EMPLOYEE WELLNESS PROGRAM ANNUAL REPORT

2016-2017

Photo: Employees from Anona Elementary Participate in the 2016 Halloween Hustle 5k
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Program Summary

DISTRICT STRATEGIC PLAN

Goal 3
Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and community resulting in individual employee learning, student achievement and overall school improvement.

Action Item
9. Enhance the Employee Wellness Program to encourage and reward employee participation in preventive screenings, fitness and nutrition/weight loss programs and carrier provided clinical programs.

Board Policy 8510
1. The Pinellas County School District is committed to providing healthy schools, by supporting wellness, good nutrition, and regular physical activity as a part of the total learning environment.
2. The Superintendent shall establish a School Health Advisory Committee (SHAC) to align and coordinate the districts efforts to ensure a healthy learning environment and promote lifelong wellness.

The Superintendent will direct the SHAC to develop, implement, monitor and review district-wide Pinellas County Administrative Guidelines on Wellness, Physical Activity and Nutrition.

PINELLAS COUNTY SCHOOLS ADMINISTRATIVE GUIDELINES ON WELLNESS, PHYSICAL ACTIVITY AND NUTRITION

Staff Wellness
Pinellas County Schools highly values the health and well-being of every staff member and will plan and implement activities and policies that support personal efforts by staff to maintain a healthy lifestyle.

1. The district shall establish and maintain an Employee Wellness Committee composed of at least one district staff member, SHAC member, local hospital representative, dietitian or other health professional, and risk management member.
2. The Employee Wellness Committee shall be a subcommittee of the SHAC. The Employee Wellness Committee shall develop, promote and oversee a multifaceted plan to promote staff health and wellness. The plan shall be based on input solicited from school staff members and shall outline ways to encourage healthy eating, physical activity and other elements of a healthy lifestyle among the school staff.
3. The Employee Wellness Committee shall distribute its plan to the SHAC annually.
Commitment
The School Board of Pinellas County is committed to ensuring that adequate resources and funding are provided to ensure a safe and healthy environment.

The board recognizes that a healthy workforce is a key component of student achievement so it encourages all employees to participate in the district wellness program. Principals and administrators along with their designated wellness champion provide the leadership and support necessary for program success.

BE SMART EMPLOYEE WELLNESS PROGRAM

Vision
100% productive, healthy and happy employees.

Mission
To promote a culture that supports and encourages safe and healthy behaviors, employee engagement and a balanced state of wellbeing. The districts’ wellness initiatives will inspire and empower employees to take responsibility for their own health and safety which is vital to their ability to contribute to the work and mission of PCS.

Overall Goals
1) Increase preventative screening rates among employees and dependents, specifically for breast, colorectal and ovarian cancer
2) Decrease the number of employees who are overweight or obese
3) Increase engagement in Go365 incentive program
4) Reduce the percentage of employees who self-report having elevated stress levels
5) Reduce the percentage of employees who report using tobacco

The District’s programs will fall into four categories, which were determined based on employees’ interests and greatest health risks:

- Physical Health (Goal #2 and #6)
- Mental Health (Goal #4)
- Clinical Preventative Services (Goal #1)
- Tobacco Cessation (Goal #5)
2016-2017 Program Highlights

STRATEGIC HIGHLIGHTS
147 Employee Wellness Champions at 100% of eligible worksites

137 Biometric Screenings events were conducted at 94% of eligible worksites, a 140% increase from 2015/16

3,276 employees received a Biometric Screening as of June 2017, a 19% increase from June 2016

23% engagement rate in Go365 as of June 2017, a 5% increase from June 2016

OPERATING HIGHLIGHTS
Launched a Blood Pressure Control program through the YMCA

Introduced the Smart Dollar financial program with 100 employees

Provided Colorectal Cancer Screening Kits to 850 employees

Hired a new on-site EAP Coordinator, Darlene Rivers

LOOKING AHEAD

Mobile Mammography will be launched in June 2017 and scheduled throughout the county. Our goal is to increase our breast cancer screening rate from 42% to 62% by 2020.

The 2017/2018 Employee Wellness District Strategic Plan Form can be viewed in Appendix II.
Program Details

GOAL #1: INCREASE PREVENTATIVE SCREENING RATES AMONG EMPLOYEES AND DEPENDENTS, SPECIFICALLY FOR BREAST, COLORECTAL AND OVARIAN CANCER

Programs, activities, interventions completed to meet this goal:

- On-site Humana Patient Advocate encouraged preventive screenings through site visits and other forms of communication
- Encouraged Employee Wellness Champions to participate in the health observance month associated with each screening by distributing communications and materials.
- Communicated the importance of preventative screenings through newsletter articles and a presentation to the Employee Wellness Champions by Dr. Montgomery, Humana Medical Director, in April 2017
- In March 2017, 850 EZ-Detect Colon Cancer Screening Kits were distributed through a district-wide campaign
- Continued promotion of Go365 which encourages and rewards preventive screenings
- 1628 employees received a flu vaccine at one of the 68 site visits.

GOAL #2: DECREASE THE NUMBER OF EMPLOYEES WHO ARE OVERWEIGHT OR OBESE

Programs, activities, interventions completed to meet this goal:

- Held weight management, healthy eating, and physical activity workshops at worksites through our onsite Employee Wellness Champions
- 82 employees completed the YMCA Diabetes Prevention Program throughout the 2016-17 school year
- Increased participation in the free 6-month Weight Watchers benefit from 230 employees in 2016 to 351 employees in 2017 through various communication methods, including on-site biometric screenings and the Be SMART newsletter
- 212 staff participated in a county-wide kickball league, organized in collaboration with Tampa Bay Club Sport
- 47 employees participated in the newly launched Blood Pressure Control Program offered through the YMCA beginning in March 2017
- 180 employees are enrolled in the Diabetes CARE program and are up-to-date on their requirements. As of August 2016, 121 participants were expired and received letters to renew. To date, 62 of the 121 that receive letters are now current.
- A district-wide Holiday Maintain Step Challenge was conducted in November 2016. A total of 764 employees participated (4% of total membership).
GOAL #3: INCREASE ENGAGEMENT IN GO365 INCENTIVE PROGRAM
Programs, activities, interventions completed to meet this goal:
• 137 Biometric Screenings events were conducted at eligible worksites
• 3,276 employees received a Biometric Screening as of June 2017, a 19% increase from June 2016
• As of 8/31/16, PCS had a 22% engagement rate in Go365. As of 4/1/2017, PCS has a 23% engagement rate. Note: The Go365 plan year runs from September 1 to August 31.

GOAL #4: REDUCE THE PERCENTAGE OF EMPLOYEES WHO SELF-REPORT HAVING ELEVATED STRESS LEVELS
Programs, activities, interventions completed to meet this goal:
• From 10/10/2016, the on-site EAP Representative conducted the following:
  o 82 (60%) site visits
  o 38 (27%) training/workshops on a variety of topics with a total of 1,752 participants
• Six online EAP courses were offered for component points. Below are the courses offered and the total number of participants:
  o Applying Emotional Intelligence in the Workplace: 162
  o Appreciating Personal Differences: 163
  o Conflict Intervention: 139
  o Managing Change: 100
  o Managing stress: 140
  o Motivating Employees: 72
• 6% utilization rate in EAP (Clinical & Balancing Work/Family Life Cases) (8/01/16 – 5/31/17)
• 50% EAP impact rate (Total PCS employees impacted with clinical, training & outreach services) (8/01/16 – 5/31/17). An increase of 12% from the 2015/16.
• Training & Onsite Crisis Response Information (8/01/16 – 5/31/17):
  o Onsite hours increased by 92% from this time last year; going from 106 hours to 203 hours
  o The number of participants increased by 66% going from 1,840 to 3,050
• Top presenting problems for the 2016/17 school year were: Emotional, Family, Relationship

GOAL #5: REDUCE THE PERCENTAGE OF EMPLOYEES WHO REPORT USING TOBACCO
Programs, activities, interventions completed to meet objectives:
• In partnership with AHEC and Tobacco Free Florida, two 6-week programs were held for PCS employees and family members.
• 12 employees completed this program
Employee Wellness Champion Program Summary

OVERVIEW
Employee Wellness Champions are instrumental in assisting in the delivery of a comprehensive onsite wellness program to our employees. At the beginning of the year, each worksite is surveyed to determine their specific wellness interests. The Employee Wellness Champion builds a program that meets the interests of the staff while also meeting the requirements of the Employee Wellness Champion Program.

Below is an overview of the Employee Wellness Champion program and the activities they completed throughout the year. Wellness Champions are given the opportunity to earn up to $450 per year and have a wellness budget which varies depending on the size of their worksite.

2016/17 WELLNESS CHAMPION PROGRAM SUMMARY

<table>
<thead>
<tr>
<th>Total Number of Champions</th>
<th>147</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Activities Submitted</td>
<td>921</td>
</tr>
<tr>
<td>Average Activities per Champion</td>
<td>6.3</td>
</tr>
<tr>
<td>Total Number of Programs</td>
<td>534</td>
</tr>
<tr>
<td>Approximate Number of Participants</td>
<td>10,794</td>
</tr>
<tr>
<td>Average Number of Participants</td>
<td>20.2</td>
</tr>
</tbody>
</table>

PROGRAM DETAILS
Employee Wellness Champions had the option of choosing from the following programs:

- Biometric screening
- Go365 overview
- Go365 challenge (weight loss or step)
- EAP presentation
- Stress/mindfulness activity
- Financial wellness presentation
- Horticulture & gardening presentation
- Fitness/movement activity
- Participate in a 5k race
- CPR/First Aid training
- Nutrition presentation/training
- Team building with art or music
- Miscellaneous

View a complete list of programs by worksite in Appendix I.
Operating Budget

Humana provides PCS with $500,000 annually to support health and wellness. The Annual Wellness Budget is as follows:

<table>
<thead>
<tr>
<th>Category</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salary &amp; Resources</td>
<td>$125,000</td>
</tr>
<tr>
<td>Employee Wellness Champions:</td>
<td>$100,000</td>
</tr>
<tr>
<td>(Stipends &amp; Budget)</td>
<td></td>
</tr>
<tr>
<td>Written Materials</td>
<td>$ 35,000</td>
</tr>
<tr>
<td>Screenings</td>
<td>$ 25,000</td>
</tr>
<tr>
<td>Marketing &amp; Communications</td>
<td>$ 25,000</td>
</tr>
<tr>
<td>Programming &amp; Incentives</td>
<td>$115,000</td>
</tr>
<tr>
<td>Humana Go365 Support</td>
<td>$ 75,000</td>
</tr>
<tr>
<td></td>
<td>$ 500,000</td>
</tr>
</tbody>
</table>

The budget will be adjusted annually as needed. Continued funding is subject to negotiations with our health care provider.
Below is a sample of communication materials used to promote our programs:

<table>
<thead>
<tr>
<th>SMART START</th>
<th>YMCA DIABETES PREVENTION PROGRAM</th>
<th>QUIT TOBACCO PROGRAM</th>
</tr>
</thead>
<tbody>
<tr>
<td>JANUARY 5, 2017</td>
<td>SPRING 2017</td>
<td>SPRING 2017</td>
</tr>
</tbody>
</table>

**SMART START Newsletter**

**YMCA Diabetes Prevention Program**

**Quit Tobacco Program**

**MOBILE MAMMOGRAPHY**

**SMART DOLLAR PROGRAM**

**COLORECTAL CANCER AWARENESS MONTH**

**Mobile Mammography coming to you!**

**Information & Scheduling Event**

**Why Should I Get Screened?**

**’What? Just Screenings?’**

**’I don’t see any nodules’**

**’How does this work?***
Appendix I: Wellness Champion Program Details

Below is a list of programs completed by workite. The number of participants are shown in parentheses (X):

<table>
<thead>
<tr>
<th>Administration Building</th>
<th>Bayside High—NONE</th>
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</thead>
<tbody>
<tr>
<td>• EAP Presentation (59)</td>
<td>Bear Creek Elementary</td>
</tr>
<tr>
<td>• Nutrition Presentation (37)</td>
<td>• Biometric Screening (39)</td>
</tr>
<tr>
<td>• EAP Presentation (30)</td>
<td>• Walking Challenge</td>
</tr>
<tr>
<td>• Biometric Screening (154)</td>
<td>Belcher Elementary</td>
</tr>
<tr>
<td></td>
<td>• Team Building with Art (12)</td>
</tr>
<tr>
<td></td>
<td>• Weight Loss Challenge (8)</td>
</tr>
<tr>
<td></td>
<td>• Go365 Overview (47)</td>
</tr>
<tr>
<td></td>
<td>• CPR/First Aid Training (11)</td>
</tr>
<tr>
<td>Anona Elementary</td>
<td>Belleair Elementary</td>
</tr>
<tr>
<td>• Biometric Screening (20)</td>
<td>• EAP Presentation (31)</td>
</tr>
<tr>
<td>Arapahoe Middle</td>
<td>• Nutrition Presentation (6)</td>
</tr>
<tr>
<td>• Fitness/Movement Activity (12)</td>
<td>• Go365 Overview (13)</td>
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<tr>
<td>• Fitness/Movement Activity (15)</td>
<td>• Biometric Screening (28)</td>
</tr>
<tr>
<td>• Biometric Screening (30)</td>
<td>Bernice Johnson Center</td>
</tr>
<tr>
<td>• Step Challenge (21)</td>
<td>• Horticulture &amp; Gardening Presentation (20)</td>
</tr>
<tr>
<td></td>
<td>• Team Building with Art (15)</td>
</tr>
<tr>
<td></td>
<td>• Nutrition Presentation (17)</td>
</tr>
<tr>
<td></td>
<td>• Go365 Overview (10)</td>
</tr>
<tr>
<td></td>
<td>• Biometric Screening (5)</td>
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<tr>
<td>Bardmoor Elementary</td>
<td>Blanton Elementary</td>
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<tr>
<td>• Kickball League (10)</td>
<td>• Sun Safety Pledge(49)</td>
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<tr>
<td>• Nutrition Activity (29)</td>
<td>• EAP Presentation (49)</td>
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<tr>
<td>• Biometric Screening (16)</td>
<td>• Breast Cancer Awareness Month Activity (35)</td>
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<tr>
<td></td>
<td>• Team Building Activity (48)</td>
</tr>
<tr>
<td></td>
<td>• Biometric Screening (22)</td>
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<tr>
<td>Bauder Elementary</td>
<td>Boca Ciega High</td>
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<tr>
<td>• Weight Loss Challenge (13)</td>
<td>• Walking Challenges (14)</td>
</tr>
<tr>
<td>• Weight Loss Challenge (16)</td>
<td>• Weight Loss Challenge (11)</td>
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<tr>
<td>• Weight Loss Challenge (17)</td>
<td>• Biometric Screening (32)</td>
</tr>
<tr>
<td>• Biometric Screening (21)</td>
<td>• Team Building with Art (9)</td>
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<tr>
<td></td>
<td>• Yoga Classes (7)</td>
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<tr>
<td>Bay Point Elementary</td>
<td>Bay Point Middle</td>
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<tr>
<td>• Salad Day (56)</td>
<td>• Fitness/Movement Activity (9)</td>
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<tr>
<td>• Step Challenge (5)</td>
<td>• Staff bowling (35)</td>
</tr>
<tr>
<td>• Go365 Overview (37)</td>
<td>• Salad Day (17)</td>
</tr>
<tr>
<td>• Team Building with Art (14)</td>
<td>• Biometric Screening (18)</td>
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<tr>
<td>Bay Vista Fundamental</td>
<td>Bay Vista Fundamental</td>
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<td>• Fitness/Movement Activity (11)</td>
<td>• Scavenger Hunt (24)</td>
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<td>• Fitness/Movement Activity (11)</td>
<td>• Team Building with Art (24)</td>
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<td>• Biometric Screening (24)</td>
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## APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

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<tr>
<th>School Name</th>
<th>Events</th>
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<tr>
<td><strong>Brooker Creek Elementary</strong></td>
<td>- Team Building with Music (8)</td>
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<td>- Heart Month Activities (21)</td>
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<td></td>
<td>- Nutrition (16)</td>
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<td></td>
<td>- Hand Washing Awareness activity (35)</td>
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<td></td>
<td>- Breast Cancer Awareness Month activity (36)</td>
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<td></td>
<td>- Nutrition (44)</td>
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<td></td>
<td>- Team Building Activity (45)</td>
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<td></td>
<td>- Flu shots (14)</td>
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<tr>
<td></td>
<td>- Stress/Mindfulness Activity (8)</td>
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<tr>
<td></td>
<td>- Team Building with Art (11)</td>
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<td></td>
<td>- Stress/Mindfulness Activity (28)</td>
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<td></td>
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<tr>
<td></td>
<td>- EAP Presentation (40)</td>
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<td><strong>Calvin Hunsinger Exceptional Center</strong></td>
<td>- Staff Meeting Activity (57)</td>
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<tr>
<td></td>
<td>- Healthy Cook Off Challenge (43)</td>
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<tr>
<td></td>
<td>- Salad Day (22)</td>
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<td></td>
<td>- Step Challenge (19)</td>
</tr>
<tr>
<td></td>
<td>- Biometric Screening (19)</td>
</tr>
<tr>
<td><strong>Campbell Park Elementary</strong></td>
<td>- Team Building with Music (22)</td>
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<tr>
<td></td>
<td>- Team Building with Art (23)</td>
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<tr>
<td></td>
<td>- EAP Presentation (46)</td>
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<tr>
<td></td>
<td>- Biometric Screening (18)</td>
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<tr>
<td><strong>Career Academies of Seminole</strong></td>
<td>- Go365 Overview (15)</td>
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<td></td>
<td>- Go365 Overview (10)</td>
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<td>- EAP Presentation (15)</td>
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<td></td>
<td>- EAP Presentation (15)</td>
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<td><strong>Carwise Middle</strong></td>
<td>- Team Building Activity (26)</td>
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<td>- Step Challenge (9)</td>
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<td></td>
<td>- Step Challenge (10)</td>
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<td></td>
<td>- Biometric Screening (29)</td>
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<td>- Team Building Activity (9)</td>
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<td>- Team Building Activity (24)</td>
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<td><strong>Clearwater Fundamental</strong></td>
<td>- Wellness Wednesday Emails (67)</td>
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<td>- Fitness/Movement Activity (16)</td>
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<td></td>
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<td>- Team Building with Art (16)</td>
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<td>- Biometric Screening (23)</td>
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<tr>
<td><strong>Clearwater High</strong></td>
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<td></td>
<td>- Salad Day (11)</td>
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<td></td>
<td>- Biometric Screening (21)</td>
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<tr>
<td><strong>Clearwater Intermediate</strong></td>
<td>- Go365 Presentation (25)</td>
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<td>- EAP Presentation (15)</td>
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<td><strong>Coachman Service Center</strong></td>
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<td>- Stress/Mindfulness Activity (13)</td>
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<td>- Go365 Overview (15)</td>
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<td>- Team Building Activity (13)</td>
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<td><strong>Coachman Bus Compound</strong></td>
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<td></td>
<td>- Nutrition Presentation (14)</td>
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<td>- EAP Presentation (6)</td>
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<td>- Safety Presentation (8)</td>
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<td>- Team Building Activity (7)</td>
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<td>- Self Defense Class (6)</td>
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<td>- Biometric Screening (36)</td>
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<td></td>
<td>- EAP Presentation (6)</td>
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<td><strong>Countryside High</strong></td>
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<td>- EAP Presentation (13)</td>
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<td></td>
<td>- Biometric Screening (27)</td>
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<tr>
<td><strong>Cross Bayou Elementary</strong></td>
<td>- Salad Day (55)</td>
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<td></td>
<td>- Heart Month Awareness Activity (125)</td>
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<td></td>
<td>- Biometric Screening (27)</td>
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<td>- Team Building with Art (19)</td>
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<td><strong>Clearwater Adult Education Center</strong></td>
<td>- Nicotine Screening (7)</td>
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<tr>
<td></td>
<td>- Go365 Overview (17)</td>
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</table>
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Curlew Creek Elementary
- Heart Month Activity (7)
- Biometric Screening [20]

Curtis Fundamental
- Workout Wednesday Activities (5)
- Walking Challenge (5)
- Fitness/Movement Activity (6)
- Biometric Screening [16]

Cypress Woods Elementary
- Team Building with Music (8)
- Nutrition Presentation (21)
- Team Building with Art (8)
- Step Challenge (13)
- Biometric Screening [21]

Dixie Hollins Adult Education
- Wellness Wednesday Emails (30)
- Team Building Activity (58)
- ALS Walk (16)
- Nutrition Activity (30)
- Horticulture & Gardening Presentation (23)

Dixie Hollins High
- Walking Challenge (13)
- Go365 Overview (16)
- Biometric Screening (32)

Douglas L. Jamerson Elementary
- Team Building Activity (23)
- Team Building Activity (33)
- Weight Loss Challenge (13)
- Weight Loss Challenge (15)
- Biometric Screening (31)

Dunedin Elementary
- Created a Wellness Library (0)
- Weight Loss Challenge (17)
- Walking Challenge (7)
- Team Building with Art (28)
- Go365 Overview
- Biometric Screening (37)

Dunedin High
- EAP Presentation (4)
- Go365 Overview (17)
- Biometric Screening (18)

Dunedin Highland Middle
- Weight Loss Challenge (8)
- EAP Presentation (12)
- Biometric Screening (19)
- Go365 Overview (4)

East Lake High
- Biometric screening (25)

East Lake Middle Academy of Engineering — NONE

Educational Alternative Services
- Biometric Screening (5)
- EAP Presentation (52)
- Go365 Overview (41)
- Financial Wellness Presentation (49)

Eisenhower Elementary
- Weekly Walking Challenges (20)
- Team Building with Art (31)
- Nutrition Presentation (19)
- Biometric Screening (29)
- EAP Presentation (58)

Fairmount Park Elementary
- Stress/Mindfulness Activity (121)
- Fitness Video Library (0)
- Fitness/Movement Activity (12)
- Biometric Screening (16)

Forest Lakes Elementary
- 5k Run (16)
- Fitness/Movement Activity (22)
- Biometric Screening (26)
- Walking Challenge (22)
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Frontier Elementary
- Walking Challenge (7)
- Walking Challenge (8)
- Team Building with Art (19)
- Nutrition Presentation (10)
- Biometric Screening (15)

49th Street Bus Compound
- Salad Day (18)
- EAP Presentation (20)
- Stress/Mindfulness Activity (19)
- Biometric Screening (24)
- EAP Presentation (17)

Fugitt Elementary
- Step Challenge (12)
- Step Challenge (15)
- Go365 Overview (17)
- Biometric Screening (22)

Garrison Jones Elementary
- Chair Massages (15)
- Biometric Screening (17)

Gibbs High
- Heart Month Activity (38)
- Team Building Activity (22)
- Breast Cancer Awareness Month Activity (61)
- EAP Presentation (15)
- Biometric Screening (18)

Gulf Beaches Elementary
- Kickball Game (21)
- Walking Challenge (14)
- Go365 Overview (13)
- Weight Loss Challenge (15)

Gulfport Elementary
- Team Building with Art (10)
- Biometric Screening (23)

Gus A. Stavros Institute
- Fitness/Movement Activity (9)
- Fitness/Movement Activity (12)
- 5k Halloween Hustle (10)
- Nutrition Presentation (18)
- Fitness/Movement Activity (12)

Hamilton Disston Academy
- Biometric Screening (14)

High Point Elementary
- Nutrition Presentation (6)
- EAP Presentation (38)
- Biometric Screening (28)

Highland Lakes Elementary
- Highland Lakes Walk-A-Thon (87)
- Go365 Overview (14)
- Financial Wellness Presentation (11)

James B. Sandelin Elementary
- First Aid Training (15)
- Fitness/Movement Activity (10)
- CPR Training (10)
- Biometric Screening (28)

John Hopkins Middle
- Financial Wellness Presentation (3)
- Nutrition Presentation (16)
- Go365 Overview (7)
- Biometric Screening (30)

John M. Sexton Elementary
- Go365 Overview (45)
- Biometric Screening (18)

Kings Highway Elementary—NONE

Lake St. George Elementary
- CPR/First Aid (11)
- Go365 Overview (11)
- Step Challenge (14)
- Biometric Screening (17)
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

**Lakeview Fundamental Elementary**
- EAP Presentation (26)
- Walking Challenge (10)
- Go365 Overview (11)
- Biometric Screening (3)

**Lakewood Elementary**
- Biometric Screening (16)

**Lakewood High**
- Yoga Class (7)
- Boot Camp Class (9)
- EAP Presentation (9)
- Financial Wellness Presentation (6)

**Largo Middle**
- Biometric Screening (27)

**Largo High**
- Team Building with Art (19)
- Breast Cancer Awareness Activity (144)
- Chair Massage (42)
- Biometric Screening (20)
- Overview (10)

**Lealman Ave. Elementary**
- Biometric Screening (15)
- Step Challenge (11)

**Lealman Bus Compound**
- Financial Wellness Presentation (12)
- EAP Presentation (12)
- Nutrition Presentation (10)
- Biometric Screening (16)
- Go Green & Sustainability Presentation (12)

**Lealman Intermediate**
- Team Building with Art (4)
- Biometric Screening (27)
- Team Building with Art (4)

**Leila G. Davis Elementary**
- Walking Challenge (7)
- Nutrition Presentation (11)
- Biometric Screening (15)

**Lynch Elementary**
- EAP Presentation (12)
- Nutrition Presentation (12)
- Go365 Overview (31)
- Financial Wellness Presentation (13)
- Biometric Screening (18)

**Madeira Beach Fundamental**
- Hydration Challenge (17)
- Salad Day (34)
- Fitness/Movement Activity (8)
- Weekly Exercise Class (5)
- Goal Setting Challenge (12)
- Go365 Overview (9)
- Stress/Mindfulness Presentation (5)
- Nutrition Presentation (10)
- Step Challenge (20)
- Biometric Screening (52)

**Marjorie Rawlings Elementary**
- Walking Challenge (23)
- Walking Challenge (13)
- Team Building with Art (16)
- Biometric Screening (30)

**Maximo Elementary**
- EAP Presentation (7)
- Biometric Screening (21)

**McMullen Booth Elementary**
- Team Building with Art (80)
- EAP Presentation (8)
- Nutrition Presentation (13)
- Team Building with Art (13)
- Team Building with Art (12)
- Biometric Screening (23)

**Meadowlawn Middle—NONE**

**Meadowlawn Service Center**
- Biometric Screening (12)
- Step Challenge
- Nutrition Activity
- Go365 Overview
### APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

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<thead>
<tr>
<th>Elementary/High School</th>
<th>Programs</th>
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<td>Ozona Elementary</td>
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<td>Pasadena Fundamental</td>
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<td>- Biometric Screening (15)</td>
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APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Melrose Elementary
- Kickball League (17)
- Weight Loss Challenge (17)
- Biometric Screening (16)
- EAP Presentation (35)

Midtown Academy
- EAP Presentation (30)

Mildred Helms Elementary
- Fitness/Movement (9)
- CPR/First Aid Training (10)
- Go365 Overview (44)
- Stress/Mindfulness Workshop (39)

Morgan Fitzgerald Middle
- Fitness/Movement (24)
- Walking Challenge (16)
- Weight Loss Competition (22)
- Biometric Screening (31)

Mount Vernon Elementary
- Team Building with Art (18)
- Go365 Overview (11)
- Team Building with Music (10)
- Biometric Screening (30)

New Heights Elementary
- Walking Challenge (20)
- Stress/Mindfulness Activity (13)
- Biometric Screening (22)
- Fitness/Movement (9)
- Walking Challenge (11)
- Walking Challenge (12)

Nina Harris Exceptional Center
- Weight Loss Competition (35)
- Hydration Challenge (21)
- CPR/First Aid Training (14)
- Salad Day
- Go365 Overview (8)
- Biometric Screening (40)

North Shore Elementary
- Nutrition Challenge (18)
- Biometric Screening (19)

Northeast High
- Team Building with Art (10)
- Biometric Screening (25)

Northwest Elementary
- 5k Run (13)
- Biometric Screening (22)

Oak Grove Middle
- Step Challenge (12)
- Go365 Screening (20)

Oakhurst Elementary
- Stress/Mindfulness Presentation (7)
- Weight Loss Challenge (12)
- Team Building with Art (17)
- Biometric Screening (32)

Oldsmar Elementary
- Nutrition Activity (34)
- Team Building with Music (7)
- Fitness/Movement Activity (10)
- Go365 Overview (35)
- Nutrition Presentation (32)

Orange Grove Elementary
- Fitness/Movement Activity (9)
- Team Building Activity (25)
- Fitness/Movement Activity (18)
- Step Challenge (3)
- Biometric Screening (18)

Osceola High
- Weight Loss Challenge (13)
- Nutrition Activity (45)
- Yoga Class (11)
- Biometric Screening (20)

Osceola Middle
- Bowling (14)
- Fitness/Movement Activity (17)
- Fitness/Movement Activity (7)
- Weight Loss Challenge (14)
- Biometric Screening (23)
- Kickball Game (14)
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Ponce de Leon Elementary
- Stress/Mindfulness Activity (8)
- EAP Presentation (8)
- Team Building with Art (8)
- Biometric Screening (23)

Private Schools
- Salad Day (14)
- Go365 Overview (14)

Psychological Services
- Heart Month Activity (9)
- Nutrition Activity (5)
- Go365 Overview (20)

RL Sanders Exceptional Center
- Biometric Screening (22)
- Kickball League (24)

Ridgecrest Elementary
- Biometric Screening (20)
- Breast Cancer Awareness Activity (68)

Safety Harbor Elementary
- Team Building with Music (4)
- Breast Cancer Awareness Activity (28)
- Go365 Overview (51)
- Team Building with Music (3)

Safety Harbor Middle
- CPR/First Aid Training (8)
- Step Challenge (20)
- Biometric Screening (24)

San Jose Elementary
- Chair Massage (15)
- Team Building with Music (18)
- Biometric Screening (15)

Sandy Lane Elementary
- Biometric Screening (18)

Sawgrass Lake Elementary
- Step Challenge (15)
- Go365 Overview (41)
- Biometric Screening (22)

School Social Workers
- 5k Race (3)
- Nutrition Presentation (40)
- Horticulture & Gardening Presentation (16)

Seminole Elementary
- Weight Loss Challenge (15)
- Go365 Overview (57)
- Financial Wellness Presentation (20)

Seminole High
- Biometric Screening (23)
- Renovated the teacher lounge (189)
- Team Building Activity (20)
- Weight Loss Challenge (11)

Seminole Middle
- Weight Loss Challenge (27)
- Stress/Mindfulness Activity (6)
- Yoga Class (20)
- Weight Loss Challenge (6)
- Kickball League (15)
- Yoga Class (20)
- Biometric Screening (23)
- EAP Presentation (46)

Seventy Fourth St. Elementary
- 5k Race (10)
- Team Building with Art (19)
- Weight Loss Challenge (14)
- Biometric Screening (21)

Shore Acres Elementary
- Team Building with Art (21)
- Fitness/Movement Activity (9)
- Team Building with Art (15)
- Step Challenge (14)
- Go365 Overview (10)
- Biometric Screening (21)

Skycrest Elementary
- Zumba Class (7)
- Nutrition Activity (13)
- Team Building with Art (10)
- Biometric Screening (15)
- Go365 Overview (55)
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Skyview Elementary
- Go365 Overview (12)
- Team Building with Art (13)
- Fitness/Movement Activity (14)
- Biometric Screening (22)

Southern Oak Elementary
- Stress/Mindfulness Activity (12)
- Team Building with Music (16)
- Biometric Screening (25)

St. Petersburg High
- Walking Challenge (12)
- Walking Challenge (20)
- Fitness/Movement Activity (11)
- Biometric Screening (30)

Starkey Elementary
- EAP Presentation (8)
- EAP Presentation (11)
- Horticulture & Gardening Presentation (6)
- Biometric Screening (20)

Sunset Hills Elementary
- Stress/Mindfulness Activity (28)
- EAP Presentation (50)
- Stress/Mindfulness Activity (21)
- Go365 Overview (12)
- CPR/First Aid Training (6)

Sutherland Elementary
- Team Building with Art (15)
- Team Building with Music (8)
- Go365 Overview (11)
- Biometric Screening (22)

Tarpon Springs Elementary
- Weight Loss Challenge (15)
- Step Challenge (19)
- Team Building with Art (15)
- Biometric Screening (26)

Tarpon Springs Fundamental
- Go365 Overview (5)
- Stress/Mindfulness Activity (23)
- Nutrition Presentation (19)
- Biometric Screening (12)

Tarpon Springs Middle
- Weight Loss Challenge (6)
- Stress/Mindfulness Activity (6)

Tarpon Springs High
- Yoga Class (48)
- Go365 Overview (12)
- Biometric Screening (18)

Thurgood Marshall Fundamental Middle
- Step Challenge (14)
- EAP Presentation (6)
- Biometric Screening (22)

Title I Office
- Fitness/Movement Activity (9)
- Go365 Challenge (10)
- Step Challenge (30)

Tomlinson Adult Center
- EAP Presentation (11)
- Kickball League (2)
- Go365 Overview (10)
- EAP Presentation (7)

Tyrone Middle
- EAP Presentation (8)
- EAP Presentation (6)
- Step Challenge (20)
- Biometric Screening (20)
APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Vehicle Maintenance
- Financial Wellness Presentation (23)
- EAP Presentation (18)
- Go365 Overview (19)
- Biometric Screening (16)

Walsingham Elementary
- Step Challenge (2)
- Team Building with Art (7)

Walter Pownall Service Center
- EAP Presentation (21)
- Self Defense Class (17)
- EAP Presentation (16)
- Nutrition Presentation (20)
- Financial Wellness Presentation (13)
- Go365 Overview (16)
- Biometric Screening (50)
- EAP Presentation (6)

Walter Pownall Service Center - Maintenance
- Financial Wellness Presentation (40)
- Nutrition Presentation (35)
- Go365 Overview (30)
- Biometric Screening (59)
- EAP Presentation (30)

Walter Pownall Service Center - Transportation
- Financial Wellness Presentation (21)
- Nutrition Presentation (21)
- Fitness/Movement Activity (8)
- Biometric Screening (23)
- EAP Presentation (6)

Westgate Elementary
- Zumba Class (5)
- Step Challenge (6)
- EAP Presentation (46)
- Biometric Screening (24)

Woodlawn Elementary - NONE
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<th>Objective</th>
<th>Current Status</th>
<th>Target</th>
<th>Measures</th>
<th>Deliverables</th>
<th>Start Date</th>
<th>Finish Date</th>
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<tbody>
<tr>
<td>1. Increase participation and engagement in employee wellness programs</td>
<td>45% of employees engaged in wellness activities</td>
<td>60%</td>
<td>Increase participation in wellness activities</td>
<td>Increase awareness and understanding of wellness programs</td>
<td>Jan 2017</td>
<td>Dec 2018</td>
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<tr>
<td>2. Decrease the number of employees who are overweight or obese</td>
<td>66%</td>
<td>54%</td>
<td>Implement employee wellness programs and encourage participation in preventive screenings, fitness, and healthy behaviors.</td>
<td>Reduce the number of employees who are overweight or obese</td>
<td>Jan 2017</td>
<td>Dec 2018</td>
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</table>

Action Plan:

- **Goal (1):** Enhance the employee wellness program by increasing participation and understanding in preventive screenings, fitness, and healthy behaviors.

- **Goal (2):** Reduce the number of employees who are overweight or obese by implementing employee wellness programs and encouraging participation in preventive screenings, fitness, and healthy behaviors.
<table>
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<tr>
<th>Steps</th>
<th>Measures</th>
<th>Deliverables</th>
<th>Schedule</th>
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<tbody>
<tr>
<td>1.</td>
<td>Reduce the percentage of employees who take leave for work-half and use exceeding leave entitlement</td>
<td>WORKPLACE/Employees</td>
<td>2016 Q4</td>
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<td>2.</td>
<td>Reduce the percentage of employees who take leave for work-half and use exceeding leave entitlement</td>
<td>WORKPLACE/Employees</td>
<td>2016 Q4</td>
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<td>3.</td>
<td>Increase Engagement in C&amp;G5</td>
<td>Engagement Survey and Satisfaction Survey</td>
<td>2016 Q4</td>
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</table>

**Action Plan:**

1. Enhance the employee wellness program to Edcourage and sustain employees participation in preventive screenings, fitness, and lifestyle programs.
2. Develop and sustain a healthy, energetic, and engaged work environment for students, faculty, staff, and community residing in the C&G5.

**Assessment:**

1. 76% of employees use the country’s Employee Health programs and other provided health services.
2. 90% of employees report a positive work environment and overall job satisfaction.

**Notes:**

- All employees are entitled to a minimum of 24 days of paid leave per year.
- The C&G5 management team is committed to improving the quality of life for its employees and fostering a healthy work environment.

**Target Dates:**

- 2017 Q3:
  - Reduction in workplace-related stress levels
  - Increase in employee engagement
- 2018 Q1:
  - Reduction in sick leave and absenteeism
  - Increase in overall job satisfaction
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<th>Delivery Plan</th>
<th>Start Finish Date</th>
<th>Schedule</th>
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**Goal (3):**

Enhance the Employee Wellness Program to encourage and reward employee participation in preventive screenings, fitness and nutrition/weight loss programs, and cancer-risk education programs.

**Goal (4):**

Develop and sustain a healthy, respectful, safe learning environment for students, faculty, staff, and community resulting in increased employee engagement.

**District Strategic Plan 2017 - 2018**

**Community:**

Our health plan is based upon a calendar year measure (Jan – Dec) and reporting is provided to us on a quarterly basis. Typically, 60 days post quarter.