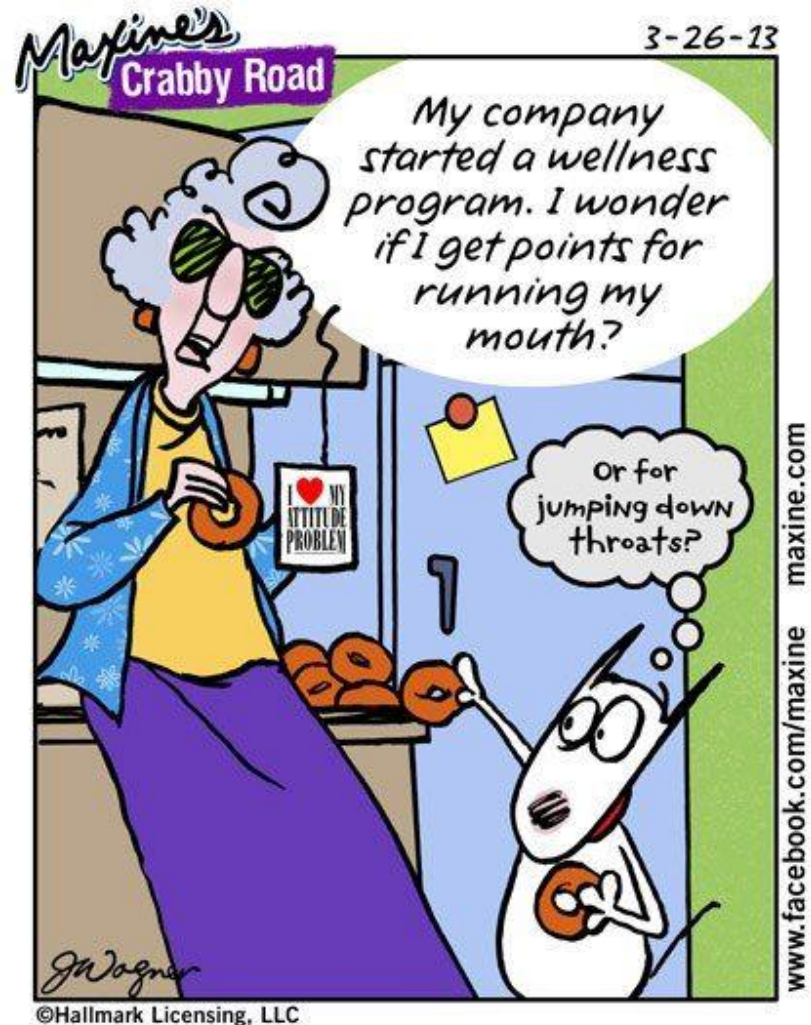
- 1) School employees tend put others before themselves. Often this leads to a lack of wellness in their own lives.
- 2) We want to teach/model for students how to be physically active.
- 3) We want to teach/model for students about healthy food choices.
- 4) We want to teach/model for our students how to deal with stress.

What's your "Why"?

WHAT'S YOUR WHY?

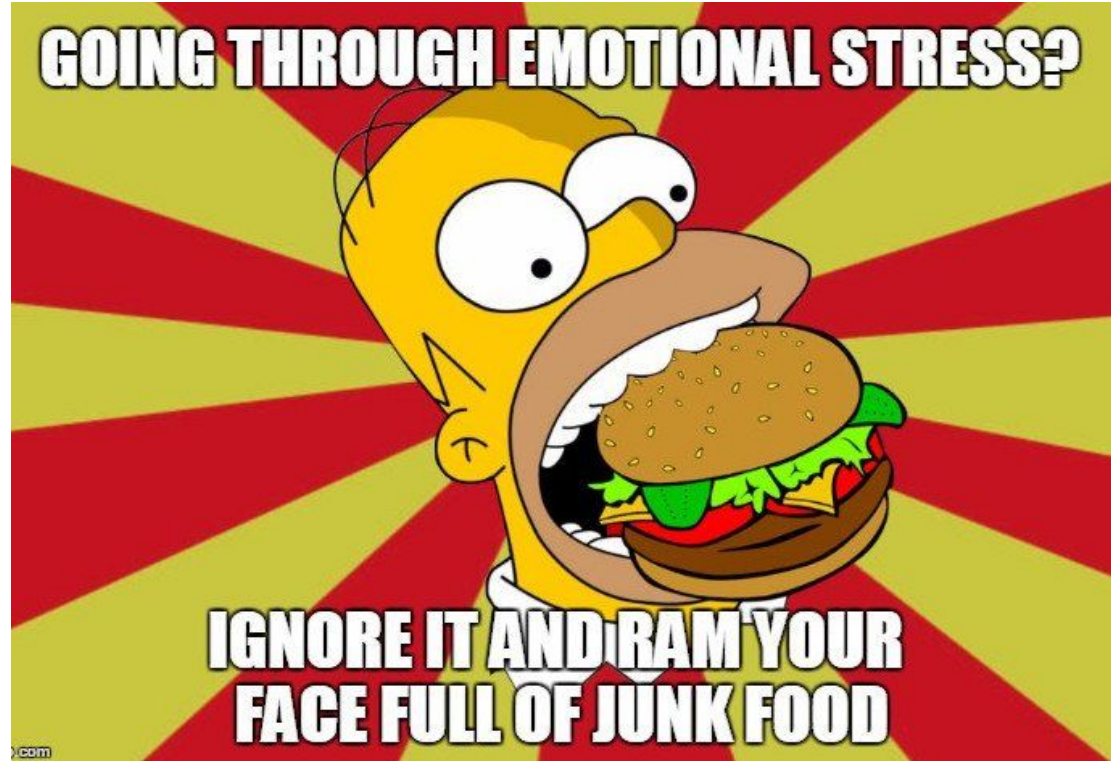
What's your "Why"?

1. Where are you with the wellness work at your school?
2. Why did you choose to come to this presentation?
3. What insight about wellness programs can you share with the group?



Where We Came From

- We had a wellness policy that sat on a shelf.
- We celebrated with junk food (cakes, candies, fried foods, pizza, etc.).
- Our teachers were overworked, unhealthy, and experiencing burnout.



Where Are You Starting?

- Where are you starting?
- What is your current wellness policy and program?
- How do people find it?



**“If you haven’t exercised in a while,
you may need to stretch and warm up
before you stretch and warm up.”**

Getting Started

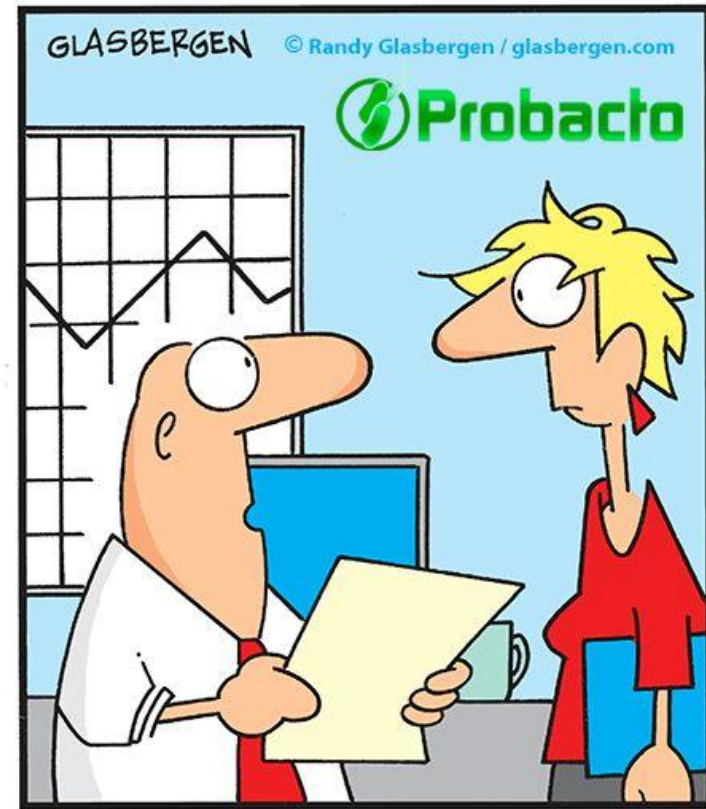
- **One person** in the District Office had a goal
- **A Team was Formed**
 - Comprised of teachers, knowledgeable public health personnel (Kaiser, Alliance), district office rep., grant writer
- **A Plan was Created**
- **A Funding Source was Identified**
 - OEA Choice grant
- **A Branded Program was Created**



David Douglas School District
— WELLNESS —

Putting the Plan Into Action

- **Kick off event**
 - Name your wellness rep and we will send you water bottles for every person at your site
- **First week back to school “H.A.P.P.Y. hour”**
 - Held during meetings
 - An expectation was set for all principals to facilitate these events at their schools
- **Monthly Newsletter**



“We’re having a big meeting tomorrow to kick off our Employee Wellness Campaign. Who’s in charge of bringing the soda and donuts?”

Monthly Newsletter

- Created monthly by Wellness Reps
- Wellness Reps submit articles, apps, recipes, etc.
- The newsletter is printed and sent to sites, emailed to all district employees, and archived on our district website



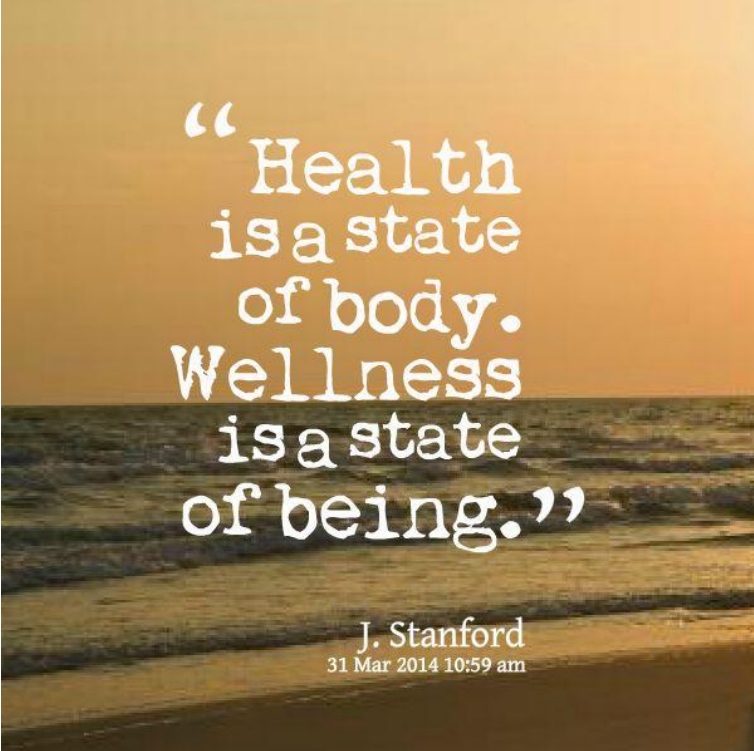
DAVID DOUGLAS WELLNESS

David Douglas School District
— WELLNESS —

HAPPY Newsletter

February 2018

Putting the Plan Into Action



“Health
is a state
of body.
Wellness
is a state
of being.”

J. Stanford
31 Mar 2014 10:59 am

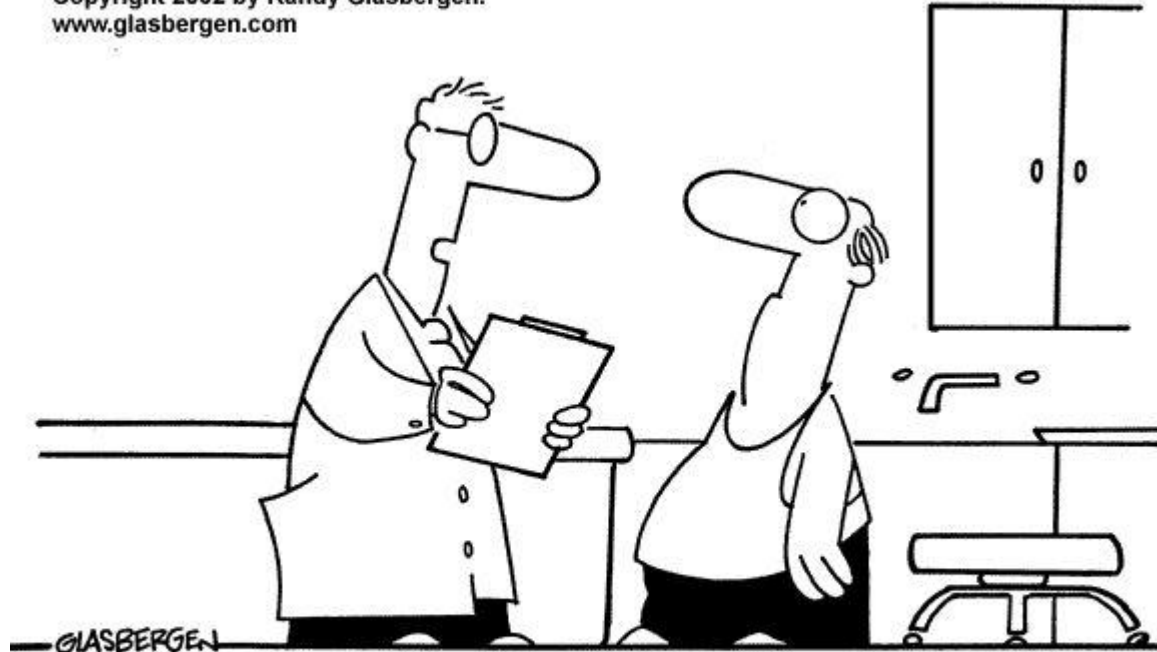
- **Monthly District Challenges and Building Challenges**
 - Wellness warrior challenge, walker tracker, create a menu, grateful tree, etc.
- **Social Media**

What are your next steps?

Getting Feedback

- A Google survey was sent out to the district to get feedback on how things were going.
- A core team analyzed the data and formed the Year 2 plan for the grant and new programming.

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“No, HDL and LDL were not the robots in Star Wars.”

Year Two

- **Wellness policy updated and adopted by School Board**
 - Expanded, explicit
- **Small wellness reps stipend with contract**
 - Attend 4 meetings, write a newsletter article, share info in your building, etc.
- **Kick off event with a district-wide barbeque**
 - Combine with a previously poorly attended event
 - Vendors, games
 - Raffles
 - Massage chair

Year Two

- **Newsletter continued**
 - Each wellness representative with a stipend now contributes
- **Quarterly district challenges**
- **Encouraging monthly building challenges**
- **District website page**

Movement Break

staff
FITNESS BREAKS

Neck ROLLS

Lean head to left, drop chin towards chest, bring right ear toward right shoulder.

REPEAT 5 TIMES AND THEN SWITCH DIRECTIONS AND COMPLETE 5 MORE



staff
FITNESS BREAKS

Knee TO Elbow

Lift up right arm and raise left knee and lower your right elbow toward knee in a diagonal motion. *This exercise can be done seated or standing.*

**REPEAT 20 TIMES,
10 ON EACH SIDE**



staff
FITNESS BREAKS

INVISIBLE Jump Rope

Start with arms by your sides, grasp your hands into a loose fist and pretend you are holding the handles on a jump rope. Begin to jump with both feet or bounce from foot to foot while rotating your wrists in tiny circles next to your body as if you're jumping rope.

REPEAT 20 TIMES



Wellness at Different Sites

- **Elementary school example**
- **Middle school example**
- **High school examples**
- **Other Sites**
 - **Bus Garage**
 - **District Office**
 - **MECP (Multnomah Early Childhood Program)**

Key Elements of Success

- **Representation at the district level**
 - This is who people will listen to (have a chair at the meetings)
- **Superintendent buy-in and support**

I also want to specifically thank you for taking care of each other and yourself. Your health and wellness is important, so please look for ways to relieve stress, exercise/move, and have fun throughout the day.

- **Partnership with the union**
 - Ex: getting rid of cake at an annual kick-off event
- **Partner with culinary class at the high school**

**DOES RUNNING
AWAY FROM
MONDAY COUNT
AS CARDIO?**

@NOWCUREME

What we would do differently

- **Building Administration support**
- **Hard-to-reach employees**
 - Classified employees
 - Other sites
- **Wellness policy presented to all staff at the beginning of the year**
- **Be passionate, but don't get attached**

What we would do differently

- **That Scary “W” word**
 - Wellness
 - Experience resistance because it’s associated with exercise and eating
- **That Taboo Topic**
 - Mental Health
 - Mindfulness (has some negative associations)
- **Meet people where they are**



“The healthiest part of a donut is the hole. Unfortunately, you have to eat through the rest of the donut to get there!”

Work Time

Come up with a game plan for when you return to your district.

- **Review your worksheet.**
- **What are some ideas for next year?**
- **Steps to implement.**

Jordan, Elementary School Joanne, Middle School Jon, High School

We'll come back for the last 10 minutes to share out.

The human body
is 90% water.

We're basically
cucumbers
with anxiety.

Share Out