



# Kaiser Permanente Thriving Schools

A partnership for healthy students, staff & teachers

Sustaining School Employee Wellness:  
Making Positive Changes Last

October 26, 2016

# Webinar Series for School Employee Wellness



All webinars will be recorded and posted on [kp.org/thrivingschools](http://kp.org/thrivingschools)

# Our Objectives Today

1. Define the framework for sustainability

2. Learn to embed wellness programming

3. Build momentum to grow your program

# Introductions



**Kay Zimmerli**

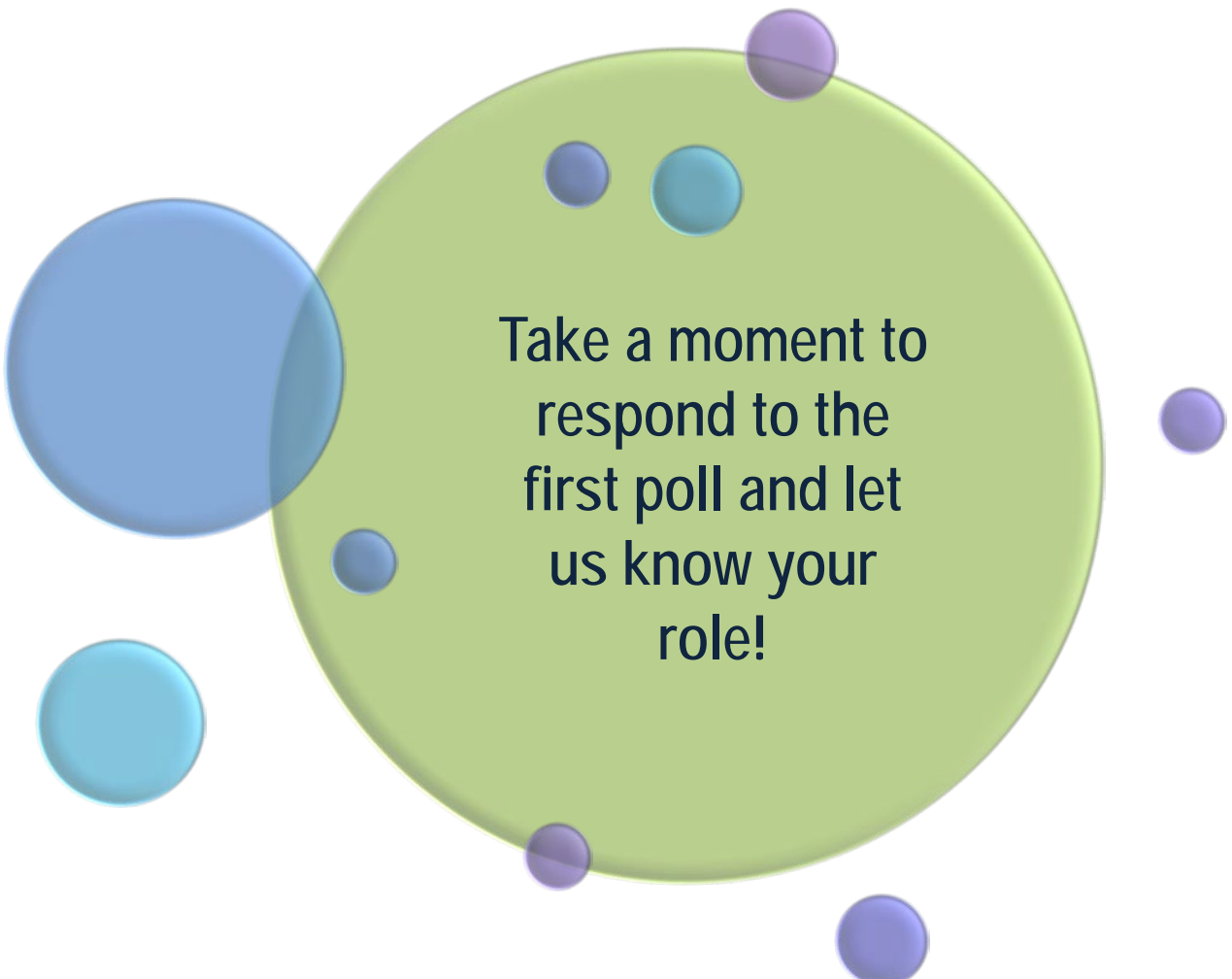
Senior Workforce Health  
Consultant,  
Kaiser Permanente



**Molly Balfe**

Program Manager,  
Alliance for a Healthier  
Generation

# Poll - Who is joining us today?



Take a moment to  
respond to the  
first poll and let  
us know your  
role!

# What Makes a Successful Wellness Effort?

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Time, buy-in



Implement programs & activities



Create policies and environments that support healthful behaviors



Foster a culture of health at your school

School / district / union leadership +  
wellness champions +  
good communication

# Poll – What are your two biggest sustainability challenges?



# School Employee Wellness Planning Guide

## 1 Assess current state

- Get leadership endorsement
- Review and collect data to determine areas to target

## 2 Develop a strategic plan – GOAL SETTING!

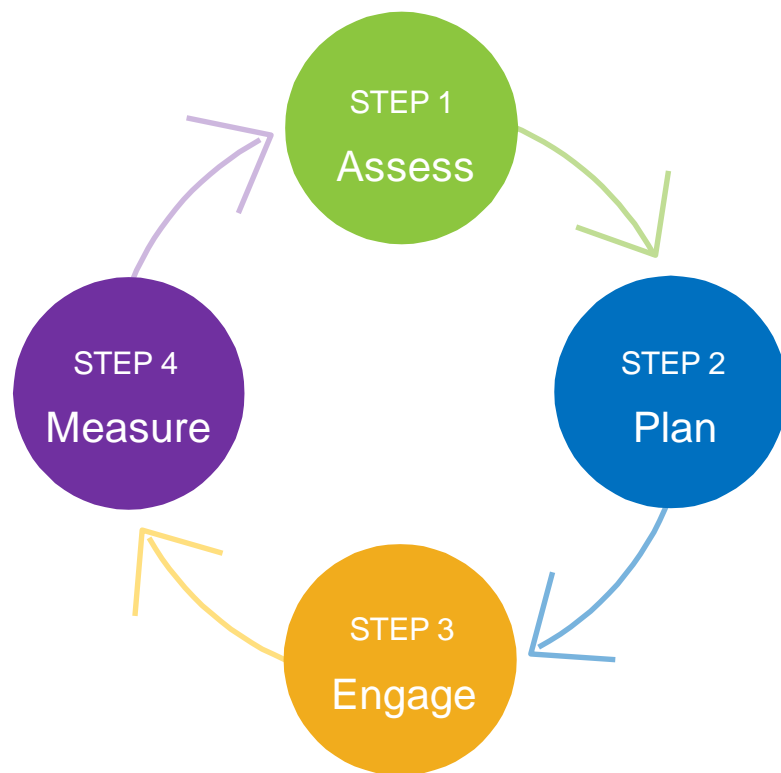
- Form a wellness committee
- Set goals and agree on metrics
- Determine incentives
- Develop a calendar

## 3 Engage your workforce

- Implement your workforce health program
- Keep employees engaged through ongoing communication

## 4 Measure, and celebrate success!

- Evaluate your program
- Share the results





# David Douglas School District: Snapshot

## David Douglas School District

Located in  
Portland,  
OR

14  
Schools,  
including  
2<sup>nd</sup> largest  
high  
school in  
OR

10,786  
Students &  
873 Staff

77% of  
students  
receive  
free or  
reduced  
lunch

42% of  
students  
speak a  
language  
other than  
English at  
home

# David Douglas School District: Key Insights on Sustainability

1. District level leadership invested and superintendent supported

2. Building level Champions network

3. Positive tone of communications

4. Embedding wellness in the work and initiatives (not 'one more thing')

5. Modeling healthy choices by leadership (movement breaks and healthy food choices at meetings)

6. Funding and Community Support

# David Douglas School District: Keys to Success

## H.A.P.P.Y Hour Events



*Ron Russell staff play human Rock, Paper, Scissors*



David Douglas School District  
— WELLNESS —

# David Douglas School District: Anticipating Challenges

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Keeping the momentum going

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Staying flexible

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Evolving the program so it doesn't get stale

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Incorporating mental well-being

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Sustainable funding when grant expires

# Poll – How healthy is your school environment?



# Good health matters

**Physical Activity + Healthy Eating = Better Performance\***

- Workers who eat healthy are 25% more likely to perform better on the job.\*
- Regular physical activity and good nutrition help students earn higher grades.†

\*Ray M. Merrill, PhD, MPH, et al., "Self-Rated Job Performance and Absenteeism According to Employee Engagement, Health Behaviors, and Physical Health," *Journal of Occupational and Environmental Medicine*, January 2013.

†"Physical Inactivity and Unhealthy Dietary Behaviors and Academic Achievement," *2009 National Youth Risk Behavior Survey*, U.S. Department of Health and Human Services/Centers for Disease Control and Prevention.

# Develop a Communications Plan to Demonstrate Value

Set individual goals for stakeholders – be specific

Share what's working – insights and feedback, celebrate successes

Use multiple methods to reinforce messaging

Building momentum: roles of Trailblazers and Naysayers

# Tailor Messaging to Different Audiences

## Audience

## Message

School Board

- *Improved health = Lower insurance costs & fewer sick days, fewer worker's compensation claims*

School Administration and District Personnel

- *Reduced absenteeism, staff morale, positive role models*

Teachers, Paraprofessionals, Support Staff, Custodians, Food Service

- *Healthier work environment, personal behavior changes, less money spent on copays, finally something for me*

Employee Wellness Leader and Committee

- *Participation in wellness activities = better support system /strengthen school connections*



# Next Steps

Right  
away

Reengage leadership



Identify partners who can  
accelerate the wellness work



Going  
forward

Set goals, measure progress  
and communicate successes  
broadly



# Questions & Answers



Don't forget to join us on  
upcoming webinars –  
Nov 10<sup>th</sup> & 17<sup>th</sup>!