

FOUNDATIONS OF SCHOOLSITE HEALTH PROMOTION & WELLNESS

MAINE DEPARTMENT OF EDUCATION

SCHOOLSITE HEALTH PROMOTION PROGRAM

NOVEMBER 19, 2019

HOSTED BY: SUSAN BERRY, HEALTH EDUCATION AND HEALTH
PROMOTION COORDINATOR

WHO'S JOINED US TODAY?

- Susan Berry
- Katie Hoffmann
- George Manning
- Murray Banks
- Attendees

OUTCOMES OF THIS VIDEO MEETING

- Review components of a successful School Health Promotion and Wellness Team
- Discuss strategies for establishing and maintaining a School Health Promotion and Wellness Team
- Share resources for worksite wellness
- Hear from the 2020 Winter Wellness Summit Keynote Speakers

WHAT IS A SCHOOL-BASED EMPLOYEE WELLNESS PROGRAM?

A comprehensive set of programs, policies, benefits, and environmental supports that address various risk factors, including, but not limited to: Lack of physical activity, unhealthy dietary habits, stress management, and tobacco use (US CDC, 2015).

WSCC MODEL

The CDC and ASCD include employee wellness within the WSCC model, the framework that the Maine DOE supports for promoting health and academic success in schools.



Schools are not only places of learning, but they are also worksites.

Fostering school employees' physical and mental health protects school staff, and by doing so, helps to support students' health and academic success. Healthy school employees—including teachers, administrators, bus drivers, cafeteria and custodial staff, and contractors—are more productive and less likely to be absent. They serve as powerful role models for students and may increase their attention to students' health. Schools can create work environments that support healthy eating, adopt active lifestyles, be tobacco free, manage stress, and avoid injury and exposure to hazards (e.g., mold, asbestos).

A comprehensive school employee wellness approach is a **coordinated** set of **programs, policies, benefits, and environmental supports** designed to address multiple **risk factors** (e.g., lack of physical activity, tobacco use) and **health conditions** (e.g., diabetes, depression) to **meet the health and safety needs of all employees**. **Partnerships** between school districts and their health insurance providers can help offer resources, including personalized health assessments and flu vaccinations. Employee wellness programs and healthy work environments **can improve a district's bottom line** by decreasing employee health insurance premiums, reducing employee turnover, and cutting costs of substitutes.

WHY IS A SCHOOLSITE HEALTH PROMOTION PROGRAM IMPORTANT?

School-based employee wellness programs can reduce risk factors such as obesity, smoking and depression, and improve work productivity and staff morale (Alker et al., 2015).

WHY IS A SCHOOLSITE HEALTH PROMOTION PROGRAM IMPORTANT?

School-based employee wellness programs have the ability to improve the health of the estimated 7.2 million faculty and staff employed by elementary and secondary schools in the United States (U.S.). This would save funds that could then be reallocated to other needs (Snyder & Dillow, 2011).

BENEFITS OF EMPLOYEE WELLNESS PROGRAMS:

- Decreased employee absenteeism (and cost for substitutes)
- Lower health care and insurance costs
- Increased employee retention
- Improved employee morale
- Increased motivation to practice healthy behaviors
- Increased motivation to teach about health and wellness
- Healthy role models for students
- Positive community image
- Attractiveness to prospective employees
- Increased productivity

FOUNDATIONAL COMPONENTS OF SCHOOLSITE HEALTH PROMOTION

- Establishing a team
- Leadership support
- Assessments/data
- Action Planning
- Connecting to School Mission & Improvement Plans

ESTABLISH A WELLNESS TEAM

- Bring together people with a passion for or desire to be engaged in a health and wellness initiative for staff (and students)
- School or district? Representation from all buildings including central office
- Talk about who will assume the leadership role, can be co-leaders
- Set a meeting schedule

MEET GEORGE MANNING

Keynote Speaker, January 31

2020 Maine School Winter Wellness
Summit

The Samoset Resort

[Don't Let The Old Man In](#)

ADMINISTRATIVE BUY-IN

- Identify and secure an administrative liaison
- Need support to meet goals and carry out an action plan
- Funding
- Understands the benefits of employee health and wellness

ASSESSMENTS

- Gather health assessment data
- Learn about employee health interests

ACTION PLAN FOR SUCCESS

- Create an action plan with Goals & Objectives
 - Next video meeting, Dec 12
- Culture and climate
- Policies and practices
- Programs

ACTION PLAN FOR SUCCESS

- 6 Dimensions of Wellness
- Awareness
- Education
- Behavior Change
- Evaluation

MEET MURRAY BANKS

Keynote Speaker, January 30

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OTHER RECOMMENDATIONS

- Employee health and wellness in the school's mission statement and strategic plan
- School improvement plan
 - Employee wellness program is a key component
 - Accountability measures
 - Professional Development
- External constituents - families, community, health insurance, hospitals, etc.

RESOURCES

- Virtual Healthy Schools

- <https://www.cdc.gov/healthyschools/vhs/index.html>

- US CDC Workplace Health Promotion

- <https://www.cdc.gov/workplacehealthpromotion/index.html>

- Alliance for a Healthier Generation

- <https://www.healthiergeneration.org/take-action/schools/wellness-topics/employee-wellness>

RESOURCES

- Healthy Maine Works

- <https://www.maine.gov/dhhs/mecdc/population-health/hmw/>

- SHAPE America School-based Employee Wellness

- <https://www.shapeamerica.org/publications/resources/teachingtools/teachertoolbox/school-based-employee-wellness.aspx?hkey=3d42d2aa-79be-490f-9001-7c158384fbca>

- Let's Go 5210 Workplace Toolkit

- <https://mainehealth.org/lets-go/adult-program/employers/tools>

- MEA Benefit Trust

- <http://meabt.org/wellness-programs>





THANK YOU AND JOIN US FOR
ACTION PLANNING FOR SUCCESS
THURS. DECEMBER 12, 2019 AT 3:30 PM

&

2020 MAINE SCHOOL WINTER WELLNESS SUMMIT
JANUARY 30 & 31 AT THE SAMOSET RESORT