Healthy school employees, strong schools
OEA Choice Trust: Inspiring schools to create healthy workplaces for all staff

OUR VISION
All Oregon public school employees are healthy, resilient and engaged as champions for healthy school environments and vital communities. As a result, they are fulfilled in their work, model health for students and are better equipped to foster student success.
How we are making a difference

• $1.6 million to 36 employee groups
• 27 active grantees across the state
• Directly touching 18,000+ employee lives
• School Employee Wellness Conference
  • 200 people attended and 54 school groups represented in 2014, including districts, ESDs and community colleges
Whole child, whole school and whole community
Springfield Public Schools
Case study: Jefferson School District

“We are making it part of our district’s lifestyle. I’m a firm believer that if you want your classroom to be better, you have to be better yourself.”

— Kent Klewitz, Superintendent, Jefferson School District
Why School Employee Wellness?

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Student Learning!!!
Let’s Look at the Facts....

Center for American Progress – 2008

Center for American Progress – 2012

National Council on Teacher Quality - 2014

US-DOE, Office of Civil Rights biennial report - 2012

on absenteeism.

- Personal illness accounts for 59% of all absences
- Short term personal illness – 1 or 2 days accounts for 41% of all absences
- Personal Days – 15% of all absences
- As a nation 5.3% of teachers are absent on any given day.....American Workers overall....3%
- Nationally, 36% of teachers are absent more than 10 days per year.
  - Oregon ranks 4th highest at 48%
JSD data speaks for itself...

Fewer staff absences results in less money spent on sub costs.

JSD 14J

• 2011 - 13.8% drop = over $20,000
• 2012 - 6.9% drop = ~$10,000
• 2013 =- 3.5% drop = ~$5,000
• JSD represents 1/10^{th} of 1% of the districts in the state – total state savings of about $35 million annually.
What’s the big deal…?

• TEACHERS ARE THE MOST IMPORTANT SCHOOL-BASED DETERMINANT OF A STUDENT’S ACADEMIC SUCCESS!

• TEACHER ABSENCE IS EXPENSIVE!
  *about $250,000 in 2013-2014 for JSD
  *est. $135,000,000 for the state of Oregon

• School employees represent approximately a $4.5 Billion investment each year. Why would not take care of and honor that level of investment?
What’s next?
Growing Your Philosophy

• We are here for kids
• Caring and taking care of employees
• Leadership Modeling
• Support all efforts
• Understand what defines Wellness
• Commit to a culture shift (practice in change)
• Be Persistent and Look for new ways to support
• Develop policy to support efforts and commitment
Simple Steps to Employee Wellness

- Support from the top
- Find a Champion
- Build a committee
- Gather Input to Decide Your Mission
- Devise a plan
- Plan for success...
- Motivate and Involve Employees
  - Include the Community
- Commit to Sustainability
- Build a Culture of Wellness
Support from the Top

Board of Education
Superintendent
School Principal
Find a Person to Champion the Cause

Active
Positive
Approachable
Models the Practices
Good Communicator
A doer
A Completer
Build a Committee of Stakeholders with Representatives from all Buildings

Interest
Time
Commitment
Get Staff Input
Decide Your Mission

Healthy eating
Daily Activity
Education
Culture Shift
Design a Plan that Includes Healthy Eating, Physical Activity, Special Events & Incentives

Year One – 2010/11

- Find your Wellness Enthusiasts and form a team – two/building
- Survey Staff
- Share survey results:
  - heighten awareness
  - gain support of Board, administration, and staff
- Let survey results guide your action plan
  - On-site Fitness Centers, Weight Watchers, Challenges, Classes
- Document efforts and results for grant reporting

Year Two – 2011/12

- Survey Staff
- Modify Action Plan based on survey results
- Share results
- Form Community Partnerships/solicit In-kind donations (Hospitals, health clubs, etc.)
- Document efforts and results for grant reporting
Plan for Success

Challenge Evaluation

Our goal is always to provide you with fun and fresh wellness incentive campaigns to assist you in making meaningful lifestyle changes. To ensure we are meeting our goal, we need to hear from you. Please answer the questions below to help us understand how you felt about the just completed program.

1. Did you successfully complete all 6 weeks of the Everybody. Everyday. challenge? (circle one)
   - Yes
   - No

2. Was the challenge easy to understand (circle one)?
   - Yes
   - No

3. I found Everybody. Everyday. to be (circle one):
   - Not challenging enough for me.
   - The right level of challenge for me.
   - Too challenging for me.

4. If the challenge was offered again would you recommend it to a coworker? (circle one)
   - Yes
   - No

5. Are you more aware of your physical fitness activities now than you were before participating in Everybody. Everyday. challenge? (circle one)
   - Yes
   - No

6. I received these benefits by participating in Everybody. Everyday. (circle all that apply)
   - It was fun for me.
   - I learned new things about how to live a healthy lifestyle.
   - I’m thinking more about changing one or more of my health habits.
   - I am continuing a health behavior (walking, jogging, etc.) that I began during the challenge.
   - It reinforced that my health habits are good and I should continue them.
   - I enjoyed participating with coworkers.
   - Other: (please specify): ____________________________

7. Please rate your overall satisfaction with Everybody. Everyday. (circle one)
   - Very satisfied
   - Somewhat satisfied
   - Somewhat dissatisfied
   - Very dissatisfied

8. What did you like most about the Everybody. Everyday. challenge?
   ____________________________

9. What did you like least about the Everybody. Everyday. challenge?
   ____________________________

10. Please share any ideas and suggestions you have for future programs.
    ____________________________

Please return to:

Name (optional): ____________________________

Department (optional): ____________________________
Get Employees Involved
Include Involvement from the Community

- Incentives
- Programs
- Shared Areas/Equipment
- Classes
- Local businesses
- Local Hospitals and Doctors
- Others??
Commit to Sustainability

• Have a plan for continued commitment
• Continue to find ways to get involved
• Use parts of all staff time for teaching and promoting
• Expand, try new wellness offerings
• Push the culture to shift
• Commit some level of funding
Why physical activity?

*Centers for Disease Control and Prevention, *Charles E. Basch, Columbia University
*Active Living Research, 2009, Gallup, Albert Einstein College of Medicine*

Start to understand that **physical activity** positively affects the following:

- Overweight and obesity
- HDL cholesterol
- Blood pressure
- Insulin resistance
- Skeletal health
- Musculoskeletal injuries
- Psychological well-being
- Self-esteem
- Anxiety and depression
Centers for Disease Control and Prevention

“There is a **growing body of research** focused on the **association between** school-based **physical activity**, including physical education, and **academic performance** among school-aged youth.

...physical education, recess, **classroom-based physical activity** (outside of physical education and recess), and extracurricular physical activity...”
Healthier Students Are Better Learners: A Missing Link in School Reforms to Close the Achievement Gap
Charles E. Basch
March 2010, Columbia University

• No matter how well teachers are prepared to teach, no matter what accountability measures are put in place, no matter what governing structures are established for schools, educational progress will be profoundly limited if students are not motivated and able to learn.

• (5) physical activity, (6) breakfast, and (7) inattention and hyperactivity
Researchers analyzed FITNESSGRAM® test results from more than 2.4 million Texas students in grades 3 to 12 during the 2007–08 school year and found **significant school-level correlations between physical fitness achievement and better performance on state standardized tests.** Higher physical fitness achievement also was associated with better **school attendance rates** and **fewer disciplinary incidents involving drugs, alcohol, violence or truancy.**

Eleven of those studies found regular participation **in physical activity is associated with improved academic performance.**

Health Surveys...United States, United Kingdom, Hong Kong and Australia...statistically **significant, positive correlations between physical activity participation and academic performance.**

Studies in Australia, South Korea, and the United States found **physical fitness scores to be significantly and positively associated with academic performance.**
Principals - recess has a positive impact on learning; students are more focused, listen better after recess. Gallup 2010

• Four out of five principals report that **recess has a positive impact on academic achievement**.

• Two-thirds of principals report that **students listen better after recess and are more focused in class**.

• Virtually all believe that recess has a **positive impact on children’s social development** (96 percent) and **general well-being** (97 percent).
Principals - continued

• NAESP Executive Director Gail Connelly - “Principals know that students’ academic development is inextricably connected to their physical, social, and emotional well-being, and they support recess as a crucial element of learning that sustains the whole child.”

• Jane Lowe, Vulnerable Populations Portfolio at the Robert Wood Johnson Foundation - “This research sends a clear message to anyone interested in improving education or the overall well-being of America’s children: it’s time to take recess seriously,”

• and... “Recess should no longer be treated as an afterthought but as a core part of any strategy for promoting learning and improving health.”
Dr. Romina Barros, a professor of pediatrics at the Albert Einstein College of Medicine

- Dr. Romina Barros, February 2009, Pediatric: children who have more recess time behave better in the classroom and are more likely to learn.

- “Just as adults need breaks as they go about their workday, children need time during the school day to run around,”

- “As we continue to make improvements to our education system, it’s critical that we factor in this mounting evidence that recess plays an essential role in children’s learning and development.”
Why Employee Wellness?

Student Learning!!!
Creating a Culture of Health through Wellness Policies
OSBA Conference

Presented by: Suzanne Hidde, M.S.
School Wellness Policy Coordinator
The Big Picture

• Seven of every ten deaths are caused by chronic diseases

"Today's 10 year olds are the first generation expected to have a shorter life expectancy than their parents."

• [https://www.youtube.com/watch?v=_3D7xFrZ8ml](https://www.youtube.com/watch?v=_3D7xFrZ8ml)

• When children’s basic nutritional and fitness needs are met, they attain higher achievement levels
District Wellness Policy (WP) Implementation

- **2004 Child Nutrition and WIC Reauthorization Act**
  - Participating LEAs/Sponsors to establish WP by 2006

- **2010 Healthy, Hunger-Free Kids Act**
  - Section 204: Strengthens requirements and emphasizes WP implementation, review and updates
Wellness Policy Elements - Overview

- Stakeholder Involvement
- Nutrition Guidelines
- Nutrition Education and Promotion
- Physical Education and Activity
- Public Notification
- Monitoring and Evaluation
Wellness Policy

1. Public Involvement

Collaborative community team to develop, implement and review policy
Wellness Policy

2. Nutrition Guidelines

Standards for all food available on the school campus

- School Meals
- Free water available during lunch
- Meal Service and Time
- Competitive Foods
- Classroom/school celebrations
- Using non-food rewards
- Fundraisers
Wellness Policy

3. Nutrition Education

Goals for Nutrition Education

- Classroom-based (incorporated into curriculum)
  - Sequential PK - 12
  - Cafeteria interventions
  - Foodservice staff education
    - Staff training
  - Home and Community
Wellness Policy

4. Nutrition Promotion

Changing the school environment to support healthy eating

- Marketing/advertising of only foods and beverages that meet OR Smart Snacks
- Become a HUSSC and Team Nutrition School
- Staff modeling healthy eating/physical activity
  - Cafeteria ambiance/education
  - Community meal events
  - School Garden
Wellness Policy

5. Physical Education (PE)

Goals for Physical Education

- Minutes/week
  (HB 3141 minimum 150 minutes/week K – 5; 225 grades 6 - 8)
- Curriculum
- Fitness testing
Wellness Policy

6. Physical Activity

Goals for physical activity and other school wellness activities

- Recess
- Physical activity breaks in classes
  - Recess before lunch
- After-school access to school facilities
  - Safe routes to school
  - Walk-a-thon/clubs
- School Employee Wellness
Wellness Policy

7. Public Notification

Inform and update the public about content, implementation, and compliance

- Website
- Handbook
- Newsletter
- Report to school board
Wellness Policy

8. Monitoring and Evaluation
Assess and evaluate compliance

- Student health trends, e.g. fitness tests, nutrition habits
  - Time spent on physical activity
  - Nutrition education programs conducted
- Financial impact, e.g. healthy fundraisers, vending machines
Help create a culture of Wellness!

- Review/update your District Wellness Policy and AR’s
- Join, form, recruit, revitalize Wellness Council
- Get a snap-shot of your District (School Health Index)
- Set a Wellness goal – implement – evaluate
- Include a Wellness goal in your SIP
- Lead by example - support your schools in their efforts
- Attend/provide Professional Development opportunities
Annual Wellness Policy Assessment

**Strengths**

- Awareness both of the Policy and of the importance!
- A shift across the district towards healthy food choices and increased PA opportunities (no more cookie dough only fundraisers)
- Support of the Wellness Committee, District, and Community

**Areas that we continue to address.**

- Staff wellness
- Community resources
- Connecting students and staff to nutrition promotions within the cafeteria and into classrooms
- Time and a deeper buy-in
- It is not “more work” but one way to create the best learning/working environment we can!

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**Wellness Committee’s 2013-14 Goals**

- Wellness Committee visibility and communication within schools and the community
  - Staff Wellness Promotion
- Healthy Eating education, its impact on chronic diseases such as Diabetes, and continued healthy eating promotions
- District and Community resources for physical activity, healthy foods, clinics, and events.
Get Started: Ideas for a healthier school workplace

• In small groups, share how your district is promoting staff wellness and discuss the 3 -2- 1 below

3 partners/ resources that can support employee wellness at your district!

2 things I will do to support the health and wellness of school staff!

1 thing I am still wondering about.
The 1 Thing You Are Still Wondering About…

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School Employee Wellness Toolkits and Resources:

1. A Guide to Protecting the Assets of Our Nation’s Schools (DHPE)
2. WELCOA
3. CDC’s LEAN Works!
4. CDC- National Healthy Worksite Program
5. OEA Choice Trust
6. Alliance for a Healthier Generation’ Healthy Schools Program
7. Kaiser Permanente Thriving Schools
8. Eat Smart, Move More North Carolina
10. NIOSH Total Worker Health
Tools

• School health index, 2014 (CDC)
  www.cdc.gov/healthyouth/shi
• ASCD SIP Tool
• WellISAT: Wellness assessment tool (Rudd Center)
  www.wellsat.org
• Health Education Curriculum Analysis Tool (HECAT)
  www.cdc.gov/HealthYouth/npao/wellness.htm
• Physical Education Curriculum Analysis Tool (PECAT)
  www.cdc.gov/HealthyYouth/PECAT
• Comprehensive School Physical Activity Program (CSPAP)
  http://www.cdc.gov/healthyyouth/physicalactivity/pdf/13_242620-
  A_CSPAP_SchoolPhysActivityPrograms_Final_508_12192013.pdf
• OEA Choice Trust (OEA CT) School Employee Wellness
Resources

Local School Wellness Policy Resources

• Oregon Department of Education – Child Nutrition Programs (ODE-CNPS)
  http://www.ode.state.or.us/search/results/?id=62
• Local school wellness policy web site & proposed rule (USDA)
  www.fns.usda.gov/tn/local-school-wellness-policy
• Local school wellness policy summary of proposed rule (USDA)
• National school lunch program – administrative review manual
  www.fns.usda.gov/school-meals/administrative-review-manual
• Local school wellness policy web site (CDC)
  www.cdc.gov/healthyouth/npao/wellness.htm
• Strategies for creating supportive nutrition environment using LWP
  (CDC and Bridging the Gap)
Supporting Documents

• Healthier Students Are Better Learners (Basch)

• The Wellness Impact Report

• Health and Academics: Healthy kids. Successful students. Stronger communities
  http://www.cdc.gov/HealthyYouth/health_and_academics/

• The Association Between School-Based Physical Activity, Including Physical Education, and Academic Performance
  www.cdc.gov/HealthyYouth/health_and_academics

• School health guidelines to promote healthy eating and physical activity
  www.cdc.gov/healthyyouth/npao стратегии/htm

• Whole School, Whole Community, Whole Child (ASCD/CDC)