



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

EMPLOYEE WELLNESS PROGRAM ANNUAL REPORT

2016-2017



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PROGRAM SUMMARY

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.

PROGRAM SUMMARY

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

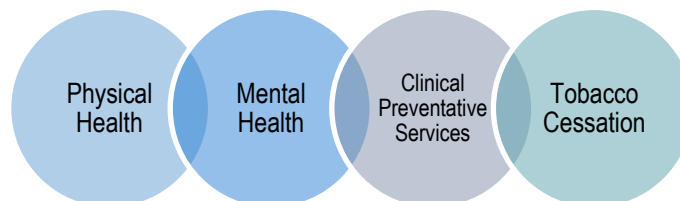
To promote a culture that supports and encourages safe and healthy behaviors, employee engagement and a balanced state of wellbeing. The districts' wellness initiatives will inspire and empower employees to take responsibility for their own health and safety which is vital to their ability to contribute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

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

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).

PROGRAM DETAILS

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:
 - 82 (60%) site visits
 - 38 (27%) training/workshops on a variety of topics with a total of 1752 participants
- Six online EAP courses were offered for component points. Below are the courses offered and the total number of participants:
 - Applying Emotional Intelligence in the Workplace: 162
 - Appreciating Personal Differences: 163
 - Conflict Intervention: 139
 - Managing Change: 100
 - Managing stress: 140
 - 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):
 - Onsite hours increased by 92% from this time last year; going from 106 hours to 203 hours
 - 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

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

Total Number of Champions	147
Total Activities Submitted	921
Average Activities per Champion	6.3
Total Number of Programs	534
Approximate Number of Participants	10,794
Average Number of Participants	20.2

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

Operating Budget

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

Salary & Resources	\$ 125,000
Employee Wellness Champions: (Stipends & Budget)	\$ 100,000
Written Materials	\$ 35,000
Screenings	\$ 25,000
Marketing & Communications	\$ 25,000
Programming & Incentives	\$ 115,000
Humana Go365 Support	<u>\$ 75,000</u>
	\$ 500,000

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:

APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Appendix I: Wellness Champion Program Details

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

Administration Building

- EAP Presentation (59)
- Nutrition Presentation (37)
- EAP Presentation (30)
- Biometric Screening (154)

Anona Elementary

- Biometric Screening (20)

Azalea Middle

- Fitness/Movement Activity (12)
- Fitness/Movement Activity (15)
- Biometric Screening (30)
- Step Challenge (21)

Bardmoor Elementary

- Kickball League (10)
- Nutrition Activity (29)
- Biometric Screening (16)

Bauder Elementary

- Weight Loss Challenge (13)
- Weight Loss Challenge (16)
- Weight Loss Challenge (17)
- Biometric Screening (21)

Bay Point Elementary

- Salad Day (56)
- Step Challenge (5)
- Go365 Overview (37)
- Team Building with Art (14)

Bay Point Middle

- Fitness/Movement Activity (9)
- Staff bowling (35)
- Salad Day (17)
- Biometric Screening (18)

Bay Vista Fundamental

- Fitness/Movement Activity (11)
- Scavenger Hunt (24)
- Fitness/Movement Activity (11)
- Team Building with Art (24)
- Biometric Screening (24)

Bayside High—NONE

Bear Creek Elementary

- Biometric Screening (39)
- Walking Challenge

Belcher Elementary

- Team Building with Art (12)
- Weight Loss Challenge (8)
- Go365 Overview (47)
- CPR/First Aid Training (11)

Belleair Elementary

- EAP Presentation (31)
- Nutrition Presentation (6)
- Go365 Overview (13)
- Biometric Screening (28)

Bernice Johnson Center

- Horticulture & Gardening Presentation (20)
- Team Building with Art (15)
- Nutrition Presentation (17)
- Go365 Overview (10)
- Biometric Screening (5)

Blanton Elementary

- Sun Safety Pledge(49)
- EAP Presentation (49)
- Breast Cancer Awareness Month Activity (35)
- Team Building Activity (48)
- Biometric Screening (22)

Boca Ciega High

- Walking Challenges (14)
- Weight Loss Challenge (11)
- Biometric Screening (32)
- Team Building with Art (9)
- Yoga Classes (7)

APPENDIX I: WELLNESS CHAMPION PROGRAM DETAILS

Brooker Creek Elementary

- Team Building with Music (8)
- Heart Month Activities (21)
- Nutrition (16)
- Hand Washing Awareness activity (35)
- Breast Cancer Awareness Month activity(36)
- Nutrition (44)
- Team Building Activity (45)
- Flu shots (14)
- Stress/Mindfulness Activity (8)
- Team Building with Art (11)
- Stress/Mindfulness Activity (28)
- Biometric Screening (19)
- EAP Presentation (40)

Calvin Hunsinger Exceptional Center

- Staff Meeting Activity (57)
- Healthy Cook Off Challenge (43)
- Salad Day (22)
- Step Challenge (19)
- Biometric Screening (19)

Campbell Park Elementary

- Team Building with Music (22)
- Team Building with Art (23)
- EAP Presentation (46)
- Biometric Screening (18)

Career Academies of Seminole

- Go365 Overview (15)
- Go365 Overview (10)
- EAP Presentation (15)
- EAP Presentation (15)

Carwise Middle

- Team Building Activity (26)
- Step Challenge (9)
- Step Challenge (10)
- Biometric Screening (29)
- Team Building Activity (9)
- Team Building Activity (24)

Clearwater Adult Education Center

- Nicotine Screening (7)
- Go365 Overview (17)

Clearwater Fundamental

- Wellness Wednesday Emails (67)
- Fitness/Movement Activity (16)
- Fitness/Movement Activity (32)
- Team Building with Art (16)
- Biometric Screening (23)

Clearwater High

- Step Challenge (8)
- Salad Day (11)
- Biometric Screening (21)

Clearwater Intermediate

- Go365 Presentation (25)
- EAP Presentation (15)

Coachman Service Center

- Weight Loss Challenge (8)
- Stress/Mindfulness Activity (13)
- Biometric Screening (13)
- Go365 Overview (15)
- Team Building Activity (12)

Coachman Bus Compound

- EAP Presentation (20)
- Nutrition Presentation (14)
- EAP Presentation (6)
- Safety Presentation (8)
- Team Building Activity (7)
- Self Defense Class (6)
- Go365 Overview (11)
- Biometric Screening (36)
- EAP Presentation (6)

Countryside High

- Team Building with Art (25)
- Go365 Overview (6)
- EAP Presentation (13)
- Biometric Screening (27)

Cross Bayou Elementary

- Salad Day (55)
- Heart Month Awareness Activity (125)
- Biometric Screening (27)
- Team Building with Art (19)

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)

Fuguitt 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 (58)
- Biometric Screening (28)

Highland Lakes Elementary

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

James B. Sanderlin 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

Ozona Elementary

- Walking Challenge (11)
- Hydration Challenge (13)
- Breast Cancer Awareness Activity (34)
- Nutrition Presentation (21)
- Biometric Screening (23)

Palm Harbor Community School

- Go365 Overview (9)
- Chair Massage Event (5)
- Stress/Mindfulness Activity (9)
- Biometric Screening (5)

Palm Harbor Middle

- Biometric Screening (19)

Palm Harbor University High

- Step Challenge (10)
- Step Challenge (14)
- Nutrition Presentation (6)
- Biometric Screening (21)

Pasadena Fundamental

- Biometric Screening (43)

Paul B Stephens Exceptional Center

- Walking Challenge (35)
- Chair Massage (12)
- Go365 Overview (77)
- Biometric Screening (54)

Perkins Elementary

- Yoga Classes (10)
- Team Building Activity (10)
- Step Challenge (11)
- Weight Loss Challenge (16)
- CPR/First Aid Training (10)
- Biometric Screening (23)

Pinellas Central Elementary

- EAP Presentation (8)
- Weight Loss Challenge (11)
- Fruit and Vegetable Challenge (15)
- EAP Presentation (7)

Pinellas Gulf Coast Academy

- Go Green & Sustainability Presentation (5)
- Go365 Overview (8)
- Stress/Mindfulness Activity (7)
- Biometric Screening (10)

Pinellas Park Elementary

- Team Building with Music (5)
- Team Building with Music (5)

Pinellas Park High

- Stress/Mindfulness Activity (9)
- Fitness/Movement Activity (35)
- Yoga Class (5)
- Kickball League (18)
- Step Challenge (35)
- Biometric Screening (35)

Pinellas Park Middle

- Go365 Overview (19)
- Biometric Screening (32)

Pinellas Secondary

- Step Challenge (5)
- Nutrition Challenge (5)
- Go365 Overview (34)
- Stress/Mindfulness Activity (5)

Pinellas Technical College—Clearwater

- Nutrition Presentation (10)
- Financial Wellness Presentation (8)
- Nutrition Presentation (17)
- Financial Wellness Presentation (16)
- Biometric Screening (18)

Pinellas Technical College—St. Pete

- Step Challenge (10)
- Nutrition Presentation (12)
- Biometric Screening (20)
- Go365 Overview (22)
- Salad Day (12)

Plumb Elementary

- Weight Loss Challenge (23)
- Biometric Screening (15)

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 (10)
- 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 (58)
- Nutrition Presentation (35)

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 Bus Compound

- Fitness/Movement Activity (9)
- Nutrition Activity (12)
- Go365 Overview (23)
- EAP Presentation (8)

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 (6)
- Step Challenge (6)
- EAP Presentation (46)
- Biometric Screening (24)

Woodlawn Elementary- NONE



APPENDIX II: 2017/2018 DISTRICT STRATEGIC PLAN

Appendix II: 2017/2018 District Strategic Plan

District Strategic Plan 2017 – 2018 Action Plans

Owner(s) April Paul

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 Goal: (7)

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.

Steps	Schedule		Deliverables	Measures	Current Actuals	Targets	
Start	Finish					2017	2018
1. Increase preventative screening rates among employees and dependents	Jan 2017	Dec. 2018	<ul style="list-style-type: none"> Increase cervical cancer screening rate among employees and dependents from 22% (actual as of 12/31/16) to 25% Increase colorectal cancer screening rates among employees and dependents from 11% (actual as of 12/31/16) to 15% Increase breast cancer screening rates from 42% (actual as of 12/31/16) to 50% 	Statistics through Humana Compass Report	As of 12/31/16, 43% of employees and dependents have had at least one preventive service	45%	47%
2. Decrease the number of employees who are overweight	Jan 2016	Dec 2017	<ul style="list-style-type: none"> Reduce the percentage of employees with poor nutrition habits from 64% (actual as of 6/30/16) to 60% Reduce the percentage of employees who lack physical activity from 28% (actual as of 6/30/16) to 25% Increase participation in Weight Watchers from 230 employees to 300. Participating is at 351 as of April 30, 2017 	Statistics through Humana Compass Report	As of 12/31/16, 68% of employees are overweight or obese	66%	64%

District Strategic Plan 2017 – 2018
Action Plans

Owner(s) April Paul

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 Goal:(7) 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.

Steps	Schedule		Deliverables	Measures	Current Actuals	Targets	
	Start	Finish				2017	2018
3. Increase Engagement in Go365	Sept 2016	Aug 2017	<ul style="list-style-type: none"> Increase engagement in Biometric Screenings Increase on-site Go365 Overviews Conduct an annual health fair 	Percentage of employees who reach Silver Status or above	As of 8/31/26, 21% of members are engaged (have reached Silver Status or above)	25%	30%
4. Reduce the percentage of employees who self-report having elevated stress levels	Sept 2017	Aug 2018	<ul style="list-style-type: none"> Conduct ongoing stress reduction workshops with EAP on-site representative Increase engagement rate with the EAP from 6% (actual as of 3/31/17) to 7% Conduct 6-week stress reduction workshops at least 2 times throughout the year. Conduct on-going team building activities at the work sites 	<ul style="list-style-type: none"> Statistics through Humana Compass Report EAP quarterly reports Participation rates in on-site workshops and online courses 	As of 6/30/16, 16% of employees reporting having elevated stress levels as reported in the Humana Plan Compass Report	15%	14%
5. Reduce the percentage of employees who report using tobacco	Sept 2017	Aug 2018	<ul style="list-style-type: none"> Conduct 6-week workshops at least 2 times throughout the year. Supplement the cost of nicotine replacement therapy 	Statistics through Humana Compass Report	As of 6/30/16, 26% of employees use tobacco	25%	24%
6. Reduce the rate of musculoskeletal conditions among employees and dependents	Sept 2017	Aug 2018	<ul style="list-style-type: none"> Include safety in the Be SMART mission statement Conduct one ergonomics intervention by May 2018 	Reduction in medical claims associated with musculoskeletal conditions	#2 major clinical condition	#2	#3

District Strategic Plan 2017 – 2018
Action Plans

Owner(s) April Paul

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 Goal:(7) 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.

Steps	Schedule		Deliverables	Measures	Current Actuals	Targets	
	Start	Finish				2017	2018
Comments: 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.							