



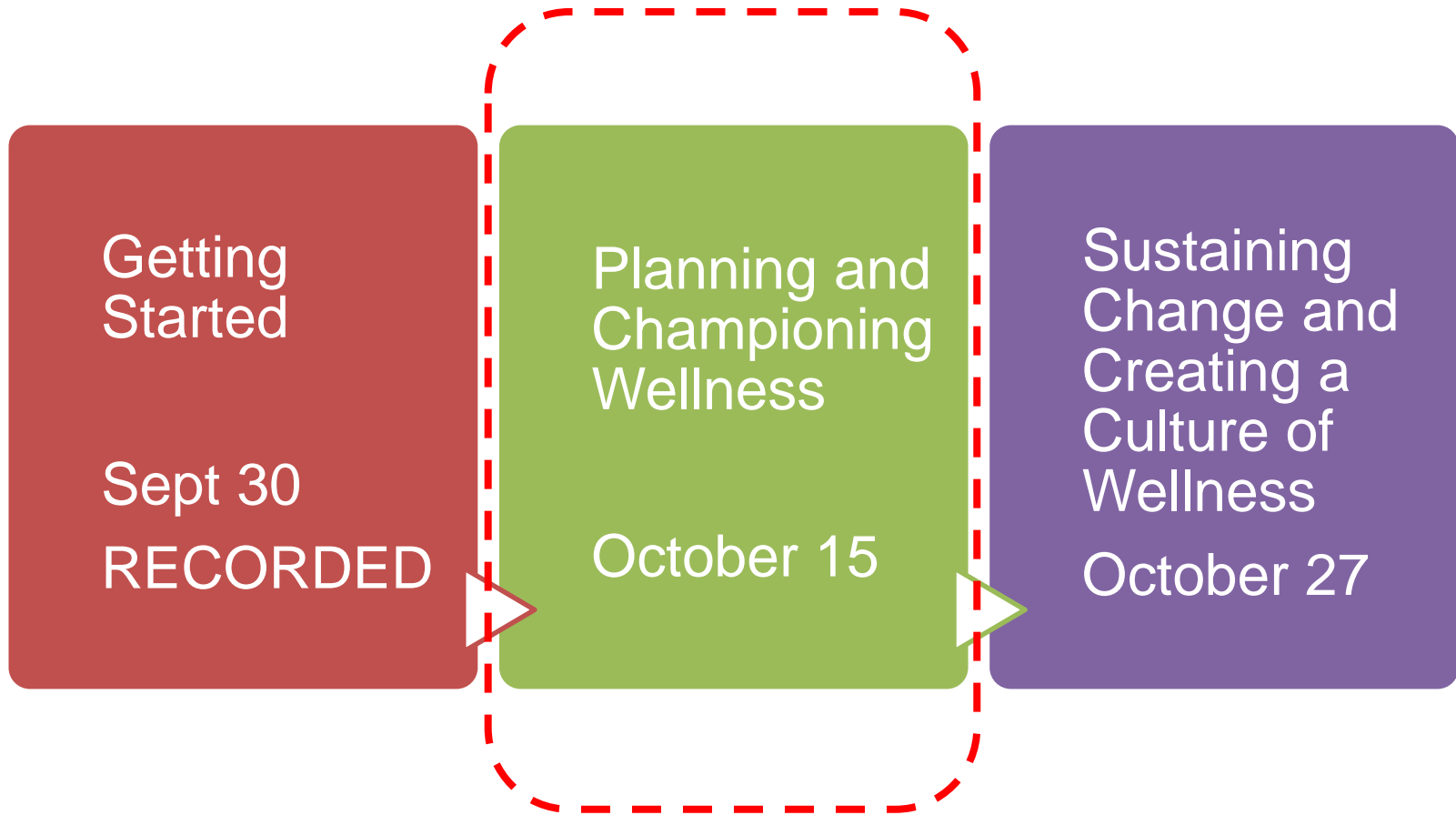
# Kaiser Permanente Thriving Schools

A partnership for healthy students, staff & teachers

October 15, 2015

Planning and Championing Employee Wellness in Schools

# Webinar Series for School Employee Wellness



# First Webinar Review: Getting Started

Gain leadership support

Involve others at school / district

Engage or build your wellness committee

Start small with your wellness efforts

# Our Objectives Today

1. Understand the components of a successful employee wellness plan

2. Identify key steps for developing your plan

3. Get ideas to get started with wellness efforts

# Introductions



**Michelle Oppen**

Wellness Coordinator,  
Oakland Unified School District,  
California



**Stephanie Roberts**

Program Manager,  
Alliance for a Healthier  
Generation



**Wendy Hausotter**

Wellness Consultant,  
Kaiser Permanente

# Gather Input to Guide Your Planning

Conduct an **interest survey** or **health assessment** at your school to understand what matters

- ✓ Data is important for your wellness strategy
- ✓ Keep it simple
- ✓ Determine what health issues matter to employees
- ✓ Give employees a voice in the strategy
- ✓ Use the information to develop a wellness plan

# Employee Interest Survey

- Consider the scale of your audience – school vs district.
- Make sure you can offer / follow-through on the things you are asking about.
- Share the results!



Many organizations have good samples you can customize in survey monkey

- Kaiser Permanente
- Alliance for a Healthier Generation
- WELCOA
- And many more...

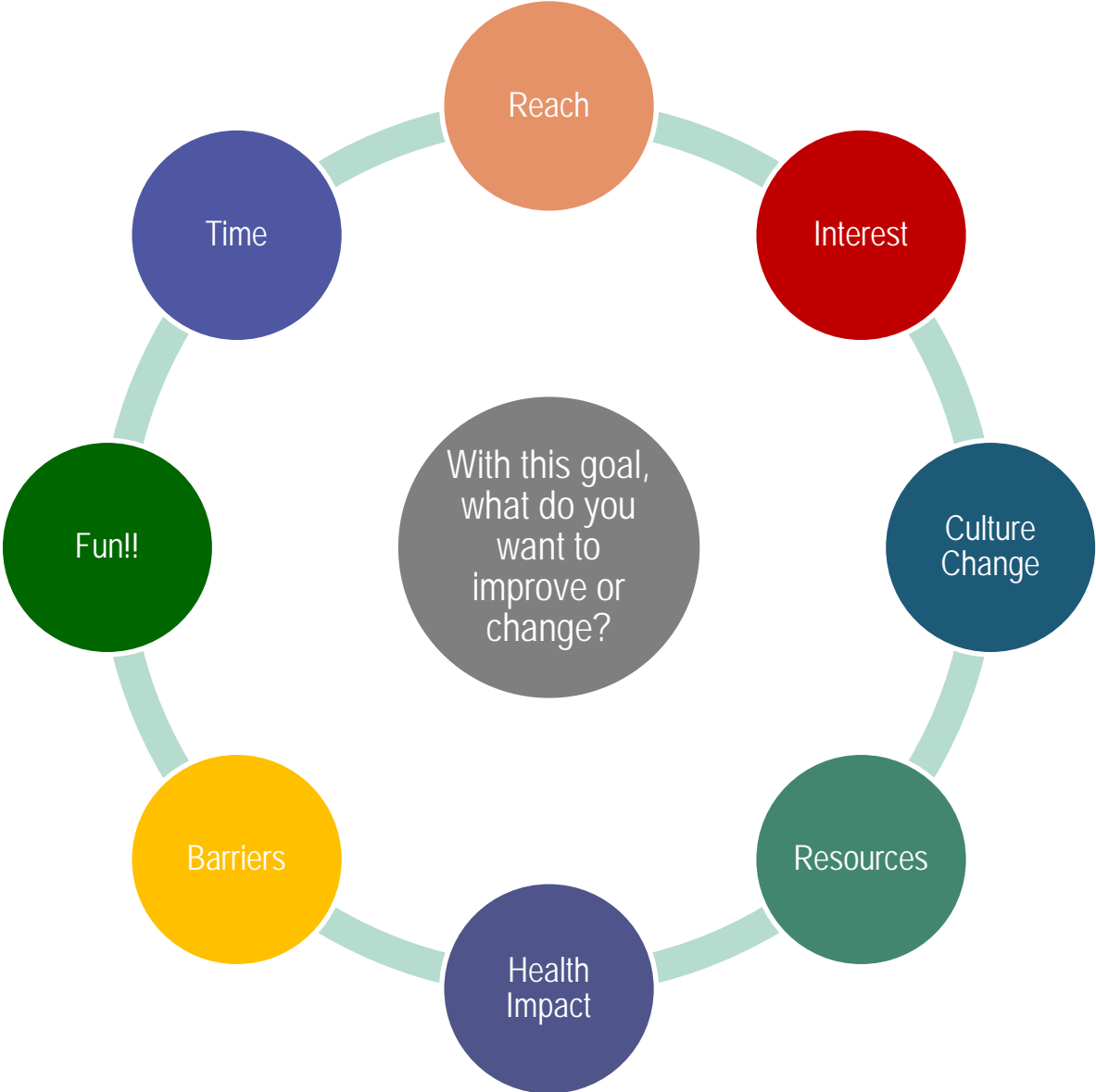
# Develop a Plan

- **Develop a plan and set goals** with your wellness committee to focus on getting started.
  - Start small and prioritize focus areas
    - In the beginning, build awareness and infrastructure
  - Use the data from an interest survey / health assessment to inform your thinking
  - Assign point people, and check-in





# Set Goal(s)



# Sample Goals

- #1: By December 2015, gather interest data on at least 20% of school employee population as measured by the participation and results of the school employee interest survey.
- #2: By June 2016, communicate existing wellness offerings to all employees at least 4 times as measured by the number of communications.

Make sure  
your goal is...

- ✓ Specific
- ✓ Measureable
- ✓ Achievable
- ✓ Results
- ✓ Timely

# Consider Varied Wellness Strategies



## Programs & Activities

Do fitness videos with school staff

Hold an event to allow school staff to taste test healthy new foods in the cafeteria



## Supportive Policies & Environment

Create a policy to include physical activity breaks in staff meetings

Implement a policy on only healthy foods and beverages served at staff meetings

# Communicate Clearly and Often

Communicate and promote your wellness activities to staff members

Tell people why this is important

Communicate in many and in different ways

Communicate to *motivate* employees

Talk about wellness in staff meetings!

# Motivate and Involve Employees

Encouraging communication

Programs & Classes

Shared areas & Equipment

Supportive Policies & Environment Changes

Incentives (\$\$ and non-monetary)

Celebrate Successes

Leverage Other Champions

Other ideas?

# Wellness Champions



# Engage a champion network to make your program shine!



- Start with who is interested and build from there – tap into those with passion!
- Give champions support and structure

# Next Steps

- Conduct an employee wellness survey or assessment at your school
- Convene / utilize your wellness committee
- Involve others and develop a wellness plan
- Communicate and promote your efforts to staff and teachers
- Check out the Kaiser Permanente Thriving Schools website to find resources to support your planning:  
<http://thrivingschools.kaiserpermanente.org/>



A close-up photograph of several horizontal wooden planks, likely from a deck or fence. The wood is weathered, showing a mix of grey, brown, and tan tones. There are several dark, irregular stains on the surface, possibly from water or mold. The planks are slightly uneven and show signs of wear, including small holes and splintered edges. The word "Questions?" is overlaid in the center in a large, white, sans-serif font.

Questions?