



Alliance for a **Healthier Generation**

www.HealthierGeneration.org

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Robert Wood Johnson Foundation
Supporting healthy schools nationwide

Founded by

American Heart
Association 



Alliance for a Healthier Generation

Founded in 2005 by the American Heart Association and William J. Clinton Foundation, the goal of the Alliance is to reduce the nationwide prevalence of childhood obesity by 2015 and **to inspire young people to develop lifelong healthy habits.**

The Alliance is leading the charge against the childhood obesity epidemic by working to **positively affect all the places that can make a difference in a child's health** including homes, schools, doctor's offices and communities.



Why Work with Schools?



“Children today have a shorter life expectancy than their parents for the first time in 100 years.”

Dr. William J. Klish, Professor of Pediatrics, Baylor College of Medicine

Research suggests that healthier school environments can result in increased academic achievement. Every student deserves the right to be healthy and reach their full potential.

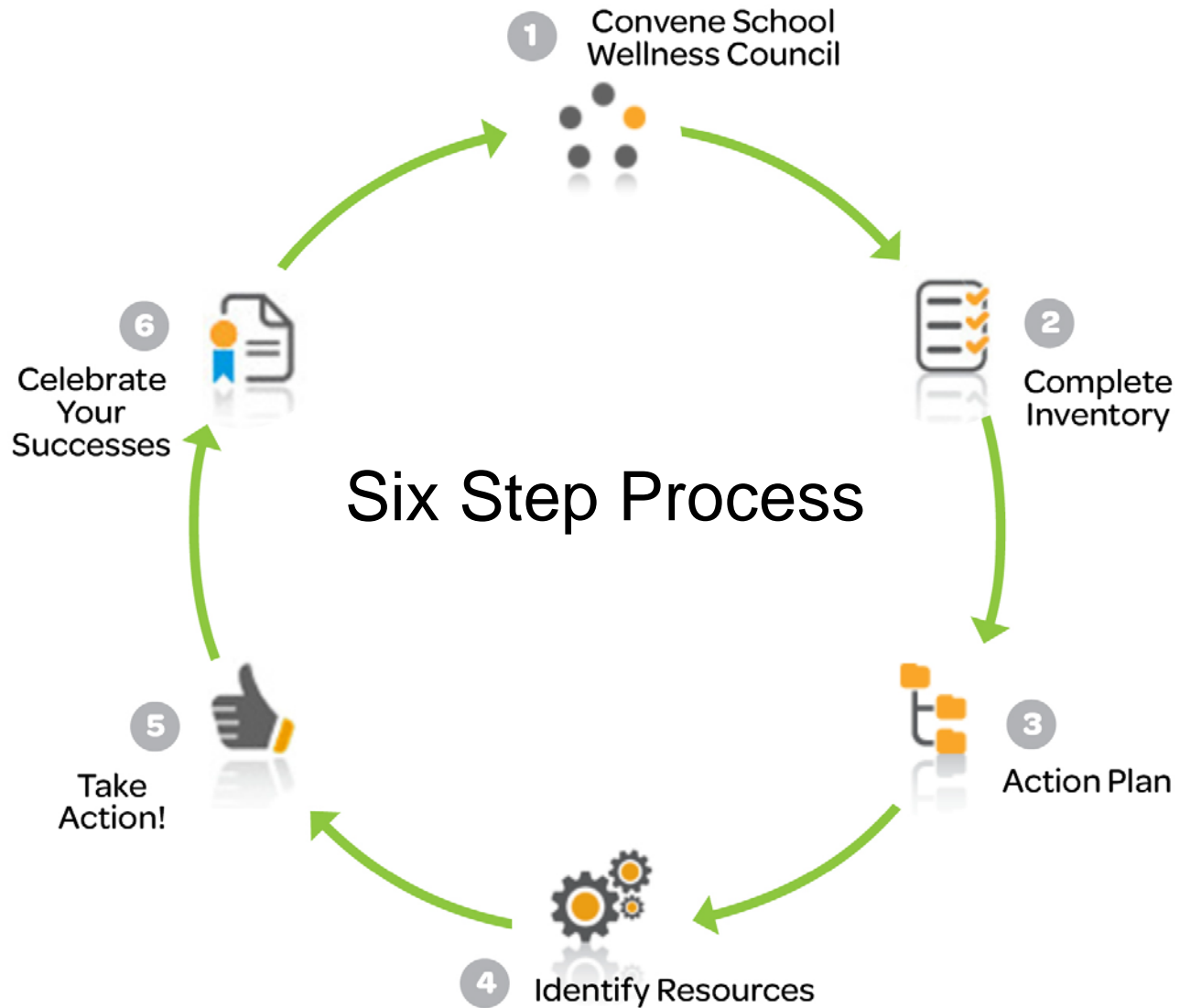
What We Do

By engaging and activating leaders who can transform the environments and communities that nurture our children, the Alliance for a Healthier Generation:

Engages community centers, afterschool programs, faith-based organizations, parks, recreational facilities and dozens of other organizations who play an essential role in empowering youth to live healthier lives.

Activates millions of teens and tweens to commit to eat healthier, move more and serve as leaders with their peers.





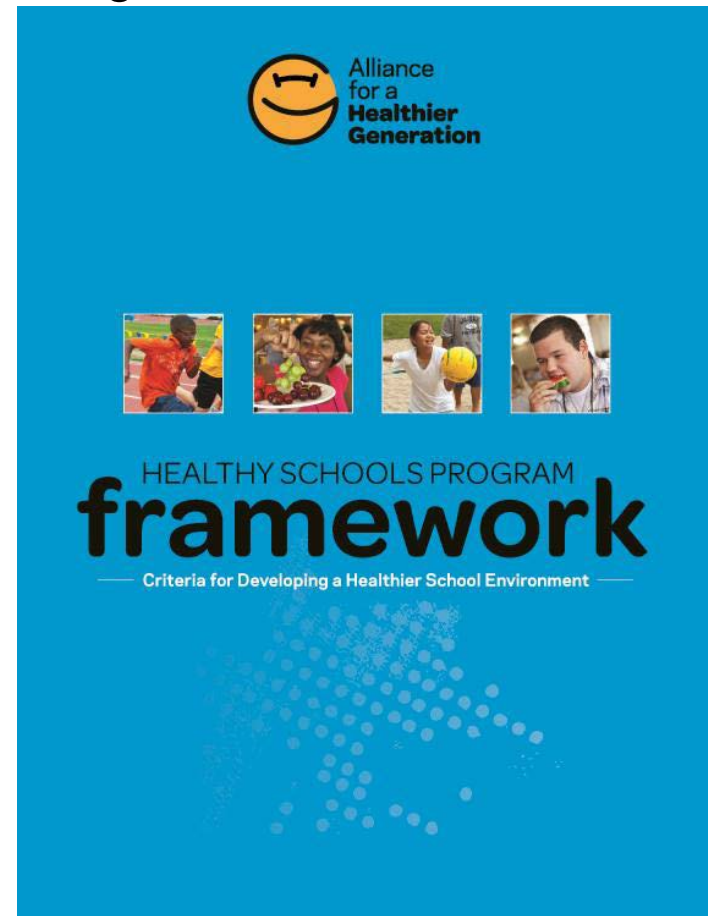
Healthy Schools Program Framework

A set of best practice **criteria** that provide guidelines for a healthier school environment

Seven Content Areas

- Policy/Systems
- School Meals Programs
- Competitive Foods and Beverages
- Health Education
- Employee Wellness
- Physical Education
- Student Wellness

All reviewed & revised by AHA and the HSP Expert Panel



Taking HSP Criteria to the Next Level



Our HSP Team

1. **Karen Cooper**, HSP Manager, Missouri- Houston, St. Louis, Kansas City & Columbia
2. **Amanda Green**, Regional Director, HSP-Florida (IA-IL-IN-KS-LA-MI-MN-MO-NE-TN-WI)
3. **Lisa Perry**, National Physical Education & Physical Activity Advisor-Colorado (U.S.A.!!!)
4. **Candice Roberson**, HSP Champion & employee wellness specialist at Osceola County Schools in Kissimmee, Florida
5. **Peggy Karleskint**, RN, BSN District Wellness, Northwest R1 School District, MO
6. **Gretchen Patch**, HSP Manager, Kansas, Kansas City, KS
7. **Patricia Simmons**, MS,RD, LD, Obesity Initiative Coordinator, MO Department of Health and Senior Services



Home

- [How It Works](#)
- [Wellness in Schools](#)
- [6 Step Process](#)

QUESTIONS?

[Contact the info desk!](#)

SUPPORT OUR WORK

Help cultivate a healthier generation of children today, so that we will have a healthier America tomorrow.

[Donate Now](#)

What is the Healthy Schools Program?

Based on a framework created in partnership with the American Heart Association, the Alliance for a Healthier Generation created a program to fight the childhood obesity epidemic by helping schools provide healthier food choices and keep kids physically active.

Ready to discover more?

[Learn how it works](#) or [learn about wellness aspects for schools](#)

Help create a healthy school environment for our kids!

Start the Healthy Schools Program in your school, or support other schools in the program. **It's free!**

[Join us today!](#)

Please log in below.

E-mail address

Password

[Log In](#)

[Forgot Password?](#)



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Lisa Perry

National PE/PA Advisor

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Moving Employee Wellness Beyond



- Identify tools and personal goal setting strategies to assist employee wellness programs in engaging all staff members.
- Learn how to increase employee wellness program participation by the use of challenges and incentives.
- Identify practical tools and resources to support the implementation of a sustainable employee wellness program

Everything in Common



It's all about YOU!



MOVband

- 25% Discount on MOVbands
 - From 12/1/12 through 1/15/13
 - Code is MO SUMMIT
- MOVABLE Competition
 - The person who moves the most using the band
 - Runs from 12/9/12 – 12/15/12
 - Winner will receive a class pack of bands for your school.

JOIN THE MOVEMENT!

Let's get moving! We're having a MOVchallenge for conference attendees. The person who moves the most from Dec 9 – Dec 15 will win a Classroom Pack of MOVbands for your school!

Simply register your MOVband online by Dec 8 and join our group by using the group invite code: **MOSUMMIT**

HSP Summit Special

The Alliance has collaborated with MOVABLE to give you a special 25% discount on group MOVband purchases through 1/15/13! Call MOVABLE at 440-746-1234 and mention the code MO SUMMIT to take advantage of the offer.

MOVABLE

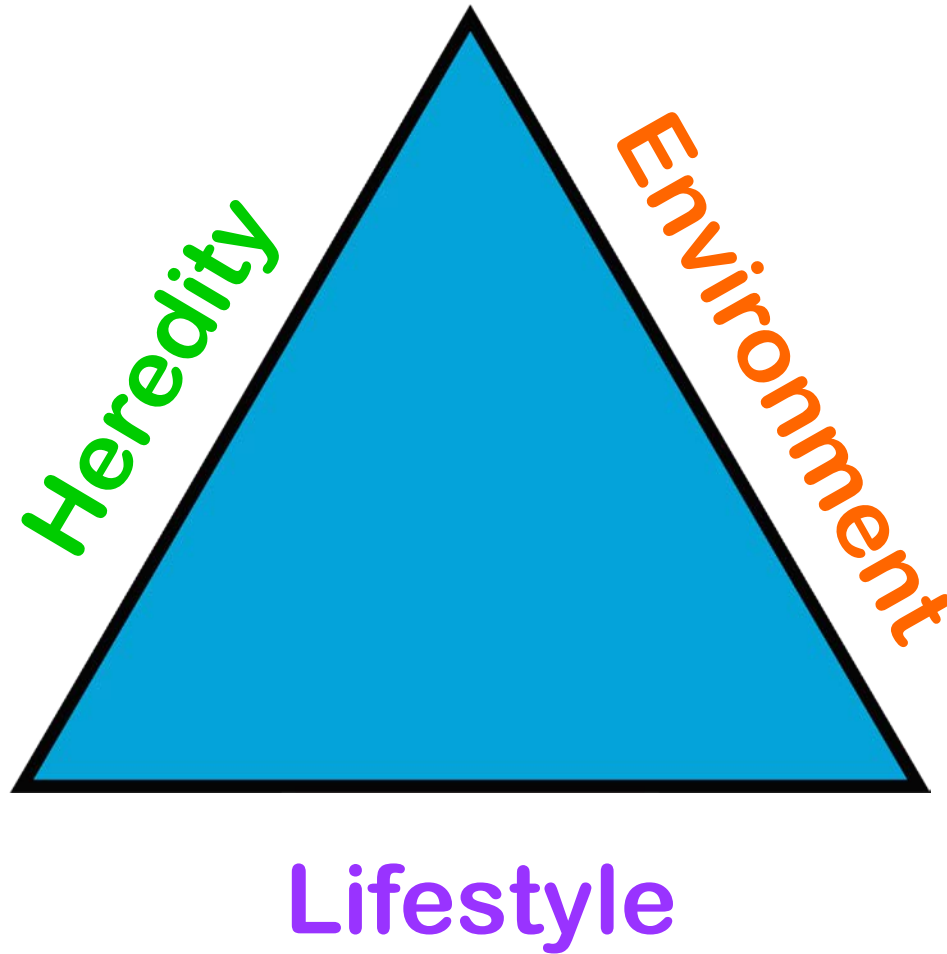
www.movable.com | 440-746-1234

© Randy Glasbergen / glasbergen.com



“I lost 5 pounds this week, but if you convert it to metric, then factor in dog years and the wind chill factor, it’s more like 15 pounds.”

Factors Affecting Your Health



3 Steps to Change Behavior



Assessment, Commitment & Action

Find a Workout Buddy Like YOU!



My Trainer Fitness

- Jumping Jacks
- Stationary Lunge
- Squat
- Squat Jump

- What do you think makes a successful employee wellness program in schools?

- What is needed to sustain the program?

LOWER BODY/CARDIO
~100 Calories ~17 Minutes

Warm Up: ~20 calories – Brisk walk, 3 minutes

▶ CIRCUIT 1 : 4 Sets ~45 cal ~8 min

EXERCISE	REPS	WT & EQUIPMENT
Jumping Jack	20	None
Stationary Lunge	10 <i>ea leg</i>	Medium Dumbbells
Squat	20	Medium Dumbbells
Squat Jump	12	None

Move quickly through each exercise; rest if needed, repeat up to 4 times or 8 minutes.



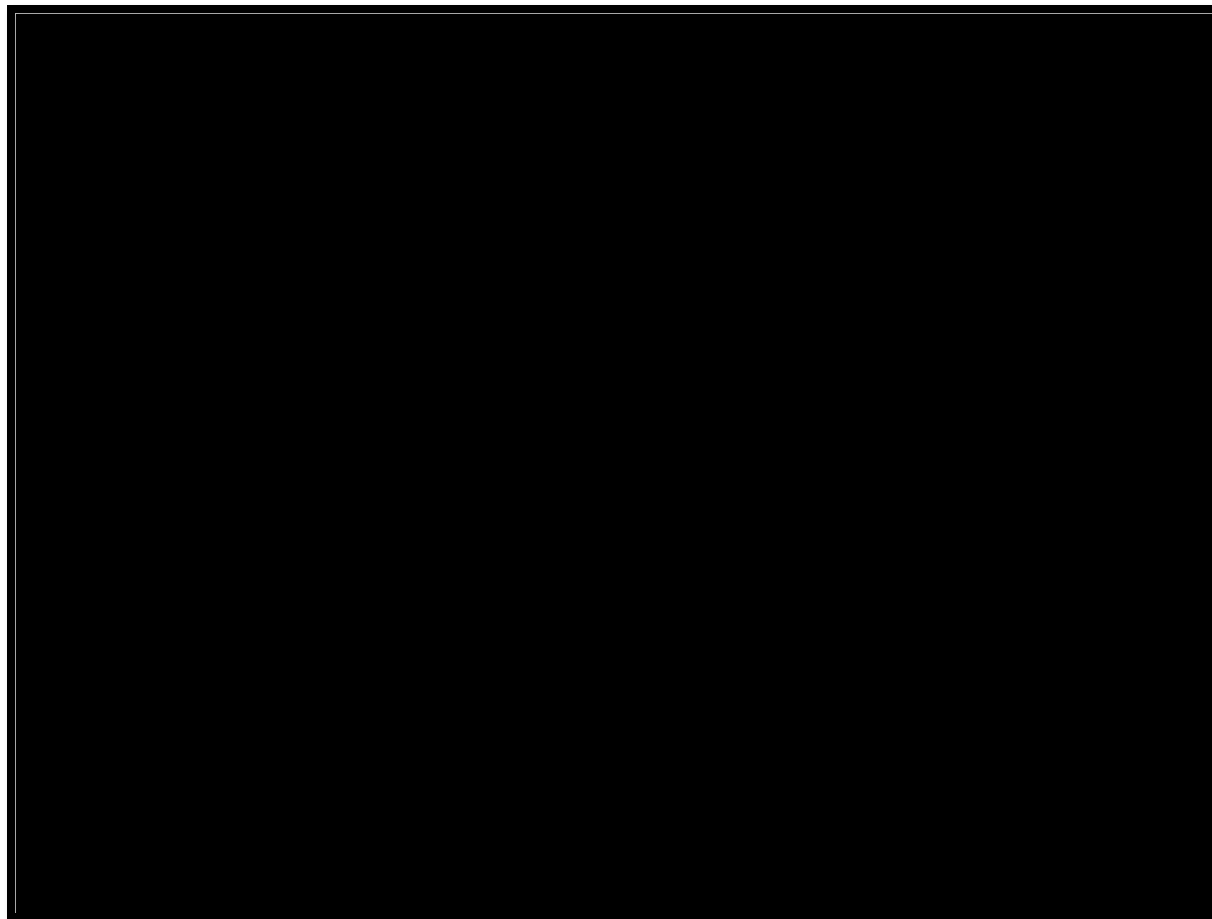
www.MyTrainerFitness.com

Employee Wellness

- **What Is It?** An organized program to help employees establish healthier lifestyles. This can include increasing staff member awareness on health topics, providing behavior change programs and establishing policies that support health-related goals and objectives.
- **What Is The Goal?** To support individual behavior changes as well as policy and environmental changes that will promote good health for all staff members.



Directors of Health Promotion and Education



http://dhpe.site-ym.com/?page=Programs_SEW

A Valuable Asset

With 6.7 million people employed by public school systems, school districts put the nation's schools at risk when they ignore the health of their employees



WHY???

- Actions and conditions that affect employee health also influence students' health and learning
- Protecting the physical and mental health of school employees is integral to protecting the health of students and ensuring their academic success

It's All in the Research

- Lifestyle changes that bring about 5% to 7% loss in body weight can prevent or delay the onset of type 2 diabetes for people at high risk for the disease.
- In 2008, medical costs associated with obesity were estimated at \$147 billion; the medical costs for people who are obese were \$1,429 higher than those of normal weight.
- For every \$1 spent on wellness programs, an average of \$3.50 is saved.
- Productivity losses related to personal and family health problems cost U.S. employers \$1,685 per employee per year, or \$225.8 billion annually.
- A meta-review of 42 published studies of worksite health promotion programs shows:
 - Average 28% reduction in sick leave absenteeism
 - Average 26% reduction in health costs
 - Average 30% reduction in workers' compensation and disability management claims costs

Partnership for Prevention - www.prevent.org/Topics/Worksite-Health.aspx

Alliance's Employee Wellness Criteria

- **501** - school employee wellness leader and/or committee has been identified (*Bronze*)
- **502** - A school employee wellness needs or interest assessment has been conducted yearly with staff (*Bronze*)
- **503** - School staff have opportunities to participate in physical activities OR healthy eating programs (*Bronze*)
- **504** - School staff have opportunities to participate in physical activities AND healthy eating programs (*Silver*)
- **505** - School staff are actively participating in physical activity and healthy eating programs (*Gold*)
- **506** - School or district annually evaluates the employee wellness program (*Gold*)
- **507** - District has a comprehensive employee wellness program (*Gold*)
- **508** - District insurance coverage provides obesity prevention and treatment services for staff (*Gold*)

Deal or No Deal...At Your Next Staff Meeting

Equipment: A minimum of five envelopes with one exercise listed on the outside of each envelope

- **Suggested exercises for the outside of each envelope:** Seat crunches, pushups, elbow to opposite knee touches, jumping jacks, arm circles, jog in place, forearm jabs, heel raises, toe raises, weight training with textbooks: arm curls, overhead press.
 - Inside each envelope, place repetition variations on separate pieces of paper or cardstock (e.g. One More, 5 more, 10 more, none, times 2, one less, -5, divided by, square root of 36).
1. Instructor chooses an envelope and states a feasible number of repetitions.
 2. Instructor makes a deal with one participant at a time.
 3. Instructor: “My deal is 20 crunches. Deal or No Deal?” Participants: “Deal – the entire group perform the physical activity or exercise.” OR “No Deal - the participant chooses a card from that exercise envelope and the participants perform the new number.”

http://tennessee.gov/education/schoolhealth/physed/doc/TNPhysActivHbook_10_07.pdf

Healthy School Staff...

- have less absenteeism
- are more productive
- have increased energy
- have reduced stress
- are positive role models for students
- reduced healthcare and insurance costs



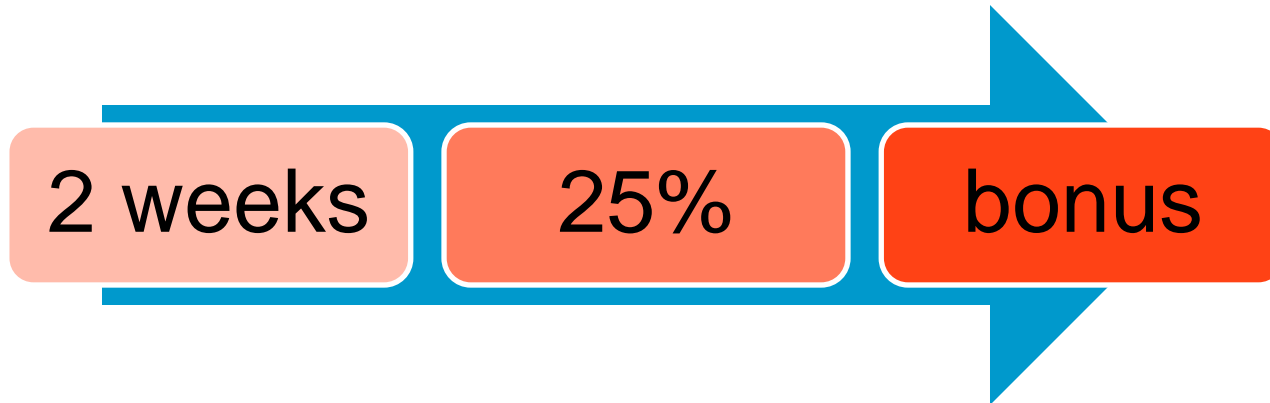
Strategies

- Gather data and information to determine the nutrition and physical activity needs and wants of school staff members
- Assess the availability of existing school employee wellness activities and resources
- Encourage administrative support for and staff involvement in school employee wellness
- Develop, implement, and evaluate healthy eating and physical activity programs for all school employees



Interests, Needs and Wants

- Get employees excited about wellness offerings
- Build ownership
- Provide information for the design of the program
- Help defuse resistance
- Educational value for respondents
- Provide information which can be used to evaluate impact of program



Keep Time Commitments Short

- Short interest meetings
- Just before or right after school activities
- Maintain reasonable expectations
- Make it Fun



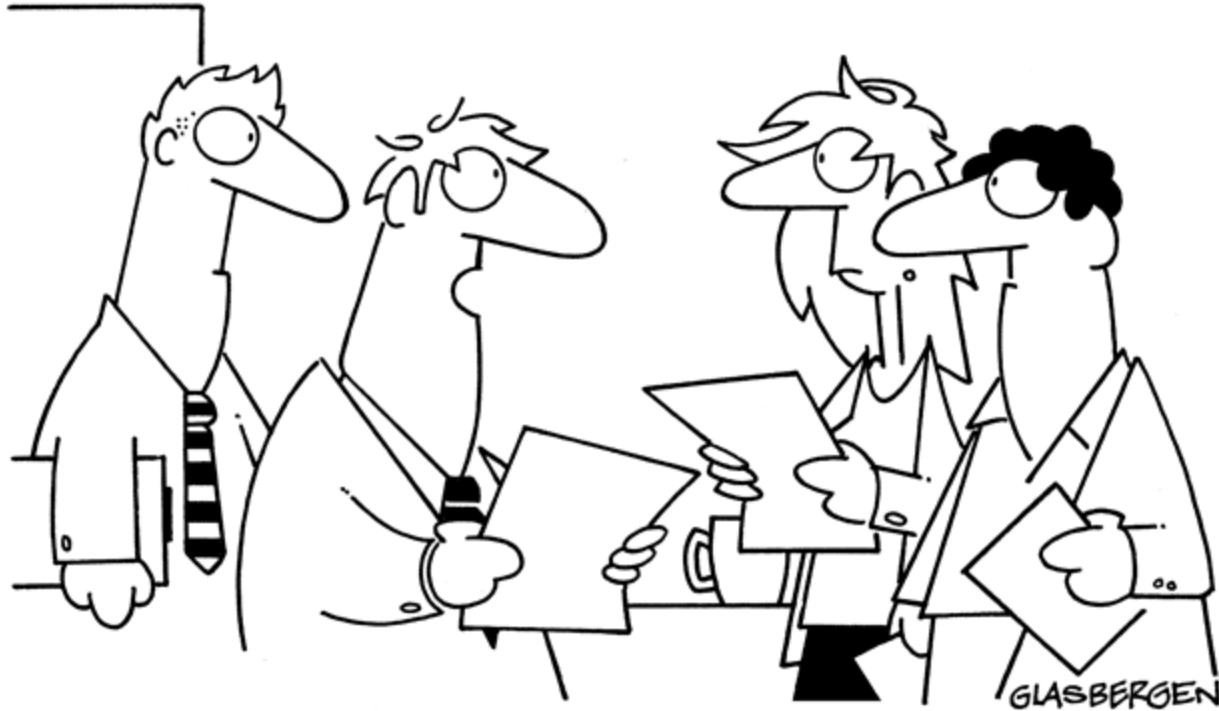
Sample Employee Wellness Plan 2012-2013

- **Catch a Teacher Being Healthy**
- **Health screenings** – offered by the school nurse and a registered dietician from the health department, BP checks, healthy cooking demos, etc.
- **Move it Mondays** – Staff are encouraged to walk/jog around the Beecher Hills neighborhood.
- **Wellness Buddies** – Healthy eating and weight loss support
- **Participation in a 5k** – Staff participated in a 8 week walking and running program to prepare for a 5k. The local hospital paid for the staffs’ registration in the Heart Walk.

Activity/Program	Description	Date Completed By	Responsible for coordinating	Participation numbers
Catch a Teacher	See description	April 11- April 22, 2013	Melissa Blackford	23
Health Screenings	See description	March 15, 2013	Erin Dinnen	25
Move it Mondays	See description	Weekly	Maureen Almeida	10
Wellness Buddies	See description	All year	Kathy Perillo	25
5K Run	See description	March 26, 2012	Mike Uhas	13

Barriers, Solutions & Successes

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“If we want to succeed as a team, we need to put aside our own selfish, individual interests and start doing things my way.”

Scenario Swap



Time to Get Movin'

Communicating Incentive Campaigns

If you do a good job communicating your programs and assuming they are fun and offer incentives, what kinds of participation rates can you expect?

“You can expect anywhere from 25% to 60% routinely.”



Aaron M. Hardy is the president and founder of Integrated Health & Wellness

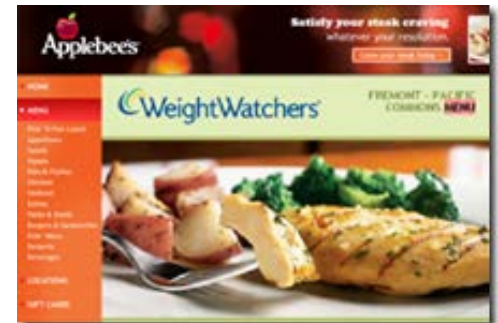
Beyond T-Shirts

1. Determine your target population and their characteristics
2. Identify Incentives
3. Link incentives to behavior or change
4. Evaluate the impact



Incentives

- Free “Jeans Day” or “Flip Flop Day”
- “Get Out of Bus Duty” Coupon
- Free fitness club passes
- Registration for a charity 5K walk/run
- Great incentives that can often be obtained at low or no cost from local business partners
 1. Gift certificates to local restaurants
 2. Gift cards for athletic stores
 3. Water bottles, resistance bands, medicine balls
 4. Workout CD
 5. iTunes gift cards
 6. MOVbands
 7. Fitness DVDs
 8. Healthy cookbooks
 9. Crockpots





Alliance
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Success Stories

INNOVATIVE AND INSPIRING
SOLUTIONS THAT IMPROVE
HEALTH AND WELLNESS IN
SCHOOLS AROUND
THE COUNTRY

School Employee Wellness

2010-2011

Founded by



Generous support provided by



HealthierGeneration.org

Teacher Boot Camp

BLUE LAKES ELEMENTARY | MIAMI, FLORIDA

Sore muscles are just what the teachers at Blue Lakes Elementary were hoping to experience when they decided to organize a staff boot camp. Although many had not engaged in much physical activity since high school, some New Year's resolutions and raised awareness of health and wellness in their school prompted them to look into ways to help them start living healthier lives.

Twelve teachers joined together to start the boot camp program back in January of this year. They found a local trainer to come out three days a week after school to "whip them into shape." They all pitched in to cover the cost. The staff started with jogging around an obstacle course and then the trainer began adding squats, lunges and intensifying the workouts. Each workout is different in order to create muscle confusion and build endurance. Sometimes they do drills and other callisthenic exercises as if they are in the military. Sometimes they incorporate resistance bands and jump ropes into their workouts. They plan on using funds from a local grant to purchase more equipment for the group.

The program was very difficult for many at the beginning. Some found they could not jog all the way around the field at first but now they are all able to run the course without stopping. Rachel Justiano said, "I look forward to every Monday, Wednesday and Thursday because I get to spend time with my fellow coworkers and we do something good for ourselves. We're so proud of each other."

Marta Garcia said, "I am extremely proud of the perseverance and enthusiasm demonstrated by our boot camp troopers! Even though they can hardly move...they have been a great inspiration to all of us!"



Featured Resource The School Employee Wellness Toolkit

The *School Employee Wellness Toolkit* is your step-by-step guide to meeting the best practice criteria in the Healthy Schools Framework. For each criterion, the toolkit explains the rationale behind it and offers precise tips, tools and resources to help your school reach your Healthy Schools Action Plan goals.

This Toolkit and others can be found on the Healthy Schools Program website at:
HealthierGeneration.org/schools

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- 2 MIAMI, FLORIDA
- 3 FALLS VILLAGE, CONNECTICUT

- 3 WHITESBURG, KENTUCKY
- 4 CINCINNATI, OHIO

Tips to Sustainability

- Develop a budget
- Reach out to your insurance carrier and broker for available services and incentives
- Find free or inexpensive programs that you can easily roll out to your staff
- Measure the ROI and reinvest some of the savings in future programs



Employee Wellness “One Stop Shop”!

EW Leader and Committee

Interest Survey

Action Plan/ Resources

Track Participation

Annual Evaluation

Comprehensive District Plan

District Insurance Coverage

The screenshot shows the 'Employee Wellness' website. At the top, there are four navigation tabs: 'Why Employee Wellness', 'Resources and Tools' (which is selected), 'Hot Topics', and 'Learning Opportunities'. Below the tabs, the main content area features a heading 'Employee Wellness Baseline Assessment' and a sub-heading 'Alliance for a Healthier Generation'. A paragraph of text describes the checklist's purpose. Below this, there are several metadata fields: Copyright Year (2011), Cost (Free), Format (Document - Word), Grade Level (Not Grade Specific), Languages (English), Location (National), Related Criteria (502), Type (Assessment/Survey Tool), and Wellness (Employee Wellness). A 'Download' link and file size (184KB) are also present. On the right side, there is a 'Featured Resources' section with a bulleted list of links: 'Better U', 'LEAN Works!', 'School Employee Wellness', and 'Fruits and Vegetables Challenge'. Below this is a search bar with a 'Search' button and a 'Clear search' link.

www.healthiergeneration.org/employee wellness

Key Points to Remember



- ✓ Leave the "biggest losers" contests to TV. "People can't sustain that big but they can sustain simple"
- ✓ Set up a employee wellness committee. Find out what everyone can bring to the table and assign action steps.
- ✓ 2 to 8 week challenges are effective and can be developed around themes such as: Veggie Up, Stress Less, Crunch and Munch, TV Timeout, H2O is the Way to Go or Holiday Maintain, Don't Gain, Moving More in March, etc.
- ✓ Create a supportive environment
- ✓ Make it Fun!

“Do what you do so well they will want to **do it again** and **bring their friends.**” - *Walt Disney*



THANK YOU!



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National Employee Wellness Advisor

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District Wellness
Northwest R1 School District, MO

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Employee Wellness Challenges and Successes

Experience in the Northwest R1 School District

Missouri Coordinated School Health Conference
December 1, 2012

Disclaimer



NWR1 Story

- Shopped for health insurance
 - Used insurance broker
 - Wellness credit
- School nurse 17 years
- Wellness Assistant position 4 years



Why do Employee Wellness?

- Part of Coordinated School Health Model
- EW example for student wellness
- Save money on insurance

Barriers to EW

- Time
- Money
- Support
- I don't know what to do.....



Time

- Focus on small changes – choose wisely
 - Health Risk Assessment
 - Worker's Comp
- Get help
 - Insurance Companies
 - Staff
 - Don't reinvent the wheel
- Stay Organized
- You're probably already doing it!
 - Flu shots, BP checks, copies/e-mails, Biggest Losers, Smoke-free campus



Money

- Insurance companies
 - Wellness credit
 - May help with Incentives
 - Health Care Reform = have to spend \$\$ on prevention



Money, cont.

- ROI
 - 75% healthcare costs are related to chronic, preventable diseases like Type 2 DM, ↑ BP, obesity
 - 39 million lost work days due to obesity
 - 1999- Smoking cost employers \$1897 per smoking employee
 - 2002- Only 52% insured adults receive preventive care per guidelines for age & gender
 - Community-based prevention programs focused on ↑ physical activity, good nutrition & smoking prevention cost \$10 pp per year, but saved \$16 billion within 5 yrs

Source: National Business Group on Health
Trust for America's Health

Money (cont)

- Community Partners
 - Hospitals
 - Health Dept.
 - Local Insurance agents
 - Local Service Providers
 - Massage therapist
 - Spa owners
 - Candles, gifts, etc.
 - Health food stores
 - Cooking schools/grocery
 - NEA/MSTA
 - Alliance
 - DPHE (Directors of Health Promotion & Education)



Money (cont)

- Grants
 - Sparkpe.org
 - Actionforhealthykids.org
 - Scangrants.com
 - DonorsChoose.org



Support

- From Administration
 - \$\$ talks
 - Insurance cost savings
 - ↓ absenteeism → ↓ sub usage → ↑ student performance
- From Staff
 - E-mails
 - Thanks



“I don’t know what to do ...”

- Get Help
 - Alliance web site: www.healthiergeneration.org
 - Coordinated School Health
 - CDC Workplace Wellness
 - Small Changes for Health www.SmallChangesForHealth.com
 - Insurance Companies
- Get a committee
 - Survey/HRA/Insurance or Worker’s Comp data
 - Choose 1 or 2 behaviors

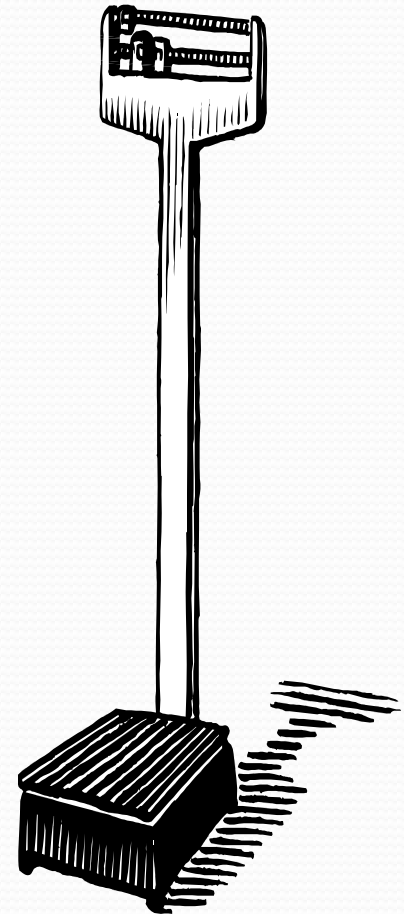
Ideas

- Spread Information
 - Use electronic media
 - E-mail tips, articles, insurance info
 - Web site
 - Facebook
 - Phone systems
 - Wellness newsletter
 - Restroom Readers
 - Easels



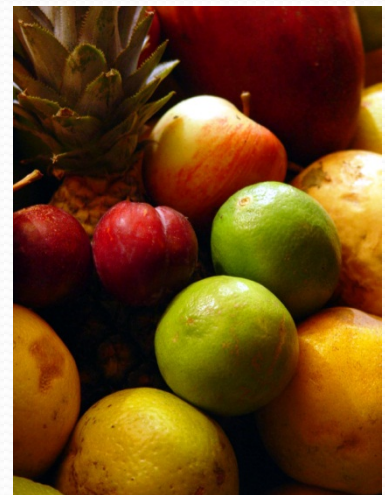
Ideas, cont.

- Offer screenings
 - BP, Ht/Wt/BMI
 - Biometric screenings
 - Pre-diabetic screenings (NotMe[®])
- Promote physical activity
 - Gym memberships with payroll deduction
 - Classes
 - DVD Lending Library
 - Walking/exercise groups
 - Fitness 101
 - 5K or other event
 - Family Fit Night



Ideas, cont.

- Promote “overall” Wellness
 - Passport to Wellness
 - Massage therapist
 - Book Club
- Offer employee discounts with local businesses
 - Weight loss programs
 - Gyms
- Offer on-site services
 - Weight loss programs/”Biggest Loser”
 - Fitness classes – Zumba, Yoga
 - Fruit My Cube[®]
 - Wellness Seminars
 - Cooking classes



Northwest R1 School District

Passport to Wellness 2011-2012



Take care of yourself to care for others!

Pack your bags and prepare for a journey into better health!


Make a difference in your life!

Each time you participate in any of the following items, you earn a "stamp" on your passport. All participants who have a minimum of 12 stamps from at least 5 different categories below will be eligible to enter a drawing at the end of the year for a chance to win a Wellness Day Off!

Name: _____

Date of Issue: January 2012

Date of Expiration: April 16, 2012. TURN IN TO HEALTH OFFICE!

Healthy Weight Challenge 
Weigh #1 Weigh #2 Weigh #3 Weigh #4


Flu/other Vaccination 

Healthy Recipe Review 


Fitness/Yoga Class 
4 = 1 stamp


Gym Session 
4 = 1 stamp

30 min. Aerobic exercise 
4 = 1 stamp

Community Walk/Run/Bike Ride 
Ex: American Heart Assoc.
Multiple Sclerosis
NWR1 5K Walk/Run

On-Line Health Risk Assessment 

Annual Physical or Well-Woman/Man Exam 

Freebie Day 

Screening 

Ex: Mammogram
Colonoscopy
Blood Draw

Smoking Cessation/Non-smoker 

Stress Relief 

Successes

- Administrative support
- Passport to Wellness
- E-mails from staff
- Screening programs
- Flu shots
- Mammograms
- Fruit My Cube®



Challenges

- Less than 100% participation
- Trying to offer programs to all staff at multiple times and locations and levels of need
- Preaching to the choir/failing to reach those who need it most.....
- Technology
- Time
- Fruit My Cube®
- Trying to do too much



References

- National Business Group on Health, *A Purchaser's Guide to Clinical Preventive Services: Moving Science into Coverage*. Available at <http://www.businessgrouphealth.org/benefitstopics/topics/purchasers/fullguide.pdf>
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- Levi, Jeffrey, Trust for America's Health, *Prevention and Health Reform: Bringing Health to Where we Live, Learn, Work, Pray, and Play*, Jan. 10, 2012. Available at www.hhs.gov/partnerships/aca_act_and.../prevention_slides.pdf
- Ebix Health, *How to Measure the ROI of Wellness Programs*, 2012, Available at http://www.adam.com/pdf/How%20to%20Measure%20ROI%20of%20Wellness%20Programs_white%20paper.pdf



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Healthy Staff



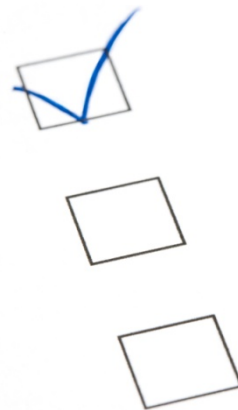
for Healthy Schools

Pat Simmons, MS, RD, LD
Missouri Department of Health and Senior Services



What's on the Menu?

Results of school employee
wellness program survey





MOCAN's Charge



- **Goal:** Increase opportunities to adopt PA and nutritional habits that promote good health
- **Strategy:** Provide support for workplaces to encourage PA and healthy food choices.





Benefits of Worksite Wellness

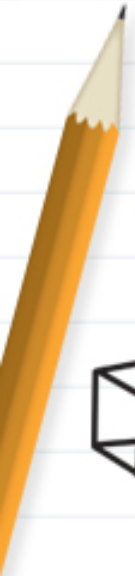
Employee Wellness Programs:

- Promote health
- Reduce health risk behaviors
- Identify and correct conditions in the workplace that:
 - compromise the health of school employees
 - reduce school employees' levels of productivity
 - impede student success
 - contribute to escalating health care costs





Missouri Schools are Doing It!



Winning With Wellness

Lee's Summit R-7 School District

Search this site

Winning with Wellness

Home

- Hot Topics
- Mission / Objectives
- Wellness Coordinator

Wellness Information

- Blue Cross Blue Shield Website
- Current Wellness Program
- Employee Assistance Program
- Fun Google Gadgets
- Healthy Lifestyle Targets
- Michelle's Corner
- Monthly Health Topic - March
- PowerPoint Shows
- Program Results
- Recipe of the Month - Tomato-Cucumber Salad with Parsley & Mint
- Resources / Links
- Share Your Thoughts
- Special Diets
- Wellness Calendar
- Wellness Tools

161

days since
Last Day of School!

Know What You Eat

Home



Welcome to the Lee's Summit R-7 Winning with Wellness website!

This is where you'll find loads of information on how to improve the mind, body, and soul. The goal of our wellness program is to help you be the healthiest person that you can be. Whether you are struggling with depression, shedding a few pounds, or looking for a new fitness routine, hopefully this website can lead you in the right direction.

This website will be updated weekly so be sure to bookmark this page in your favorite browser so you can quickly get back and check out our new content. If you don't see something you are looking for, feel free to contact me under the "Share your Thoughts" tab.

The wellness programs and their results will be available for you to browse. Check out the fun calorie counting tools or browse our resources for topics that interest you.

We hope you find this website helpful and steering you in the direction of optimal health.
~ Michelle Thielman, RD

Hot Topics - New!



November Wellness Classes and Articles
November is Tobacco Cessation and Diabetes month, BCBS has some great articles and webinars this month. Blue Cross Blue Shield

LEE'S SUMMIT R-7 SCHOOL DISTRICT

IS RECOGNIZED BY NATIONAL ORGANIZATION FOR THEIR SCHOOL EMPLOYEE WELLNESS PROGRAM



Snapshot of School Employee Wellness Programs

- 
- 
- MOCAN survey completed in spring 2012
 - Sent to school nurses
 - 210 respondents





Results

- 71.7% had an employee wellness committee; 10% were trying to start one
- **Wellness Activities**
 - **Sending out healthy messages (85.4%)**
 - Offering opportunities to participate in wellness activities such as a walking club (69.3%)
 - Offering incentives for healthy behaviors (41.6%)





Results

- **Engagement**
 - 43.9% reported 0-24% employee engagement
 - 41% reported 25-49% engagement
- **Barriers**
 - **Lack of time (75%)**
 - Low employee interest (65.3%)
 - Lack of funding (56.3%)





Results

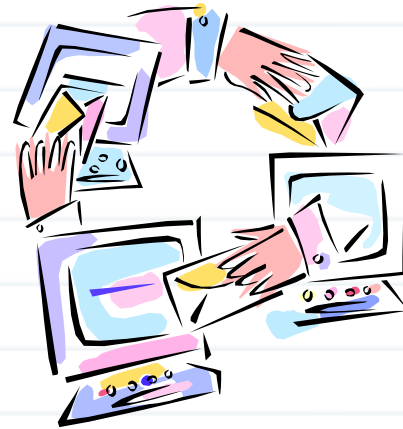
- **Most Useful Resources**
 - Educational materials/trainings/webinars (52.8%)
 - Surveys and evaluation tools (48.6%)
 - List of community resources (42.4%)
 - Success stories (32.6%)





Results

- **Communication**
 - **Email**
 - Staff mailboxes
 - Newsletters





Results




- **Funding**

- **Employer provided health insurance (47%)**
- School funds (34.3%)
- Grants and donations (13.4%)
- No funding (35.8%)





Results

- 
- 
- Local health care providers/hospitals were the most mentioned community resources used
 - 73.6% included employee wellness committee in school's wellness policy
- 





Results

- Of the schools that didn't already have a wellness committee
 - 48.4% had plans to start one
 - 57.7% thought the committee would be started in fall 2012





Opportunities

- Library of healthy messages
- Survey/assessment tools
- TA/training—esp. on evaluation/assessment
- Suggestions for activities with little or no cost





Next Steps

- Identify effective assessment tools for schools
 - Identify 5 to 7 schools to pilot CDC Wellness ScoreCard (by December)
 - Develop and host a web-based training on using the ScoreCard (by January)
 - Provide TA for assessment (January to March)
 - Debrief school wellness teams on their use of the assessment (April)
 - If effective provide additional training and promotion of ScoreCard materials





CDC Scorecard

- Designed to help employers assess the extent to which they have implemented evidence-based health promotion interventions in their worksites
- Identifies gaps in health promotion programs
- Helps prioritize high-impact strategies for health promotion across the following health topics: organizational supports, tobacco control, nutrition, physical activity, weight management, stress management, depression, high blood pressure, high cholesterol, diabetes, signs and symptoms of heart attack and stroke, and emergency response to heart attack and stroke.





Resources



<http://www.healthiergeneration.org/schools.aspx?id=3393>



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School Wellness Council Toolkit

This guide was created as a resource for school wellness councils to convene, plan and implement their action plans. The tools and other tips contained in this toolkit are meant to coordinate with other Healthy Schools Program resources and the technical assistance provided by the Alliance for a Healthier Generation.

[Read More](#)

School Employee Wellness



[Learn More](#)

[Join Now or Login](#)

More than 6.7 million people are employed by public school systems in the United States. This large workforce is charged with one of the nation's most critical functions – preparing our young people to become successful and productive citizens. Thus, the conditions that affect the health of these employees also influence the health and learning of students. Protecting the physical and mental health of school employees is integral to protecting the health of students and ensuring their academic success.

What can schools do to improve employee wellness?

- ▶ Obtain support from administration for developing a school employee wellness program.
- ▶ Complete a school employee wellness needs assessment with staff and create an action plan that includes opportunities for healthy eating and physical activity.
- ▶ Create opportunities for physical activity and healthy eating by [designing a employee wellness program](#).

How can you convince your employer?

- ▶ Health insurance expenses are the fastest growing cost component for employers. Since 2000, employment-based health insurance premiums have increased 87%, and premiums for employer sponsored health insurance have been rising four times faster on average than workers' earnings.
- ▶ The United States spent approximately \$2.0 trillion on health care, or \$6,697 per person in 2005, which is more than a 30% increase from 2001. By 2015, health care spending in the United States is projected to reach \$4.0 trillion.

<http://extension.missouri.edu/hes/healthystaff/>

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Healthy Staff for Healthy Schools

Healthy Staff for Healthy Schools is a wellness program developed to support school staff in implementing school wellness policies by making healthy food and physical activity choices. Because teachers are one of the primary influences in a child's life, by making healthy choices they serve as effective role models of good health for their students.

Healthy Staff for Healthy Schools provides newsletters during the school year with wellness information and encouragement, as well as recipes, tips and fitness videos. In addition, the Healthy Staff for Healthy Schools website contains resources related to wellness.

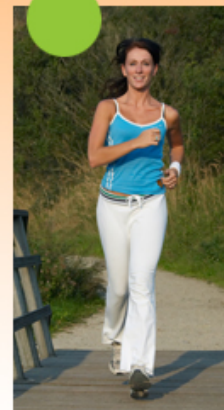
Stay Motivated

Set realistic goals. Have a realistic goal to work towards and think through the steps to get there. If you're inactive right now, don't expect yourself to get up and run the mile right away.

Tips

Take brisk walks.

Stepping up the pace can make your walk a workout for a healthy heart and stronger bones and muscles.



<http://extension.missouri.edu/healthylife/worksite.htm>





Identifies Proven Strategies

Low resources

I E/O P

1. Offer flexible work hours to allow for physical activity during the day. Supervisors will support this as a standard work practice.
2. Support physical activity breaks during the workday. Supervisors will support this as a standard work practice.
3. Map out on-site trails or nearby walking routes.¹¹

		✓
		✓
✓	✓	

Medium resources

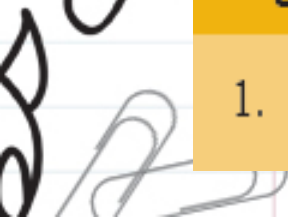
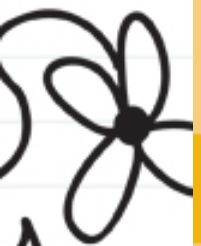
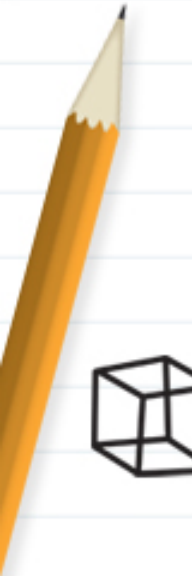
1. Provide shower and/or changing facilities onsite.
2. Implement incentive-based programs to encourage physical activity, like pedometer walking challenges.¹²

	✓	
	✓	

High resources

1. Provide an on-site exercise facility.¹³

	✓	
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<http://www.nchealthyschools.org/>

North Carolina Healthy Schools

The Healthy Schools Initiative is officially supported and coordinated by the
DEPARTMENT OF PUBLIC INSTRUCTION and the DEPARTMENT OF HEALTH AND HUMAN SERVICES

North Carolina Healthy Schools

NC HEALTHY SCHOOLS

Google Search!

NORTH CAROLINA HEALTHY SCHOOLS

HOME

CURRENT HEALTH ISSUES

DATA SOURCES

EIGHT COMPONENTS

SIX CRITICAL HEALTH BEHAVIORS

CONFERENCES

EVENTS/TRAININGS

SCHOOL RESOURCES

HEALTHY RESPONSIBLE STUDENTS

PARENT RESOURCES

ELEMENTARY HEALTH EDUCATION LESSON PLANS

FUNDING

LINKS

ASSESS YOUR SCHOOL

CONTACT :: [Paula Hudson Hildebrand](#), Chief Health & Community Relations Officer

SENIOR ADVISOR :: [Jennifer Toller Erasquin, PhD, MPH](#)
NC Department of Health and Human Services/
Division of Public Health

DIVISION MISSION :: The goal of North Carolina Healthy Schools is to create a working infrastructure between education and health to enable schools and communities to create a Coordinated School Health Program. A model school health program includes all eight components:

- Comprehensive School Health Education
- School Health Services
- A Safe Physical Environment
- School Counseling, Psychological and Social Services
- Physical Education
- Nutrition Services
- School-Site Health Promotion for Staff
- Family and Community Involvement in Schools

NC Healthy Schools focuses on improving the health of students and staff by providing coordination and resources in eight component areas of school health. With all of these components in place and working together, students will be healthier in school, in class, and ready to learn. In healthy schools, children are

HIV/STD Prevention

Evidence-Based Resources

School Health Advisory Councils

Reproductive Health and Safety Education



Teen Pregnancy Prevention

YRBS

Lesson Plans

Healthful Living



Make a difference in your life.
Call QuitlineNC at 1-800-784-8669



Thank You!



Pat.simmons@health.mo.gov

573-522-2820



“We have an excellent employee health plan: we built our parking garage 2 miles away from our office!”

