

Creating and Sustaining a School Employee Wellness Program

A Case Study of the David Douglas School District Portland, Oregon

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David Douglas High

Our Goals for Today

1. To briefly overview of David Douglas' Wellness Program.
2. To share David Douglas' future plans and sustainable options.
3. To provide time and space to share about what has worked, speed bumps that have been experienced, policies, programs, etc.
4. To brainstorm with colleagues and plan next steps and ideas to implement in your own wellness efforts.

Our “Why’s” for Educators

1) Retention rate for teachers

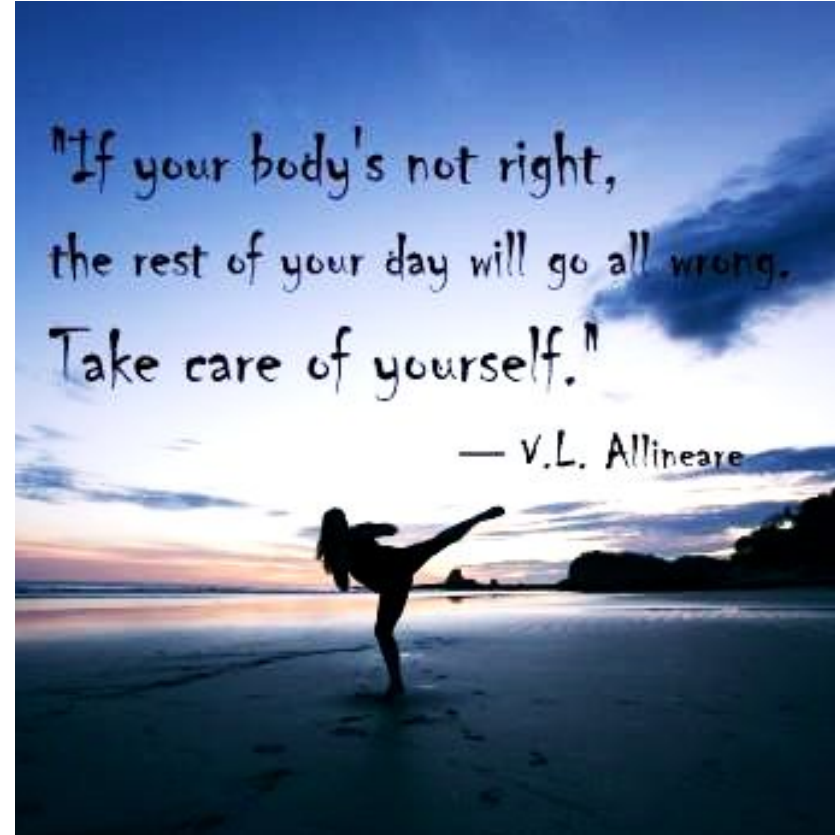
- a) Constant high levels of stress
- b) Every person thinks they can do your job
- c) Putting others before yourself; burnout
- d) Money

2) Health Risk Factors

3) Absenteeism

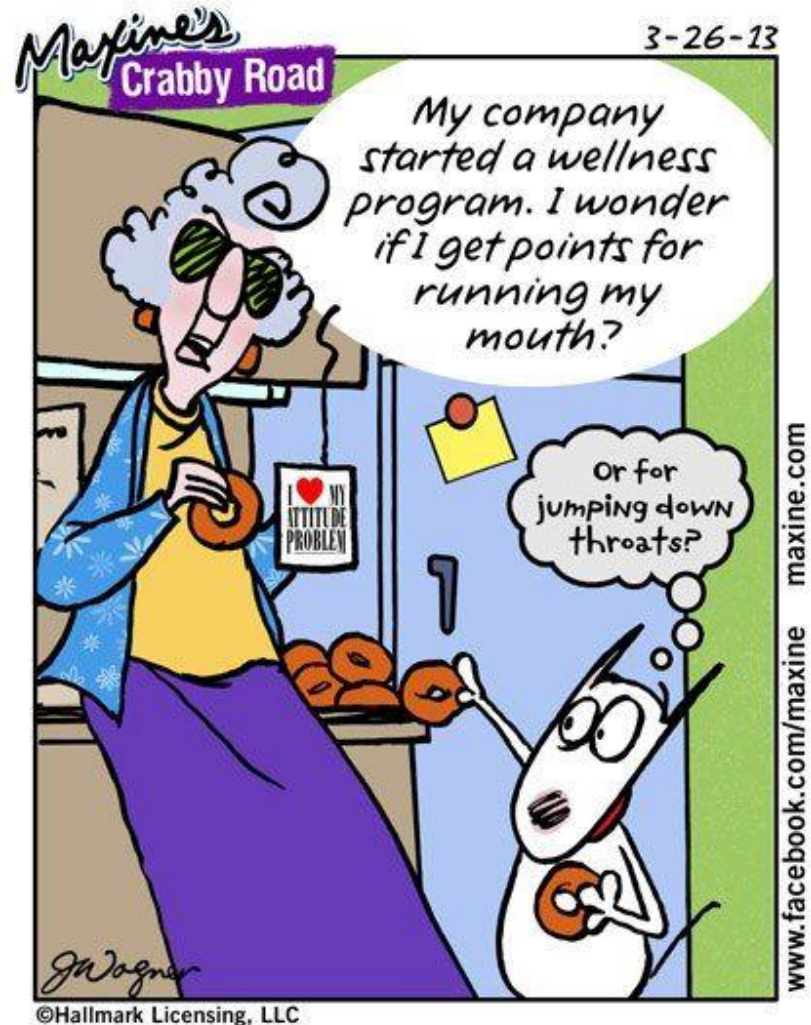
4) Support system

5) Teachers are first responders



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?



Initial Steps

- **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 —

Where Are You Starting?

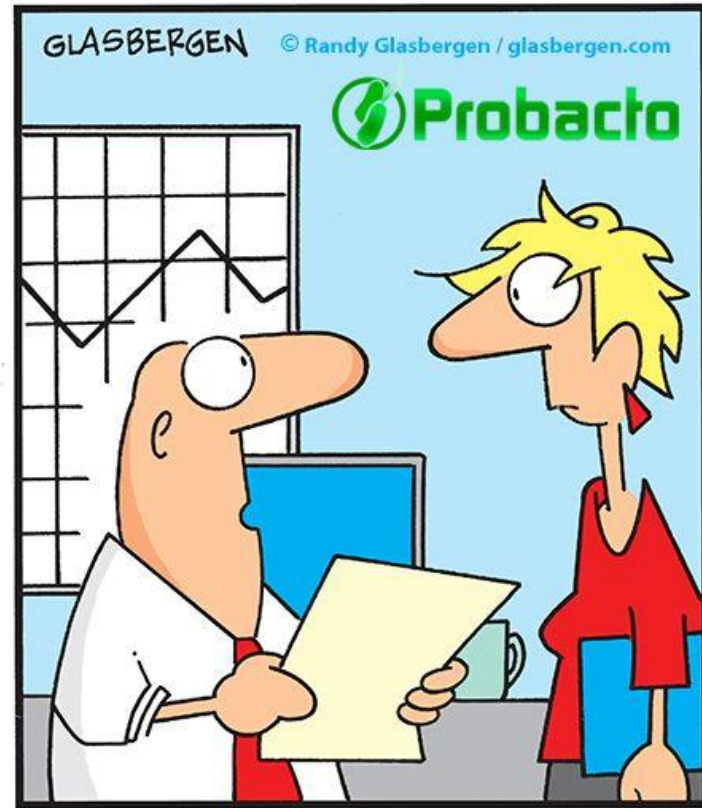
- Where are you starting?
- What is your current wellness policy and program?
- How do people find it?



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

Year One

- **Each site named a Wellness Rep**
- **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 emailed to all district employees, and archived on our district website



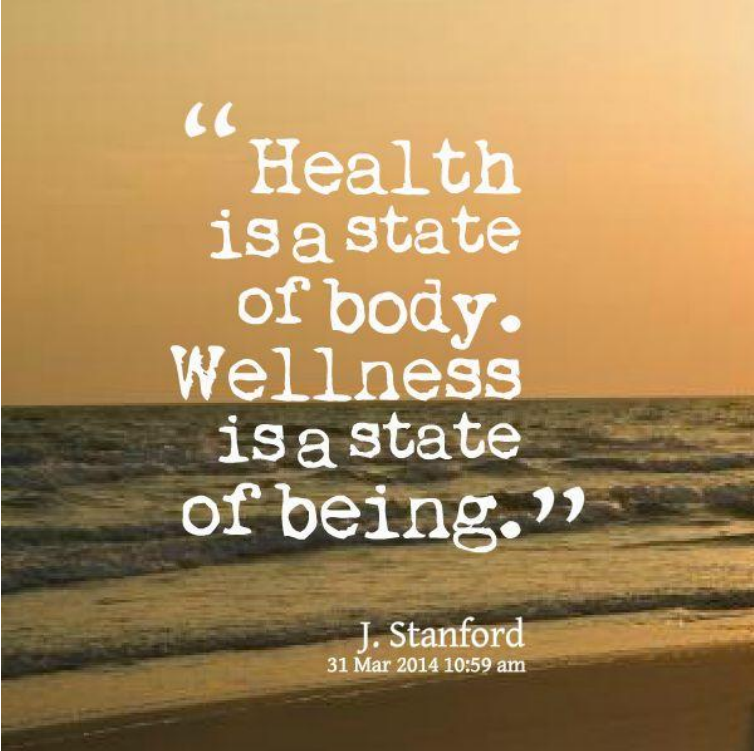
DAVID DOUGLAS WELLNESS

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

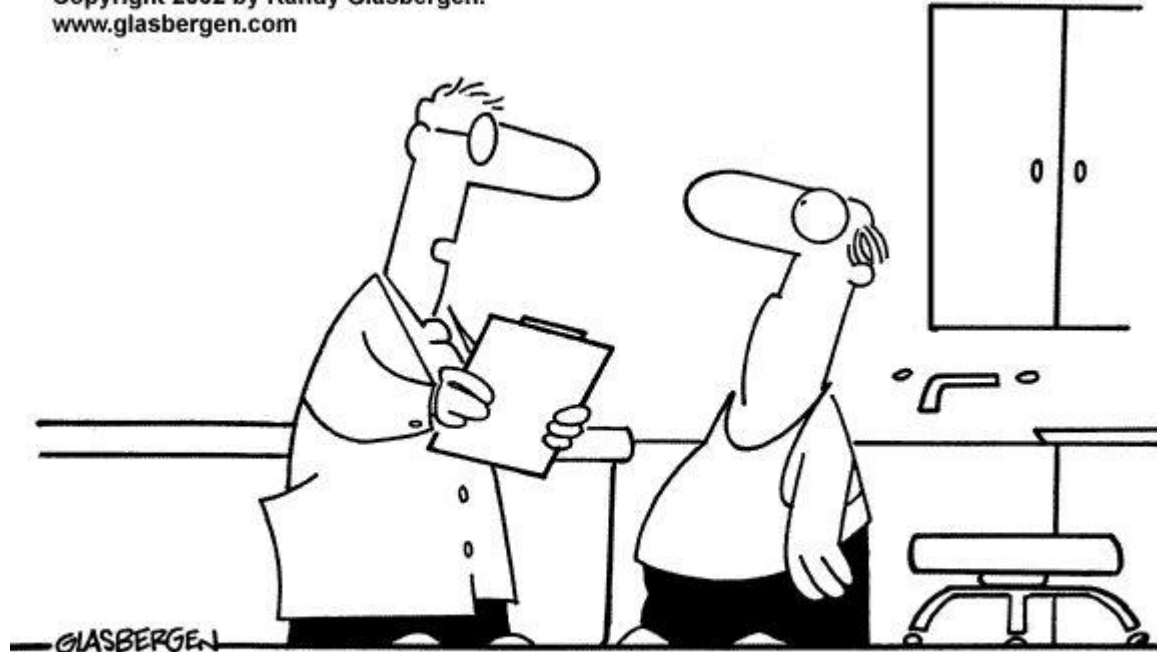
- **Monthly District Challenges and Building Challenges**
 - Wellness warrior challenge, walker tracker, create a menu, grateful tree, etc.
- **Social Media**

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**

Year Three

- **Newsletter changed to digital-only**
- **District Wellness Council created**
- **Administrator Academy, New Employee**
- **Human Resources Manager and Assistant Superintendent**
- **Mini-Grants for Building Administrators**
- **Happy Talk**

Future Steps and Sustainability

- **Determine a permanent funding source**
- **Continue to work on administrator support and buy-in**
- **Present Wellness policy to employees every year**
- **Shift culture of each building to see through a wellness lens**
- **Make data-informed decisions for the district, each site, content, etc.**

Your Future Steps and Sustainability Ideas

- Do you feel like your district has a sustainable wellness program?
- What has helped to lead toward sustainability?
- What has not helped develop sustainability?

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, new teacher mentor program**
- **Partner with culinary class at the high school**
- **Met with Administrator Academy**

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**
- **Meet people where they are**
 - Expect resistance, buy-in takes time

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

@NOWCUREME

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

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