



# Kaiser Permanente Thriving Schools

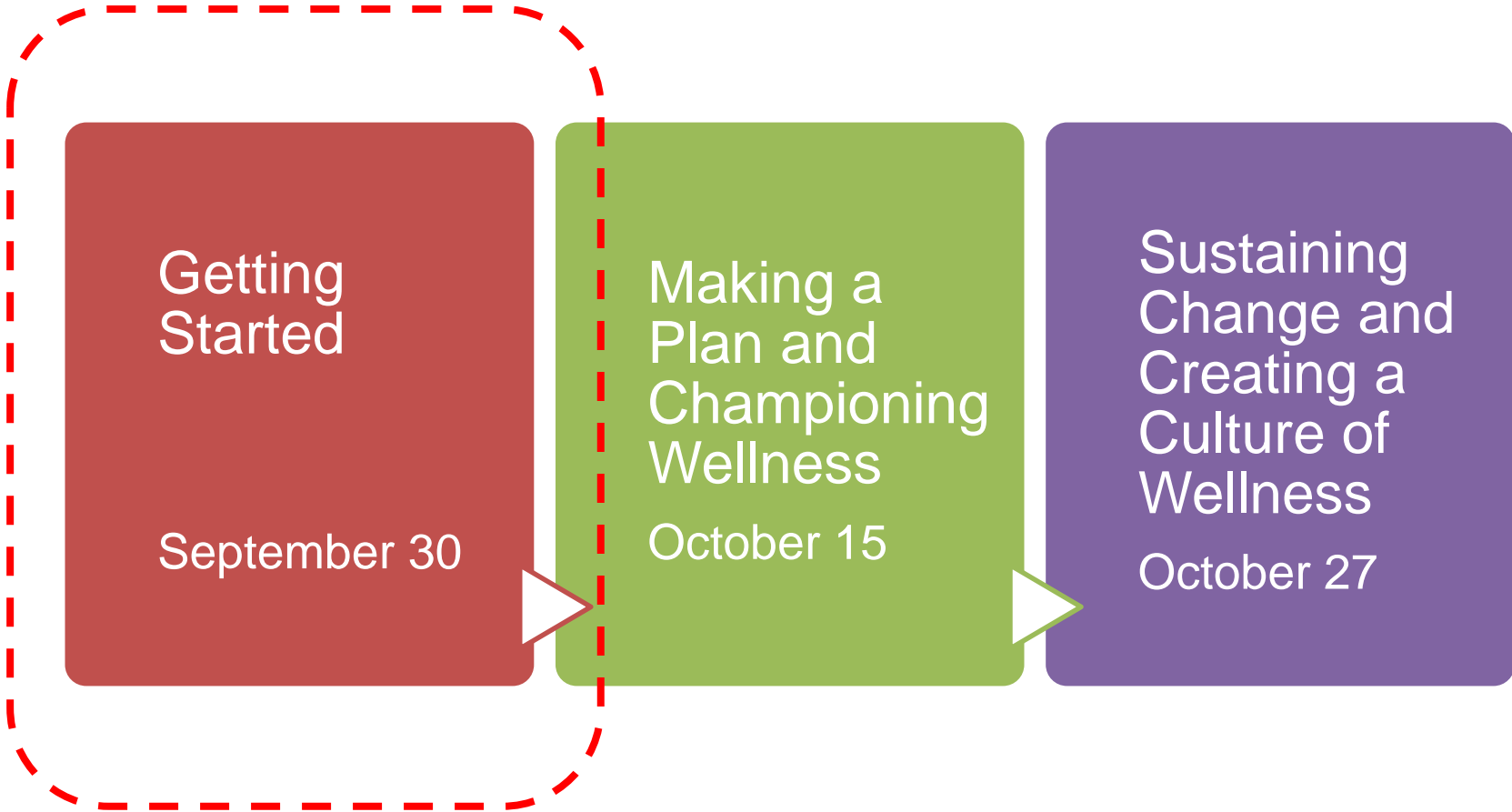
A partnership for healthy students, staff & teachers

September 30, 2015

Getting Started on School Employee Wellness

KAISER PERMANENTE  thrive

# Kaiser Permanente Webinar Series for School Employee Wellness



All webinars are from 12-1PST and will be recorded and posted on [kp.org/schoolemployeewellness](http://kp.org/schoolemployeewellness)

# Our Objectives Today

1. Understand why school employee wellness is important

2. Identify key stakeholders and partners for success

3. Get ideas to get started with wellness efforts

# Introductions...



**Kent Klewitz**

Superintendent

Jefferson School District,  
Oregon



**Karen Wusstig**

Administrative Secretary  
Jefferson School District,  
Oregon



**Amy Wong**

Workforce  
Wellness Consultant,  
Kaiser Permanente

# Why Employee Wellness in Schools?

- **Healthy employees** are integral to protecting the health and well being of students and ensuring their **academic success**

## District / School Intrinsic Drivers

- Save \$\$ on substitutes
- Increase retention
- Better role models for students
- Impact on student learning

## School Employee Intrinsic Drivers

- Better role model for students
- Increase morale
- Better health
- Impact on student learning

# Why Employee Wellness in Schools? The Facts.

**5.3% of teachers are absent** on any given day, whereas American workers overall...3%



*Why are they absent?*

**59% of absences** are from personal illness



*So what?*

Teacher absence is **expensive** & there is a **negative relationship** between teacher absences and student achievement

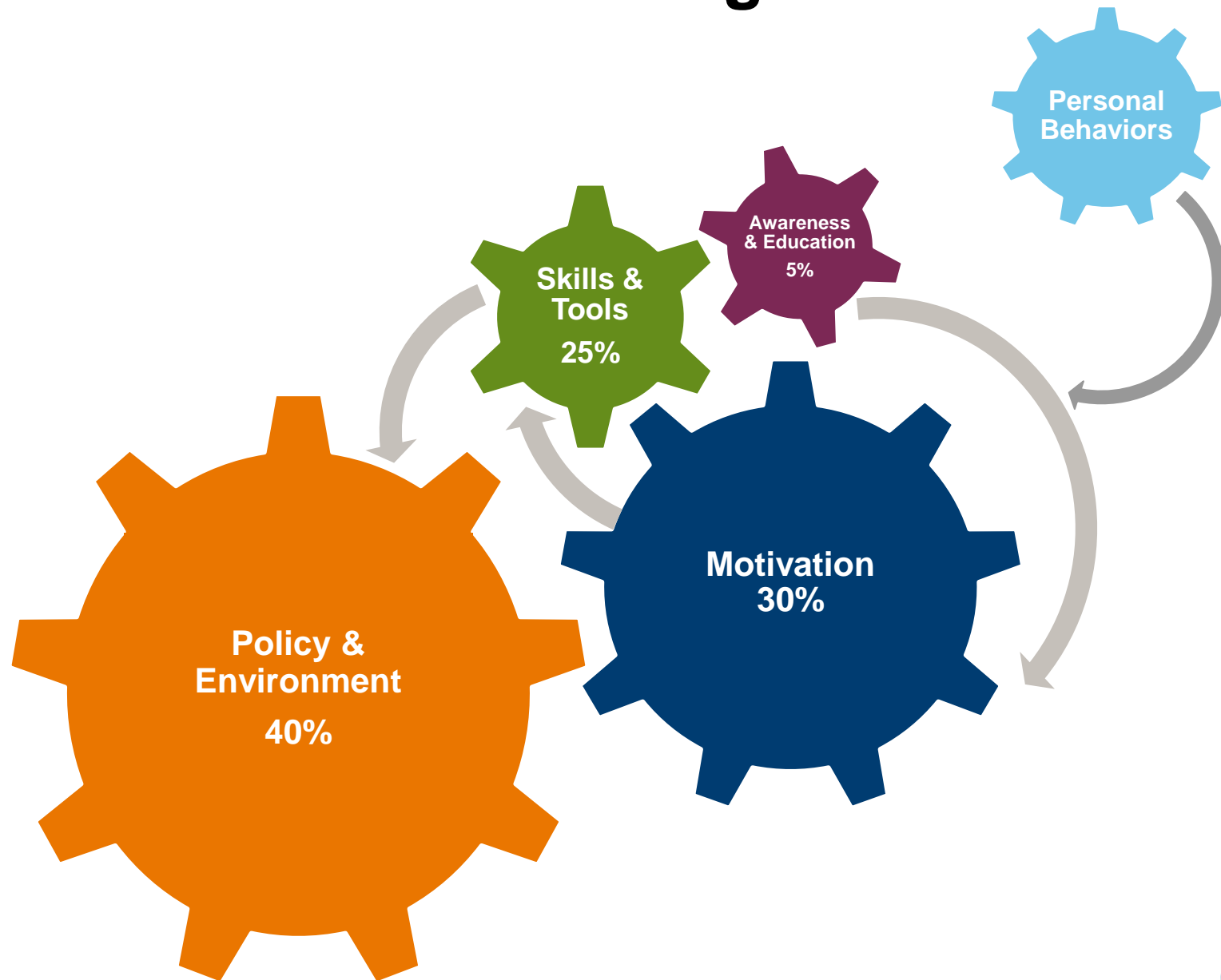
# It's an integral piece of overall school success



“You have to understand that healthy employees are more productive employees, and employees are tremendous role models for our students.”

- Mark Doody, Superintendent, Hudson Falls Central School District, NY

# What drives behavior change?





# Laying the Foundation

Two key building blocks:

1. Leadership support and engagement
2. On the ground support and infrastructure
  - Wellness Committee
  - Wellness Champions/Ambassadors
  - Communications



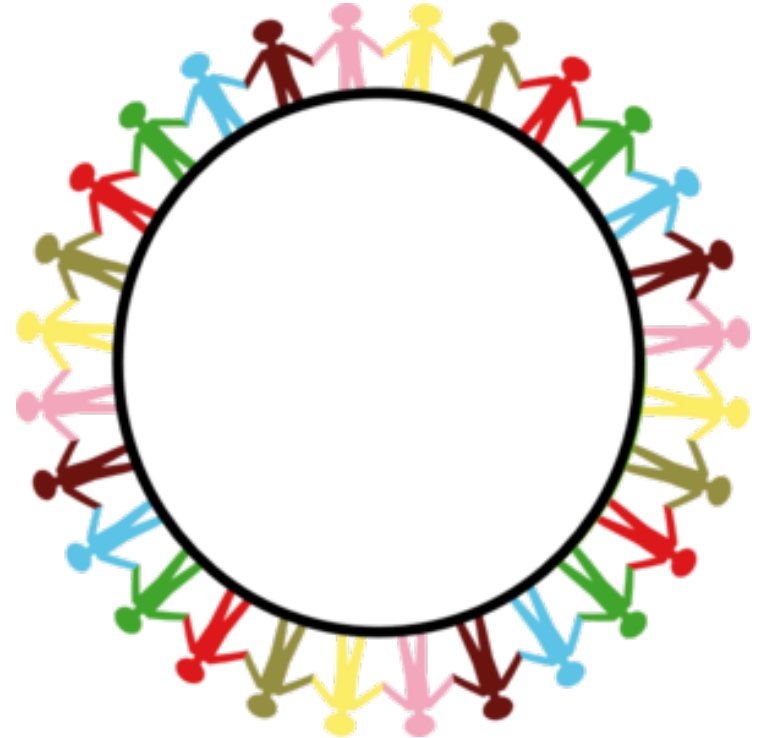
# It Takes a Village

## Internal stakeholders

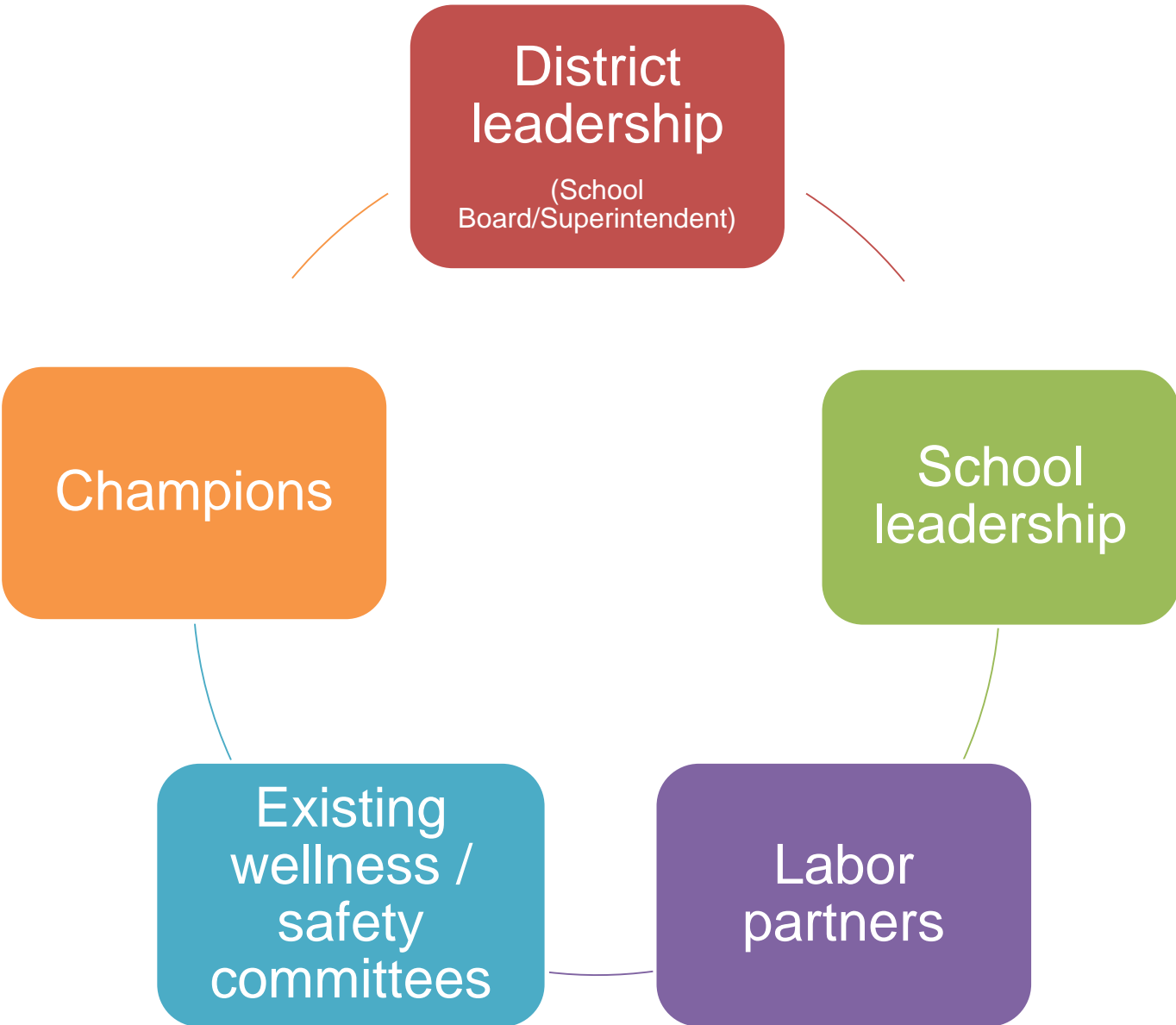
- employees
- leaders
- wellness committee
- wellness champions

## External partners

- health plans
- community agencies
- wellness vendors



# Identifying internal stakeholders for success



# Communications strategy

- Communicate clearly, early, and often
- Communicate to motivate
- Tell people why this is important
- Over-communicate times 10
- Use multiple communication channels
- People don't remember what you did for them, they remember how you made them feel



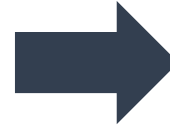
# What Makes a Successful Program?



Implement programs & activities



Create policies and environments that support healthful behaviors



Foster a culture of health at your school



School / district leadership + wellness champions + good communication

# Wellness in a school district...

There's an opportunity to connect district-level and school -level efforts.



# Start small and build...



# BONUS: Modeling healthy behaviors

Lead physical activity breaks

Walk or bike to school

Consume healthy food / beverages

Drink water!

Eat in the cafeteria

Other ideas?



# Next Steps

- Start small!
  - Identify key stakeholders from your school and district
  - Find out what employee wellness efforts are already happening in your school and district
  - Look for opportunities to be a role model for wellness
- Attend the next webinar to learn about creating a plan and championing wellness!
- Check out [kp.org/schoolemployeewellness](https://kp.org/schoolemployeewellness) for ideas