

# Pinellas County Schools

## Employee Wellness Program Report

### 2013-2014



June 30, 2014

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## **Employee Wellness Team**

Ted Pafundi, Director of Risk Management and Insurance

April Paul, Managing Officer of Employee Benefits, Health and Workers Compensation

Christina Kempf, Employee Wellness Coordinator

Dawn Handley, Transportation Wellness Coordinator

Leslie Viens, AonHewitt Consultant

## **District Wellness Committee**

Rachael Baker, Baycare Health System Marketing Coordinator, Corporate Wellness Program

Brenda Ball, Corporate Care Works - EAP Coordinator

Catherine Gerard, Food Services Supervisor

Dawn Handley, Transportation Wellness Coordinator

Barbara Hires, Area Superintendent

Peggy Johns, Supervisor, PK-12 Health Education

Heather Keegan, Humana - Patient Advocate

Christina Kempf, District Coordinator of Employee Wellness

Janet Lang, Humana Claims Advisor

Demorris Lee, Office of Strategic Communications, Communications Coordinator

Jody Lowry, Humana Wellness Specialist

Lauren Oliver, Senior Representative - Community Engagement, American Cancer Society

Ted Pafundi, Director of Risk Management and Insurance

April Paul, Managing Officer of Employee Benefits, Health and Workers Compensation

Jane Schultz, PTEC St. Petersburg - Wellness Champion

Leslie Viens, AonHewitt Consultant

Wendy Weaver, Humana - Corporate Wellness and Personal Wellness Services

Robin Wikle, School Board Member



## Summary

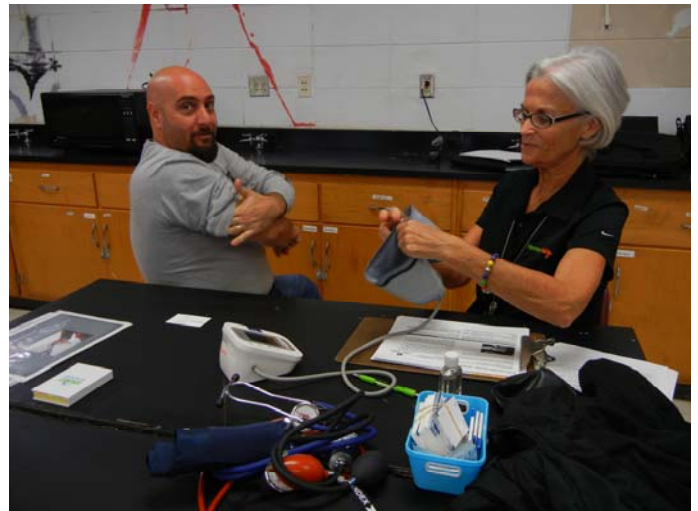
The goal of the Pinellas County Schools Employee Wellness Program is to encourage healthy eating, physical activity and an emotionally balanced lifestyle for our employees. We are committed to providing resources, tools and incentives to our employees which support personal health improvements and a positive work-life balance, regardless of job classification, status, insured or uninsured.

The focus for the 2013-2014 school year was prevention. Data from Humana has shown that many of our employees haven't had their annual preventative exam or other age appropriate screenings. When surveyed, employees report that the two reasons for not getting screened include cost and time. Since the majority of the PCS employees have several days off during the calendar year, it was determined that many simply may not be making time for exams. The SOS, Schedule Our Screenings, event was held on April 18 to encourage all employees to schedule their exams this year. April 18 was chosen as students were not in school that day but staff were on duty. To help promote annual screenings and bring awareness to the fact that those exams are in most cases covered at no cost, the Target Health Exam Campaign was launched for the 2014 calendar year. Employees who get their annual exam have a form signed by their doctor verifying it was completed, which makes them eligible for a drawing in which ten \$250 gift cards are given out each quarter.

As part of the prevention campaign, the Wellness Champions were required to offer either a skin cancer screening or blood pressure screening event for their staff as part of their annual wellness plan.

## District Wellness Program Highlights

- Skin Cancer Screenings
  - \* 81 sites participated - 27 North County (Clearwater to Tarpon Springs), 53 South County (Largo to St. Petersburg)
  - \* 1526 employees screened (251 male, 1274 female)
  - \* 931 of those screened wear sunscreen
  - \* 1204 Normal Findings
  - \* 322 Subjective Abnormality
    - ◇ Actinic Keratosis = 130
    - ◇ Dysplastic Nevus = 118
    - ◇ Basal Cell Carcinoma = 60
    - ◇ Squamous Cell = 13
    - ◇ Melanoma = 1
- Blood Pressure Screenings
  - \* 1256 employees screened
  - \* Breakdown of Systolic Blood Pressures
    - ◇ Normal (SBP <120) = 176
    - ◇ Prehypertension (SBP 120-139) = 209
    - ◇ Stage 1 Hypertension (SBP 140-159) = 310
    - ◇ Stage 2 Hypertension (SBP >160) = 66



- \* Breakdown of Diastolic Blood Pressures
  - ◇ Normal (DBP <80) = 490
  - ◇ Prehypertension (DBP 80-89) = 139
  - ◇ Stage 1 Hypertension (DBP 90-99) = 98
  - ◇ Stage 2 Hypertension (DBP >100) = 34
- \* 150 employees immediately referred to their physician for dangerously high blood pressure levels
- Hydration Challenge - “Rethink Your Drink!”
  - \* 400 employees enrolled in 4 week challenge (maximum enrollment reached before deadline)
  - \* Majority reported drinking fewer sugary sweetened beverages, feeling better and/or having more energy
  - \* 1/3 reported weight loss during challenge
- Target Health Campaign - Annual Exam Promotion
  - \* 93 Target Health Exam forms submitted in the first quarter
  - \* 185 Target Health Exam forms submitted in the second quarter
- SOS - Schedule Our Screenings day
  - \* 392 employees report they made 1 or more appointments on the day of this campaign
- Diabetes CARE Program
  - \* 443 Diabetics enrolled
  - \* 9 Pre Diabetics enrolled
  - \* 9 Gestational Diabetics enrolled
  - \* 233 Diabetics current on their requirements and receiving a zero co-pay on their pharmacy prescription diabetic supplies
- 2473 Flu Shots given on-site at PCS locations (total of 6583 including those who visited other places for vaccination)
- HPO Health Fair
  - \* 85 participants (59 completed full lipid panel, 13 PSA)
  - \* Referrals:
    - ◇ Vision - 6
    - ◇ General Medical - 4
    - ◇ Humana (coaching & other programs) - 5
    - ◇ Cholesterol / Triglycerides / High LDL - 8
    - ◇ High Glucose - 2
    - ◇ High Blood Pressure (including emergency situation) - 2
    - ◇ CCW EAP - Legal - 6, Financial - 1, Online Services - 1



- Health Fair event – WPSC July 25, 2013
  - \* 111 participants
  - \* Lecture with Dr. Kuhn for male maintenance employees – The Importance of preventative screenings – 31 participants
  - \* Bone density screening - 56
  - \* Referrals
    - ◇ EAP family care-1, depression-1, legal-2, domestic violence-1. Total = 5
    - ◇ Bone density = total 12
      - \* Medium Risk - 8
      - \* High Risk - 2
      - \* Very High Risk – 2
    - ◇ Heart health = total 7
      - \* Afib – 1
      - \* High Cholesterol – 1
      - \* High BP – 2
      - \* High BP/Cholesterol/Diabetes. – 1
      - \* Stent questions – 1
      - \* Heart problems - 1
    - ◇ Breast health = total 4
    - ◇ Men's Health = total 4
      - \* Needs primary care physician
    - ◇ Lung cancer screening = total 7
      - \* Smokers
    - ◇ Back pain = total 3
    - ◇ Skin cancer screening (Diag. Clinic) = total 18
      - \* Suspicious lesion – 7
      - \* Precancerous lesions - 11
    - ◇ Vision screening = total 5
      - \* Never had eye exam – 2
      - \* Needs glasses – 3
    - ◇ Headaches & migraines = 1
  - 19 prizes given including 2- \$50 gift cards
  - Skin cancer screening - PE teachers, ROTC, Drivers Ed instructors
    - \* 115 participants
    - \* 57 referrals





- Food Service Health Fair - January 17, 2014
  - \* 100 Food Service participants
  - \* 84 received full lipid profile with glucose testing
  - \* 5 PSA's
  - \* 19 Thyroid tests
- Student Services Bonanza - promoted PCS wellness programs at the February 17, 2014 event for all staff involved with Student Services
- Employee Assistance Program
  - \* Utilization 7%
  - \* Monthly Employee & Supervisor Newsletters, Employee Tip Sheets, Outreach Flyers and Quarterly Posters
  - \* Participation in 2 Health Fairs
  - \* Facilitated 29 seminars / trainings
  - \* Provided Online Service Webinars
  - \* Outreach to Schools: 32
  - \* Critical Incident Stress Management (CISM) Responses: 4
  - \* Numerous hours of consultation to principals/OPS by On-site EAP Coordinator
  - \* Top problems identified: 2013-2014: Emotional (including stress), Family, Work/Life
  - \* See EAP report for complete details
- Train for a 5K - 4 locations
  - \* Fall 2013 - 22 participants
  - \* Spring 2014 - 36 participants
- 127 Wellness Champions coordinated the following programs:
  - \* 121 additional Fitness/Movement type programs throughout the district with 1928 participants, including south county kickball league, Zumba, Yoga, walking programs, etc.
  - \* 79 Nutrition based programs with 1863 participants, including food cooking demos, lunch and learns, salad days, etc.
  - \* 66 Stress/Mindfulness programs with 1572 participants, with topics such as Managing Stress, Overcoming Negativity in the Workplace and Life Balance.
  - \* The breakdown of programs by worksite are in the next section of this report.



## **Onsite Wellness Programs by Location**

Wellness Champions are instrumental in assisting to deliver a comprehensive onsite wellness program to our employees. Employees from each worksite are surveyed to determine their wellness interests. At the beginning of the year, each worksite is surveyed to determine their specific wellness interests. The Wellness Champion builds a program that meets the interests of the staff while also meeting the requirements of the Wellness Champion Program. In 2013-2014, each Wellness Champion was required to host either a blood pressure or a skin cancer screening to go along with the district theme of “prevention” The program for each worksite are listed on the following pages with the number in attendance in parenthesis.

### **Administration Building**

- Meditation (15)
- Skin Cancer Screenings (26)
- Fit and Fab Habits (29)
- Cooking with Herbs (30)
- Healthy Heart (34)
- Nutrition (35)
- Hydration (24)

### **Anona Elementary**

- Stress Workshop (6)
- Blood Pressure Screening (30)

### **Azalea Elementary**

- Pedometer walking challenge (34)
- Salad Day (41)
- Healthy Breakfast 43)
- Blood Pressure Screening (47)
- Blood Pressure Screening (50)

### **Azalea Middle**

- Walking Program (34)
- Salad Day (41)
- Blood Pressure Screening - 1st semester (47)
- Blood Pressure - 2nd semester (50)

### **Bardmoor Elementary**

- Healthy Lunch (8)
- Bowling (10)
- Kickball (20)
- Blood Pressure Screening (22)

### **Bauder Elementary**

- Blood Pressure Screening (10)
- Spring Biggest Loser Program (11)
- Skin Cancer Screening (13)
- Biggest Loser (17)
- Walk to Key West (23)
- Yoga (27)

### **Bay Point Elementary**

- Yoga (9)
- 100 Mile walking program (10)
- 100 Mile walking Program (15)
- Salad Days (19)
- Blood Pressure Screening (21)



### **Bay Point Middle**

- Blood Pressure Screening (14)
- Biggest Loser (18)
- Kickball (20)
- Salad Days (20)

### **Bay Vista Fundamental**

- Nutrition (20)
- Blood Pressure Screening (26)

### **Bayside High - none**

### **Bear Creek Elementary**

- Bear Creek Bowling Night (10)
- Skin Cancer Screening (10)
- Hula Hoops (14)
- Ease Your Stress (29)

### **Belcher Elementary**

- Circuit Training (9)
- Biggest Loser Contest (19)
- Skin Cancer Screening (10)

### **Belleair Elementary**

- Healthy Eating (5)
- Muscle Tone and Fitness (7)

### **Bernice Johnson Center**

- Nutrition (14)
- Skin Cancer Screening (29)

### **Blanton Elementary**

- Managing Stress (6)
- Managing Stress (12)
- Managing Stress with Diet (13)
- Skin Cancer Awareness (23)

### **Boca Ciega High**

- Yoga (10)
- Blood Pressure Screening (20)

### **Brooker Creek Elementary**

- Walking Program (19)
- Blood Pressure Screening (27)
- Overcoming Negativity in the Workplace (35)
- Salad Day (40)



### **Calvin Hunsinger Exceptional Center**

- Fitness Seminar (6)
- Blood Pressure Screening (24)

### **Campbell Park Elementary**

- Biggest Loser (4)
- Skin Cancer Screening (9)
- Biggest Loser (10)

### **Career Academies of Seminole**

- Overcoming Negativity in the Workplace (14)
- Blood Pressure Screening (16)

### **Carwise Middle**

- Meditation (4)
- The Biggest Loser (16)
- Skin Cancer Screenings (21)

### **Clearwater Fundamental**

- Power Up Your Plate (16)
- Skin Cancer Awareness (22)
- Iron Chef Competition (32)

### **Clearwater High**

- Chair Massage (16)
- Skin Cancer Screening (29)
- Healthy Lunch (46)

### **Clearwater Intermediate**

- Blood Pressure Screening (13)
- Nutrition Program/Cardio (27)

### **Coachman Service Center**

- Breast Cancer Awareness (13)
- Blood Pressure Screening (15)
- Skin Cancer Screening (16)
- These Joints Are Jumping (17)
- CPR/First Aid (19)

### **Coachman Bus Compound**

- Life Balance (20)
- Skin Cancer Screenings (20)
- Blood Pressure Screening (20)
- Life Balance (21)
- Celebrating Wellness (36)
- Managing Stress (37)



### **Countryside High**

- Setting Wellness Goals (23)
- Skin Cancer Screening (30)
- Blood Pressure Screening (38)

### **Cross Bayou Elementary**

- The Biggest Loser (22)

### **Curlew Creek Elementary**

- Zumba (5)
- Nutrition Program (5)
- Zumba (10)
- Nutrition Program (11)
- Managing Stress (12)
- Fitness Challenge (13)
- Nutrition Program (14)
- The Biggest Loser (16)
- The Biggest Loser (18)
- Skin Cancer Screenings (26)

### **Curtis Fundamental**

- Massage (9)
- Managing Stress (9)
- Exercise (10)
- Salad Day (14)
- Skin Cancer Awareness (19)
- Fitness (20)
- Fitness Challenge (24)

### **Cypress Woods Elementary**

- Yoga (13)
- Blood Pressure Screening (17)

### **Disston Annex - none**

### **Dixie Hollins Adult Education**

- Skin Cancer Screenings (17)
- Walking Program (19)
- Salad Day (20)
- Salad Day (22)

### **Dixie Hollins High**

- Walking Program (5)
- Skin Cancer Screenings (13)



**Douglas L. Jamerson Elementary**

- Skin Cancer Screenings (11)
- The Biggest Loser (12)

**Dunedin Elementary**

- Blood Pressure Screening (19)

**Dunedin High - none****Dunedin Highland Middle**

- Massage (11)
- Managing Stress with Diet (14)
- Salad Day (22)
- Skin Cancer Awareness (29)

**East Lake High**

- Zumba (2)
- Managing Stress (14)
- CPR/First Aid (18)
- Salad Day (22)
- Walking Program (22)
- Blood Pressure Screening (28)
- Salad Day (50)

**Eisenhower Elementary**

- Skin Cancer Screening (15)
- Blood Pressure Screening (16)
- Walking Program (45)

**Fairmount Park Elementary**

- Kickball (13)
- Blood Pressure Screening (20)
- The Biggest Loser (20)
- 

**(Morgan) Fitzgerald Middle**

- Running/walking program (14)
- The Biggest Loser (28)
- Skin Cancer Screening (16)

**Forest Lakes Elementary**

- Blood Pressure Screening (14)
- The Biggest Loser (18)
- Healthy Eating (18)

**Frontier Elementary**

- Walking Program (27)
- Skin Cancer Screening (24)
- Hula Hoops (48)

**49th Street Bus Compound**

- CPR/First Aid (23)
- Blood Pressure Screening (38)

**Fuguitt Elementary**

- CPR/First Aid (6)
- CPR/First Aid (7)
- Walking Program (15)
- Skin Cancer Screening (27)
- Managing Stress with Diet (45)

**Garrison Jones Elementary**

- CPR/First Aid (11)
- Skin Cancer Screenings (22)
- Walking Program (31)

**Gibbs High**

- Zumba (6)
- Zumba (8)
- Life Balance (10)
- Managing Stress (12)
- Red Day (15)
- Blood Pressure Screening (19)
- Breast Cancer Awareness (35)

**Gulfport Elementary**

- Blood Pressure Screening (18)
- Walking Program (19)

**Gus A. Stavros Institute**

- CPR/First Aid (12)
- Fit and Fab Habits (16)
- Blood Pressure Screening (25)

**High Point Elementary**

- Zumba (11)
- Skin Cancer Screening (19)
- Nutrition Program (23)
- Managing Stress (133)

**Highland Lakes Elementary**

- Yoga (10)
- CPR/First Aid (10)
- The Biggest Loser (12)
- The Biggest Loser (13)
- Skin Cancer Screenings (21)



**James B. Sanderlin Elementary**

- Yoga (7)
- Skin Cancer Screenings (22)

**John Hopkins Middle**

- The Biggest Loser (50)
- Walking Program (78)
- Blood Pressure Screening (62)

**John M. Sexton Elementary**

- Meditation (11)
- Skin Cancer Screening (16)

**Lake St. George Elementary**

- Walking Program (7)
- The Biggest Loser (10)
- The Biggest Loser (12)

**Lakeview Fundamental Elementary**

- Life Balance (7)
- Power Up Your Plate (9)
- Skin Cancer Screening (12)
- Managing Stress (15)

**Lakewood Elementary**

- Kickball (13)
- Blood Pressure Screening (13)
- Kickball (15)
- Turkey Trot (24)

**Lakewood High**

- Yoga (5)
- Blood Pressure Screening (7)
- Yoga (8)

**Largo High**

- Blood Pressure Screening (17)
- Skin Cancer Screening (21)

**Largo Middle**

- Managing Stress (7)
- Skin Cancer Screenings (15)

**Lealman Ave. Elementary**

- Walking Program (10)
- Blood Pressure Screening (24)
- Walking Program (26)

**Lealman Bus Compound**

- These Joints are Jumping (11)
- Skin Cancer Screenings (13)

**Lealman Intermediate**

- Walking Program (5)
- Salad Day (20)
- Blood Pressure Screening (32)

**Leila G. Davis Elementary**

- Yoga (5)
- Skin Cancer Screening (22)
- Salad Day (42)
- Salad Day (44)

**Lynch Elementary**

- Walking Program (8)
- Skin Cancer Screening (19)
- Power up Your Plate (20)
- Salad Day (36)

**Madeira Beach Fundamental**

- Salad Day (15)
- Healthy Challenge (22)
- Skin Cancer Screening (25)
- Healthy Behaviors (79)

**Madeira Beach Fundamental 6-8**

- Blood Pressure Screening (11)
- Kickball (14)
- Managing Stress (22)

**Marjorie Rawlings Elementary**

- CPR/First Aid (13)
- CPR/First Aid (14)
- Skin Cancer Screening (19)
- The Biggest Loser (29)

**Maximo Elementary**

- Skin Cancer Screenings (18)
- Managing Stress (47)

**McMullen Booth Elementary**

- Meditation (8)
- Healthy Holiday Eating (10)
- New Way of Life (10)
- Skin Cancer Screenings (22)

#### **Meadowlawn Middle - none**

#### **Melrose Elementary**

- Skin Cancer Screenings (16)
- Blood Pressure Screenings (21)

#### **Mildred Helms Elementary - none**

#### **Mount Vernon Elementary**

- Blood Pressure Screening (14)
- Skin Cancer Screening (19)

#### **New Heights Elementary**

- The Biggest Loser (9)
- Weight Management (9)
- Blood Pressure Screening (29)

#### **Nina Harris Exceptional Center**

- Chili Cook Off (13)
- CPR/First Aid (13)
- Salad Day (13)
- CPR/First Aid (15)
- Skin Cancer Screenings (30)

#### **North Shore Elementary**

- Salad Day (14)
- Skin Cancer Screenings (15)
- Salad Day (47)

#### **Northeast High**

- Blood Pressure Screening (19)
- New Year's Resolutions (70)
- Skin Cancer Screenings (82)

#### **Northwest Elementary**

- Kickball (16)
- Blood Pressure Screening (25)

#### **Oak Grove Middle**

- 5K (4)
- Pilates (5)
- Blood Pressure Screening (12)
- Skin Cancer Screening (26)



#### **Oakhurst Elementary**

- Managing Stress (7)
- Hydration Challenge (7)
- Power up Your Plate (120)
- Blood Pressure Screening (13)
- Salad Day (16)

#### **Oldsmar Elementary**

- Massage (15)
- Skin Cancer Screenings (18)
- Salad Day (70)

#### **Orange Grove Elementary**

- Walking Program (2)
- Fitness Challenge (7)
- Skin Cancer Screenings (11)
- Fitness Challenge (17)

#### **Osceola High**

- The Biggest Loser (20)
- Blood Pressure Screening (24)

#### **Osceola Middle**

- Walking Program (9)
- The Biggest Loser (10)
- The Biggest Loser (22)
- Blood Pressure Screening (23)

#### **Ozona Elementary**

- Recipe Cookbook (16)
- Skin cancer screening (16)
- Breast cancer awareness (71)

#### **Palm Harbor Middle**

- Zumba (19)
- Skin Cancer Screening (23)
- Blood Pressure Screening (28)

#### **Palm Harbor University High**

- Toning (3)
- Zumba (4)
- Zumba (6)
- Massage (16)
- Massage (17)
- Blood Pressure Screening (19)

### **Pasadena Fundamental**

- Skin Cancer Screening (13)
- Managing Stress with Diet (14)

### **Paul B Stephens Exceptional Center**

- Massage (18)
- Fitness Challenge (20)
- Meditation (38)
- Skin Cancer Awareness (39)
- Mindfulness (88)

### **Perkins Elementary**

- Yoga (7)
- Meditation (13)
- The Biggest Loser (24)
- Skin Cancer Screenings (28)

### **Pinellas Central - none**

### **Pinellas Park Elementary**

- Managing Stress with Diet (15)
- The Biggest Loser (16)
- Skin Cancer Awareness (17)

### **Pinellas Park High**

- Blood Pressure Screening (12)
- Basketball (14)
- Kickball (18)
- Kickball (19)
- Breast Cancer Awareness (24)
- Blood Pressure Screening (24)



### **Pinellas Park Middle**

- The Biggest Loser (3)
- Managing Stress (7)
- Fit and Fab Habits (10)
- Skin Cancer Screening (28)

### **Pinellas Secondary**

- Power Up Your Plate (19)
- Walking program (20)
- Walking Program (30)
- Blood Pressure Screening (40)
- Breast Cancer Awareness (56)
- Salad Day (60)

### **Plumb Elementary**

- Cardio Strength Training Program (8)
- Skin Cancer Screenings (18)

### **Ponce de Leon Elementary**

- Massage (7)
- Managing Stress (13)

### **pTEC Clearwater**

- Power Up Your Plate (11)
- Life Balance (11)
- Skin Cancer Screenings (13)

### **pTEC St. Petersburg**

- Walking Program (6)
- Salad Day (15)
- Fit and Fab Habits (17)
- Maintain, Don't Gain (19)
- Blood Pressure Screening (20)
- Salad Day (22)
- Skin Cancer Awareness (24)
- Walking Program (24)
- Walking Program II (24)
- Red Day (38)

### **RL Sanders Exceptional Center**

- Walking Program (26)

### **Ridgecrest Elementary**

- Walking Program (7)
- Managing Stress (13)
- Blood Pressure Screening (20)
- Nutrition Program (51)
- Managing Stress (73)

### **Safety Harbor Elementary**

- Walking Program (2)
- Zumba (5)
- Massage (6)
- Skin Cancer Screening (12)
- CPR/First Aid (13)
- Blood Pressure Screening (17)
- Chair Massage

**Safety Harbor Middle**

- Insanity Fitness (13)
- Insanity Fitness (20)
- Blood Pressure Screening (25)

**San Jose Elementary**

- CPR/First Aid (13)

**Sandy Lane Elementary**

- Blood Pressure Screening (4)
- Managing Stress (7)

**Sawgrass Lake Elementary**

- Skin Cancer Screening (15)
- Hydration Challenge (100)

**Seminole Elementary**

- Self Care (15)
- Blood Pressure Screening (100)

**Seminole High - none****Seminole Middle**

- Healthy Eating (12)
- Skin Cancer Screening (45)
- Salad Day (45)

**Seventy Fourth St. Elementary**

- Hydration Challenge (12)
- The Biggest Loser (20)
- Walking Program (22)
- Skin Cancer Screening (22)
- Fitness Challenge (34)

**Shore Acres Elementary**

- Skin Cancer Screenings (10)
- Blood Pressure Screenings (11)
- Relaxation (14)
- Wellness Technology (16)

**Skycrest Elementary**

- Chair Massage (4)
- Zumba (7)
- Salad Day (10)
- Yoga (11)
- Skin Cancer Screenings (17)
- Managing Stress (60)

**Skyview Elementary**

- CPR/First Aid (5)

**Southern Oak Elementary**

- Walking Program (13)
- Managing Stress (15)
- Breast Cancer Awareness (17)
- Blood Pressure Screenings (18)
- Skin Cancer Screenings (84)
- The Biggest Loser

**St. Petersburg High**

- Walking Program (9)
- Skin Cancer Screenings (22)

**Starkey Elementary**

- Skin Cancer Screenings (28)
- Blood Pressure Screening (29)

**Sunset Hills Elementary**

- Walking Program (8)
- Blood Pressure Screening (22)

**Sutherland Elementary - none****Tarpon Springs Elementary**

- The Biggest Loser (15)
- Skin Cancer Screening (22)

**Tarpon Springs Fundamental**

- Skin Cancer Screening (5)
- Managing Stress (22)

**Tarpon Springs High**

- Hula Hoops (6)
- Zumba (6)
- Walking Program (7)
- Walking Program (9)
- Walking Program (11)
- Yoga (12)
- Fitness Challenge (13)
- Hula Hoops (17)
- Walking Program (29)
- Overcoming Negativity in the Work Place (67)
- Date with Doctor (82)
- Skin Cancer Screening (29)



### **Tarpon Springs Middle**

- Healthy Lunch (20)
- Skin Cancer Screenings (21)
- Walking Program (22)

### **Thurgood Marshall Fundamental Middle**

- Skin Cancer Screenings (10)
- Couch 2 5K (15)

### **Title 1 Center**

- Blood Pressure Screening (6)
- Walking Program (8)
- Nutrition Program (11)
- Salad Day (11)
- Skin Cancer Screenings (13)

### **Tomlinson Adult Center**

- Managing Stress (16)
- Managing Stress with Diet (18)

### **Tyrone Middle**

- The Biggest Loser (11)
- Blood Pressure Screening (18)
- Kickball (21)
- Skin Cancer Screenings (22)

### **Walsingham Elementary**

- Line Dancing (11)
- Chair Massage (11)
- CR/First Aid (28)
- Blood Pressure Screening (40)

### **Walter Pownall Service Center - Maintenance**

- Importance of Primary Care (33)
- Managing Stress with Diet (35)
- Skin and Blood Pressure Screenings (40)
- Life Balance (41)
- Power up Your Plate (46)
- Overcoming Negativity in the Workplace (50)

### **Walter Pownall Service Center - Transportation**

- CPR/First Aid (19)
- These Joints are Jumping (21)
- Bone Density Screening (23)
- Power Up Your Plate (26)
- Overcoming Negativity in the Workplace (30)
- Skin Cancer Screenings (34)
- Bone Density Screening (28)
- Celebrate Wellness (26)

### **Walter Pownall Service Center - Main Building**

- Meditation (8)
- Belly Dancing (11)
- Personal Safety (17)
- Skin Cancer Screenings (20)
- Power Up Your Plate (21)
- Celebrate Wellness (21)

### **Westgate Elementary**

- Line Dancing (6)
- Walking Program (10)
- Chair Massage (10)
- Skin Cancer Screenings (12)
- Power Up Your Plate (15)

### **Woodlawn Elementary**

- CPR/First Aid (6)
- Managing Stress (6)
- Kickball (14)
- Power Up Your Plate (14)
- Skin Cancer Screening (21)
- Salad Day (36)
- Salad Day (38)



# **Employee Feedback**

## **Year-End Wellness Survey**

- Completed by 2234 employees
- 75% have participated in a worksite wellness program
- “I feel the leadership at my worksite supports wellness” - 47.52% strongly agree, 42.52% agree, 3.88% disagree, 0.95% strongly disagree, 5.14% unsure.
- “I feel Pinellas County Schools district office/leadership places importance on wellness” - 30.60% strongly agree, 58.43% agree, 4.53% disagree, 1.27% strongly disagree, 5.17% unsure.
- “How beneficial do you find the wellness program?” - 28.52% very beneficial, 41.56% beneficial, 24.17% somewhat beneficial, 3.76% not beneficial, 2.72% unsure.
- “The wellness program has helped me to (mark ALL that apply)”
  - Eat healthier at work and/or home - 42.80% (937)
  - Be more active at work and/or home - 41.34% (905)
  - Make my health a priority - 31.84% (697)
  - Feel better about myself overall - 28.28% (619)
  - Have more fun at work and feel more connected with coworkers - 28.28% (619)
  - Feel less stressed at work and/or home - 27.14% (594)
  - Educate my friends and family about making healthier choices - 20.24% (443)
  - Realize I need to make an appointment with my doctor - 19.87% (435)
- 17.74% (390) were aware of the SOS -Schedule Our Screenings Day on April 18, 2014 when PCS staff were encouraged to make their annual exam and other medical appointments and scheduled one or more appointments that day.
- 36.05% (793) are aware of the Target Health Campaign and have participated or plan to participate by turning in the form signed by their physician stating they have had their annual exam completed.
- 83.10% (1810) would support a tiered health plan where those who complete a health assessment, had a yearly physical and had blood work done would pay a reduced payroll deduction.
- 90.49% (1980) would support a tobacco credit where non-smokers pay less for their insurance than smokers.



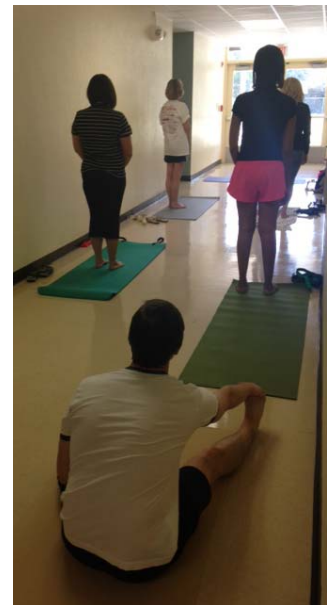
## **General Comments from year-end wellness survey**

- I do appreciate the Wellness program in that it focuses on the importance of the individual and their health - something busy school employees often forget to recognize or take time to deal with!
- I really appreciate that our district promotes wellness activities for our staff. I love the stress free activities and the healthy cooking tips.
- Thank you for continuing the program. I print out the black and white copy of our newsletter and place these copies in our teachers lounge and cafe'. Thank YOU.
- I am hoping that our administration and staff will participate more next year in wellness activities.
- Your team has done a great job! Keep it up I hope to keep drinking more than 5 glasses of water daily. The water challenge proved most insightful for me. Now, I have to lose 10 lbs. per doctors orders but need more ideas besides walking. Thanks again for your help.
- Because of this wonderful wellness program, I am beginning to walk more and practice yoga at home. I also want to participate in a Zumba class.
- love the wellness program. I wish more people cared about their health before they get sick.
- Thank you for all you do! Jody, Christine, and Rosemary made us feel very comfortable with their screenings and were great with their advice. Jody may have saved me from having a stroke--I did not know my blood pressure was waaaay too high and had me call my doctor immediately to start treatment, which I did.
- I am thrilled to be able to have skin cancer screenings and blood pressure screenings at work. It makes it easier for these things to be fit into my busy work schedule and gives me no excuse for not completing them.
- Thank you for providing the screening and making it convenient.
- The information I received this school term concerning our health issues were, always addressed and they did an great job giving me all kind of resources to take care of my needs.
- I appreciated onsite skin cancer screening, it made me go back to my dermatologist to address some issues I had been ignoring.
- Our wellness champion made sure we did not forget to think about our health with all of the activities she planned and implemented. We could not help but be aware of our health!
- Our wellness champion is wonderful and the stress counselor had great and useful (also timely) information.



## **Transportation Wellness Program Feedback**

- “The wellness program has been very helpful to me with my blood pressure and depression. I would love to see the wellness program to continue. The education that we receive keeps us healthy and the fun brings us together. Please continue wellness.”
- “I have enjoyed the information and activities we have done this year. I have always been concerned about my wellness and was pleased to see that the school board is also concerned. “
- “The wellness program has opened my eyes to a lot of health information, some I knew and a lot I did not.”
- “I learned a lot from medical wellness about all types of issues to keep my body healthy and have fun doing it.”
- “I enjoyed knowing different ways to cook healthy foods, exercises and learning different types of foods (veggies) that were introduced to me. The wellness program helps me stay on track with eating, exercise and it also helped me learn how to relax and it continues to introduce many new things.”
- “The wellness meetings are a good time to be a team player and it is always good to learn new things about health. Everybody laughs and has a good time.”
- “Wellness has helped me a lot. I’ve learned to eat healthy, to exercise more, to think positive.”




## **Communication**

In most cases, district programs are advertised through the SMART START Wellness Newsletter, the Thursday Updates email, directly to Wellness Champions to communicate to employees, and by poster or other materials as well as face-to-face at health fairs and seminars. Additionally, the wellness program or parts of the program were promoted through the following:

- 14 SMART START Wellness Newsletters
- Reviewed wellness program for School Health Advisory Committee (SHAC) in December 2013
- They Want You to STOP Using Tobacco posters sent to all worksites
- Spread the Word, Not the Flu poster sent to all worksites
- Free Diabetic Supplies posters sent to all worksites
- SOS posters sent to all worksites
- Target Health Campaign posters sent to all worksites
- Target Health & SOS campaign lanyards sent to Principals, Vice Principals, Secretaries and Wellness Champions for special promotions
- Employee Assistance Program posters sent quarterly
- Colorectal health postcards sent to all PCS employees 50 years of age and older



## Communication examples:




# Schedule Our Screenings Day

April 18 is the official PCS "Schedule Our Screenings" day when all PCS employees are encouraged to schedule their annual preventative exam, age appropriate screenings, dental and vision exams for the year, helping ensure you have time to take care of YOU.

**Practice prevention today for a healthy tomorrow.**

For more info, go to [www.pcsb.org/lifesavers-prevention](http://www.pcsb.org/lifesavers-prevention) or for questions about your Humana benefits, call 588-6367.



Six worksites were selected as SOS (Schedule Our Screenings) photo contest winners!



The intent of SOS day was for PCS staff throughout the district to take time to schedule their annual exam and other important screenings if they had not already done so.



Colorectal screening isn't just for you. It's because you want to be here for them.

THIS screening can PREVENT cancer with the detection and removal of polyps.  
Don't delay...schedule today.



- All individuals 50 and older should be screened for colorectal cancer every 10 years or more often if a polyp has been removed. The preferred method is through a colonoscopy. All plans except HMO staff can go directly to a specialist (ie: gastroenterologist) without referral. HMO staff needs referral.
- To request a colorectal screening kit (hands-free check of blood in stool), email [handleyd@pcsb.org](mailto:handleyd@pcsb.org) and provide name and worksite. This DOES NOT take the place of a colonoscopy.
- Questions about Humana coverage? Call 727-588-6367 or 727-588-6137.
- PCS Humana plans now cover colonoscopies at 100%, including removal of polyps!
- No insurance? Call 850-245-4330 (Florida Cancer Program).



**When it's time  
to go, it's time  
to go.**

**Colorectal  
screening starts at  
age 50.**

Above: Colorectal health postcards were mailed at all PCS employees 50 years old and older.

Below: A dedicated colorectal health website was created for the campaign. [www.pcsb.org/lifesavers-colon](http://www.pcsb.org/lifesavers-colon)



# Change is Inevitable, Growth is Optional



## YOUR EAP CAN HELP!

### CALL FOR ASSISTANCE WITH:

Depression • Finances • Alcohol/Drug Abuse  
Conflicts • Stress • Parenting • Any Other Personal Concern

**800.327.9757**

[WWW.PCSB.ORG/EMPLOYEE-ASSISTANCE-PROGRAM](http://WWW.PCSB.ORG/EMPLOYEE-ASSISTANCE-PROGRAM)

**CALL THE FREE, CONFIDENTIAL, 24-HOUR CARELINE<sup>SM</sup>**



SE HABLA ESPAÑOL  
NOU PALE KREYÒL

**CCW**

A HealthAdvocate<sup>SM</sup> Company

EAP : HR Solutions : Crisis Response

Quarterly EAP posters are sent to every district worksite to remind PCS employees of this benefit. The theme of the poster is chosen by the wellness team to coordinate with the other district wellness campaigns.





# SMART START Newsletter

Produced by Risk Management - Christina Kempf, Employee Wellness Coordinator

October 22, 2013

## In this issue:

**Annual Enrollment**  
**Workout Music Apps**  
**ReThink Your Drink**  
**Don't Give'em A Chance**  
**Quick Applesauce Recipe**  
**Broccoli Salad with Creamy Feta Dressing**  
**Legal, Financial & Identify Theft Services**

Please share this information with staff who may not have computer access!

## Annual Enrollment

Annual Enrollment is being held from October 15 - 27 this year. You can find information on the posters and enrollment newsletters sent to your worksite or online at [www.pcsb.org/risk-benefits](http://www.pcsb.org/risk-benefits). You will need to do the following:

- ☒ Review your 2014 Annual Enrollment Newsletter (sent to your worksite)
- ☒ Consider attending a district wide employee meeting - see schedule in the enrollment newsletter
- ☒ Estimate your expenses and contribute to a Healthcare FSA so you'll have money to pay expenses (including deductibles, co-pays and coinsurance) as soon as January 1, 2014
- ☒ Enroll online at [www.pcsb.org/risk-benefits](http://www.pcsb.org/risk-benefits) from October 15 through October 27, 2013

## Workout Music Apps

Music can help motivate your walk or jog and now with apps, music that matches your pace and type of activity is available. For a very low fee, you can get great workout music for all types of activities. Go to <http://walk.jog.fm/> or search [jog.fm](http://jog.fm) on your smartphone or iPhone. As a safety precaution, always be aware of your surroundings when you are exercising, whether or not you are listening to music or wearing headphones.

## ReTHINK YOUR DRINK! Hydration Challenge Begins Soon

To our delight, registration quickly filled to the maximum 400 participants a few days after registration opened, letting us know many of you are very interested in participating in the online challenge. As we moved from paper challenges to an online challenge platform, we limited registration in order to monitor several of the online features such as registration, messaging tools, team formation, etc. If we are happy with the results after the challenge, additional registration space will be added to future challenges. For those enrolled, the challenge begins **October 24** and will conclude on **November 21**. An email will be sent to you reminding you how to log on and note your fluid intake. Those that log their progress throughout the challenge will receive a special Be SMART incentive at the end of



the challenge. If you meet the goal (174 points) by the end of the challenge, you will be placed into a random drawing for one of several Thermos brand hydration water bottles.

If you were unable to register to be a part of the challenge, it's still a good time to be aware of what fluids you are ingesting and try to work more water into your daily routine. While you may not be eligible for prizes, the true benefit comes from how you will feel when you are well hydrated, not what you can earn.

***Do you know where your water bottle is?***





## Complete Your Annual Exam This Year and ***You Could Win!***



- PCS benefits eligible employees can download the **Target Health** form from [www.pcsb.org/lifesavers-prevention](http://www.pcsb.org/lifesavers-prevention).
- No personal health information is collected.
- Ten (10) names will be randomly selected each quarter. Prizes valued at up to \$250 each. Winning employees select from prize menu including above prizes and more!



The Target Health campaign will run throughout 2014 to encourage PCS employee to get an annual exam.



# FREE Diabetic \$upplie\$

Employees and dependents with PCS Humana insurance can receive waived co-pays on their prescription diabetic supplies (medications not covered) by enrolling and participating in the PCS Diabetes CARE Program.

An information kit will be sent to you.  
Participants must complete the requirements to receive **waived co-pays** on prescription diabetic supplies.

Call **588-6137**  
or visit  
**[www.pcsb.org/diabetes-care-program](http://www.pcsb.org/diabetes-care-program)**

**Humana.**



The Diabetes CARE Program provides waived co-pays on supplies to those PCS employees who stay active in the program.

# They want you to STOP using Tobacco.



## We can help you QUIT.

### Health Coaching

This stand alone program is perfect for those wishing to quit tobacco without the use of over-the-counter or prescription medication. Work with a certified health coach to set a stop date, develop an action plan, learn helpful tips and have someone there to always provide support. Available to PCS employees enrolled with Humana health insurance and any dependent over 18 covered under the health plan.

Go to [www.pcsb.org/wellness](http://www.pcsb.org/wellness) and click on Tobacco listed under CARE Programs or contact Humana Patient Advocate Heather Keegan at [pcs.keeganh@pcs.org](mailto:pcs.keeganh@pcs.org) or 588-6137.

### Tobacco CARE Program

Receive prescription medication at the cost of a co-pay. Enroll online then participate in at least one telephonic coaching session. Obtain a script from your physician for the tobacco cessation medication. Available to PCS employees enrolled with Humana health insurance and any dependent over 18 covered under the health plan. Medications covered include: Bupropion, Chantix, Wellbutrin, Zyban, Nasal Sprays. Go to [www.pcsb.org/tobacco-care-program](http://www.pcsb.org/tobacco-care-program) for details or contact Humana Patient Advocate Heather Keegan at [pcs.keeganh@pcs.org](mailto:pcs.keeganh@pcs.org) or 588-6137.

### Community Resources

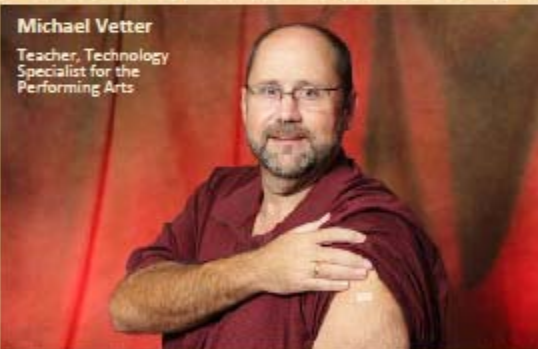
Telephonic, Online, Face-to-Face, may have over-the-counter tobacco cessation available.

- Available to all employees and dependents 18 years old and older
- Talk to a Quit Coach who can help you quit tobacco. 1-877-U-CAN-NOW (1-877-822-6669)
- Online help quitting tobacco is only a few clicks away. [www.quitnow.net/florida](http://www.quitnow.net/florida)
- Looking for local face-to-face help? Find a center near you. [www.alhettobacco.com](http://www.alhettobacco.com)

There are three options for tobacco cessation available for PCS employees, depending on health insurance coverage and the type of intervention they are interested in: prescription medication, over-the-counter medication and/or coaching with a certified health coach.



Several PCS departments were represented in the 2013 "Spread the Word, Not the Flu" campaign poster.



# Spread the WORD.

# Not the FLU.



# GET YOUR FLU SHOT.

Visit  
[www.pcsb.org/wellness](http://www.pcsb.org/wellness)  
for onsite clinics.  
Sept 30-Oct 22





## Operating Budget

The wellness program is entirely funded by Humana. Our health insurance RFP requires that our insurance carrier remit \$125,000 quarterly to support the district's wellness program. The funding is used for all wellness programming and promotion, incentives, marketing, program management, staff training and staff salaries.

## Awards



The Wellness Council of America award is the most prestigious of all wellness honors. Well Workplace designation is a rigorous process that examines workplace wellness efforts along seven benchmarks, including CEO support to evaluation of outcomes. Pinellas County Schools scored 175.5/180 possible points.



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.



This workplace has been recognized by the American Heart Association for meeting criteria for employee wellness.

Pinellas County Schools is the only school district in Florida to have received the Worksite Innovation Award, which was given for the creation of the "You Own It To Yourself To Know" Breast Health Campaign.

**100% Student Success.**  
**It Happens Because of You.**

