

Wellness Works!

Steps to starting a School Employee Wellness Program

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Objectives

- Examine the steps for implementing a school employee wellness program
- Identify “next steps” specific to your school

Why School Employee Wellness?

- Improve the health and health behaviors of school staff
- Increase productivity
- Improve employee-related expenses
 - Absenteeism
 - Healthcare and insurance costs
 - Workers compensation and disability
- Improve morale
- Provide role models for students

Key Principles

- Integrate!
- Tailor the program
- Build the foundation
- Create a support system



Steps to Employee Wellness

Identify a SEW leader or committee

- Champions
- Interest or skills

Obtain Administrative Support

- What does support looks like in your building?
- Whose support do you need to be successful?

Steps to Employee Wellness

Conduct a Needs or Interest Assessment

- What types of data does your school already collect and can you access this?
- What other data you need to gather.

Identify Resources

- What resources are already available in your school?
- Identify no cost activities that could be implemented in your school.
- Identify activities that require funding that could be implemented in your school.

Steps to Employee Wellness

Create and Implement SEW Action Plan

- Physical Activity
- Healthy Eating
- Weight Management
- Health Screenings
- Stress Management
- Tobacco Cessation

Steps to Employee Wellness

Evaluate the program annually

- Think about evaluation from the start.
- Identify types of evaluation that you could use to evaluate *each intervention*.
- Identify who in your building could help your team with evaluation.

Formative, Process, Outcome

Access to Healthy Foods

Foods served – vending in staff lounge

Fundraising

Staff Meetings

Sustaining Employee Wellness

- District Wellness Policy addresses SEW programs for all school staff
- District Insurance Policy covers obesity prevention and treatment

Before You Leave...

- Identify three things it would take for school employee wellness to become part of your school's culture.
- Write down three things you will do in the next few months to move forward in school employee wellness.

Contact Information

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