

WELLNESS TEAM ACTION PLANS FOR SUCCESS

MAINE DEPARTMENT OF EDUCATION

SCHOOLSITE HEALTH PROMOTION PROGRAM

DECEMBER 12, 2019

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

WHO'S JOINED US TODAY?

- Susan Berry
- Staceyannah
- Tom Nash
- George Manning
- Murray Banks
- Attendees

OUTCOMES OF THIS VIDEO MEETING

- Share information on how to develop an action plan for a School Health Promotion and Wellness Team
- Review components of a School Health Promotion and Wellness Team action plan template
- Provide examples of strategies for each component of the action plan
- Messages 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 (CDC, 2015).



WSCC MODEL

Employee wellness is a component of the CDC and ASCD WSCC model. A 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, are 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.

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

THE ACTION PLAN



Maine Schoolsite Health Promotion Program Team Action Plan Guidance

A team action plan should be a working document that outlines a team's purpose, projected outcomes and how they will be attained. It should be a clear picture of what the team plans to accomplish and could be shared with anyone including administrators, school board members and interested parties.

When developing an action plan for a schoolsite health promotion program it is important to develop a balanced plan that looks at the school/district as a whole as well as the needs of individuals. The plan should consider team development, team structure and how to maintain the team, as well as, how the team fits within the overall district structure. The Maine Schoolsite Health Promotion Program recommends an action plan that addresses the Six Dimensions of Wellness (see model below) and includes goals in three focus areas:

- Policies & Systems
- Climate & Culture
- Health Promotion and Personal Wellness.

Action plans are a tool to assist teams in their efforts to create a culture of health and wellness throughout a school/district. This culture should be evidenced in school buildings, on school grounds, and throughout the community. Components and strategies might include advocating for Health Education and Physical Education for all students Pre K-12; creating, informing, and/or maintaining a healthy school environment through policies, programs and practices; supporting a positive, safe and health promoting school climate; initiating, delivering, sponsoring, and/or promoting health promotion and wellness programs for staff and students; and/or connecting health promotion and wellness with other school initiatives.

There are many quality and effective resources available for use when creating a schoolsite health promotion action plan:

Alliance for a Healthier Generation (https://schools.healthiergeneration.org/focus_areas/employee_wellness/)

Directors of Health Promotion and Education (<http://www.dhpe.org/>)

Human Resources Institute (<http://www.healthyculture.com/>)

S.M.A.R.T. Goals https://www.hap.org/employers/worksites/pdfs/Workbook_2013.pdf (page 4)

When creating strategies, strive for a balance among the six dimensions.



The Six Dimensions of Wellness

By applying the model, a person becomes aware of the interconnectedness of each dimension and how they contribute to healthy living.

Six Dimensions of Wellness Model © 1976 by Bill Hettler, MD

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WHY COLLECT DATA?

- Data allows you to pinpoint school/district health concerns
- Data allows you to satisfy employee interests
- Data increases the likelihood that people will accept wellness
- Data provides a baseline by which to measure change
- Data moves your program from activity-centered to results-oriented

“INTEREST” DATA

- Focus Groups
- Individual Interviews
- Simple Surveys
- Open-ended e-mail questions
- Meetings (Staff-Team-Admin)

“NEEDS” DATA

- Demographic Information
- Health Risk Appraisals
- Health Screening Data
- Medical Claims
- Disability
- Absenteeism
- Facility Assessment (SHI)
- Culture Audits (CDC Scorecard)

MEET GEORGE MANNING

Keynote Speaker, January 31

2020 Maine School Winter Wellness
Summit

The Samoset Resort

**Maine Schoolsite Health Promotion Program
Team Action Plan**

DATES: Draft _____ Final Copy _____ Revised _____
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Summary

Team: _____ Team Leader(s): _____

Team Vision:

Team Mission Statement:

Goals/Outcomes

<i>Policy & Systems Change</i>	<i>What is the evidence used to measure impact/outcomes?</i>	<i>Impact Summary</i>
<i>Climate & Culture</i>		
<i>Health Promotion & Personal Wellness</i>		

SAMPLE VISION STATEMENT

An educational setting that supports healthy lifestyle choices by valuing individual health and creating a supportive environment for working and learning.

SAMPLE MISSION STATEMENT

- The mission of our wellness committee is to establish and maintain a workplace that encourages environmental and social support for a healthy lifestyle.
- Encourage Habits of wellness, Increase Awareness of factors and resources contributing to well being, Inspire Individuals to take responsibility for their own health.
- To create a healthy body, mind and future by supporting a desire for healthy lifestyle choices for our staff and students.
- <http://tompkinscountyny.gov/files2/wellness/healthyplaces/pdf/Mission-Statement-examples.pdf>

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<i>Health Promotion & Personal Wellness</i>		

Policy & Systems Change

+ Goals/Outcomes

<i>Strategy/Activity</i>	<i>Wellness Dimension(s)</i>	<i>Who's Responsible</i>	<i>Resources needed</i>	<i>Timeline</i>	<i>What is the evidence used to measure impact/outcomes?</i>	<i>Impact Summary of strategy/activity on Policy & Systems Change</i>

**Maine Schoolsite Health Promotion Program
Team Action Plan**

Climate & Culture

+ Goals/Outcomes

<i>Strategy/Activity</i>	<i>Wellness Dimension(s)</i>	<i>Who's Responsible</i>	<i>Resources needed</i>	<i>Timeline</i>	<i>What is the evidence used to measure impact/outcomes?</i>	<i>Impact Summary of strategy/activity on Climate & Culture</i>

**Maine Schoolsite Health Promotion Program
Team Action Plan**

Health Promotion & Personal Wellness

Goals/Outcomes

<i>Strategy/Activity</i>	<i>Wellness Dimension(s)</i>	<i>Who's Responsible</i>	<i>Resources needed</i>	<i>Timeline</i>	<i>What is the evidence used to measure impact/outcomes?</i>	<i>Impact Summary of strategy/activity on Health Promotion & Personal Wellness</i>

3 Levels Of Programming

- Awareness
- Education
- Behavior Change

3 LEVELS OF PROGRAMMING

- **Awareness-** Provide health information, lots of it through a variety of modes!
 - Keep messages simple and concrete
 - Encourage Small changes
 - Testimonials & Success Stories
 - Offer Lending library of books, DVDs and booklets, etc.
 - Communicate everywhere:
 - Break rooms
 - Email
 - Paycheck stubs
 - Intranet
 - Flyers/Handouts
 - Facebook groups
 - Staff meetings
 - Etc...



3 LEVELS OF PROGRAMMING

- **Education**- Provide opportunities for education via lunch and learns, breakfast seminars, in-service day sessions or even informal conversations.
- Give people the skills they need to be successful. Examples:
 - Shared shopping lists & healthy recipe roundups
 - Food safety lessons
 - Tips on physical fitness such as stretching & exercise
 - Chronic disease self-management
 - Tips/Strategies on goal-setting for personal wellness
 - Medical self-care skills and insurance benefits
 - Stress management, coping with anxiety, mental wellness



3 LEVELS OF PROGRAMMING

- **Behavior Change-** Encourage and support positive changes in behavior through culture and by providing opportunity, recognition and incentives.
 - Incentive campaigns i.e. health insurance
 - Group challenges
 - Individual challenges
 - Group classes
 - Recognition programs

MEET MURRAY BANKS

Keynote Speaker, January 30

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TIDBIT OF INFO

Population-oriented programs and policies that include **preventative versus reactive** employee wellness programs yield, on average, a **26% reduction in healthcare costs** (Nash, Reifsnyder, Fabius, Pracilio, 2011).

POTENTIAL GOALS

- Action items might also include developing a team
- Advocating for and/or securing funds
- Teambuilding or structuring the team
- Communications and marketing

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>

- Action For Healthy Kids

- <https://www.actionforhealthykids.org/what-we-do/>

<http://www.jrgadvisors.net/Module/Catalog/DocumentFileFile/Mobile?id=86>



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 FOR JOINING US
AND WE HOPE TO SEE YOU ALL ON
JANUARY 30 & 31 AT THE SAMOSET RESORT
FOR THE

2020 MAINE SCHOOL
WINTER WELLNESS SUMMIT

