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Wellness Champion Program Overview

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 adult preventative screening rates among employees and dependent spouses by 3%.
2) Increase employees who reach the Limeade level 3 by 3%.
3) Introduce new programs to address hypertension and hyperlipidemia with the attempt to decrease rates by 3% over 3 years.
4) Increase awareness of resources for emotional well-being.

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

- Physical Health (Goal #1, #2 and #3)
- Mental Health (Goal #2 and #4)
- Clinical Preventative Services (Goal #1 and #2)
2023-2024 Program Highlights

Strategic Highlights

- 129 Employee Wellness Champions.
- 2,115 employees received the 2023-2024 Limeade Annual Wellness Incentive (24.0%). 8.9% increase from 2022-2023.
- 108 EAP in person and virtual courses presented to staff. Reached 3,175 employees as of 5/1/24.
- The AdventHealth Mobile Mammography Bus visited 95 worksites and screened 1,074 employees as of 5/3/24. 18 worksite remaining for the 23-24 year.

Operating Highlights

- Concluded the 2023-2024 year of Limeade with 24% of eligible employees receiving the annual wellness incentive, a 8.9% increase from 2022-2023.
- Piloted the On-Spot dermatology bus to provide preventative skin cancer screenings to employees. Looking to expand the offering to several sites in 24-25 school year.
- Earned Gold for the 2023 Aetna Workplace Well-being Award.

Limeade Wellness Program Highlights

The third year of the 2023-2024 Limeade wellness program ran from March 2023 to February 2024. The Limeade program is available to all PCS employees with the medical insurance through the School District. Employees can earn incentives for participating in annual exams and other habit forming activities, challenges, and lessons. Below are highlights of the 2023-2024 year of the program.

- 5,103 employees registered for the Limeade Program (53% of eligible population)
- 40% of those registered were considered actively engaged
- 2,115 employees received the 2023-2024 $300 Annual Wellness Incentive (24%). This is a 8.9% increase from 2022-2023.
Program Details

GOAL #1: Increase preventative screening rates among employees and dependents.
Programs, activities, interventions completed to meet this goal:
- The Limeade Wellness Program focused on preventative exams. Participants can earn points by completing preventative exams.
- 24% of employees received the annual wellness incentive for the 2023-2024 Limeade program.
- 82.1% of target population received a breast cancer screening in 2023.
- The AdventHealth Mobile Mammography Bus visited 95 worksites and screened 1,074 employees as of 5/3/24. 18 worksite remaining for the 23-24 year.
- Piloted skin cancer screening mobile unit, On-Spot dermatology. Screened 79 employees.
- Communicated the importance of preventative screenings through newsletters and Employee Wellness Champion communication, including monthly health observances like Colon Cancer Awareness Month, Breast Cancer Awareness Month, Mental Health Awareness Month, and more.

GOAL #2: Increase engagement in the Limeade Wellness Program and employees who reach level 3 by 3%.
Programs, activities, interventions completed to meet this goal:
- 24% of eligible employees earned the annual wellness incentive for the 2023-2024 Limeade program.
- Promotion of Limeade through monthly newsletters, Employee Wellness Champion communication, Risk Management Updates, and posters at schools.
- In addition, the Wellness Team promoted Limeade through on-site staff meetings at worksites.
- Participation increased by 8.9% - successful goal.
Program Details

GOAL #3: Introduce new programs to address hypertension and hyperlipidemia with an attempt to decrease rates by 3% over 3 years.

Programs, activities, interventions completed to meet this goal:

- Partnered with American Heart Association to provide the 4 month Check. Change. Control. Blood pressure to employees through two classes. One class was located at Walter Pownall Service Center and the second was district-wide virtual class.
  132 employees participated in this course.
- Limeade launched hypertension video series. An average of 541 users completed these video lessons that provided education on hypertension and hyperlipidemia.

GOAL #4: Increase awareness of resources for emotional well-being.

Programs, activities, interventions completed to meet this goal:

- As of 5/1/2024, 108 EAP in person and virtual courses presented to staff.Reached 3,175 employees.
- EAP Topics include:
  - Avoiding Burnout
  - Goal Setting for Life and Work
  - Time Management at Work & Home
  - Decluttering Your Life to Reduce Stress
  - Impact of Gratitude
  - Being your Best Self: Self-Esteem
  - Becoming a Better You
  - Fighting the Stigma of Mental Illness
  - Making Stress Your Best Friend
  - Managing Generational Difference
  - Managing Your Emotions Under Pressure
  - Power of Positive Thinking
  - Speak Positives: Words Matter
  - Work/Life Balance
- EAP Annualized Utilization Rate: 19% in 2023 and served 1,335 unique members.
- Promoted EAP through SMART Start newsletter, Risk Management Updates, mailings, email, etc.
- Additional options for emotional well-being resources through Talkspace and CVS HealthHUBs.
Communication

Below are samples of 2023-2024 communication materials used to promote our programs:
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. Each year, champions are required to complete at least one program in each semester to qualify for part of the supplement.

2023-2024 Program Focus

During the 2023-2024 school year, Employee Wellness Champions were required to survey their staff. Based on the survey, their required program was the top requested program of their staff. Overall, the top requested programs were stress management, physical activity, and nutrition in that order. By surveying their staff champions allowed their employees to feel invested in the activities being planned and ultimately would help participation. Participation per program saw a 7.7% increase from the previous year.

<table>
<thead>
<tr>
<th>2023-2024 Wellness Champion Program Summary</th>
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</thead>
<tbody>
<tr>
<td><strong>Total Number of Champions</strong></td>
</tr>
<tr>
<td>129</td>
</tr>
<tr>
<td><strong>Total Activities Submitted</strong></td>
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<tr>
<td>493</td>
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<tr>
<td><strong>Average Activities per Champion</strong></td>
</tr>
<tr>
<td>3.82</td>
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<tr>
<td><strong>Approximate Number of Participants</strong></td>
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<td>13,948</td>
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<tr>
<td><strong>Average Number of Participants per Program</strong></td>
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<tr>
<td>28</td>
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</table>
Employee Wellness Champion Highlights

Below are a few stand out programs champions have completed through the 2023-2024 year.
List of entire programs completed per worksite can be found on pages 10-17.

Richard O Jacobson Tech High at Seminole
Liesa Waxman used the resources from the Veterinary Academy next door to coordinate multiple Goat Yoga classes throughout the year.

Seminole High School
Jennifer Keenen used the site's tennis courts to create a pickleball league.

Pinellas Park High School
Hollisa Miller coordinated a staff vs student tennis tournament. Staff members could compete against PPHS tennis team.

Northeast High vs Fairmount Park Elementary
Northeast High and Fairmount Park competed in the District Kickball Champion game. Congrats to Northeast for being undefeated. Champions: Rachel Holler & Brain Duffey

Westgate Elementary
Shelley Kappeler coordinated a Giving Tree Music Circle for the staff. Often this program is just done for students but this was done for staff only.

Pinellas Technical College
Bonnie Capra (St. Pete) and Javonda Bryant (Clearwater) coordinated a step challenge where their two campuses competed against each other for 4 weeks.

WEEK 1 Results
# Employee Wellness Champion Program Summary

<table>
<thead>
<tr>
<th>Worksite</th>
<th>Program title</th>
<th>Number of participants</th>
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<tr>
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<td>Azalea Elementary</td>
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<td></td>
<td>Nutrition Presentation</td>
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<td></td>
<td>Meditation/Relaxation</td>
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<tr>
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<td>Resistance Band Class</td>
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<td>Bay Point Elementary</td>
<td>EAP Presentation</td>
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<td>Cardio Drumming</td>
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<td>Bay Point Middle</td>
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<td>Walk Your Way to Fitness</td>
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<td>Carwise Middle</td>
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<td>Walkathon Fundraiser</td>
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<td>Student Faculty Basketball/Volleyball Games</td>
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</tbody>
</table>
## Employee Wellness Champion Program Summary

### Clearview/Hollins Adult Education
- Self Defense Class: 25
- Team Building Activity: 25
- Cardio Drumming: 13
- Yoga Class: 20

### Clearwater/Oldsmar Adult Education
- EAP Presentation: 18
- Team Building Activity: 25
- Nutrition and Sleep Presentation: 26
- 7 Day Meditation Activity: 10

### Clearwater Fundamental Middle
- Halloween Team Building Activity: 40
- Team Building Activity: 10
- Gratitude Challenge: 50
- Team Sports with Pickleball: 25
- Kickball League: 13
- Mental/Physical Health Presentation: 50

### Clearwater High
- Step Challenge: 18
- Health Challenge: 25
- Lunch and Learn Series (Conquer Your Carbs): 10
- Lunch and Learn Series (Healthy Proteins): 18
- Lunch and Learn Series (Fruit & Vegetables): 40
- Lunch and Learn Series (Give yourself an oil change): 40

### Countryside High
- Stress/Step Challenge: 30
- Team Building with Art: 16
- Chair Massages: 21
- Team Building with Craft: 20

### Cross Bayou Elementary
- EAP Presentation: 45
- Walking Challenge: 30
- EAP Presentation: 47
- Team Building with Nutrition: 60

### Curlew Creek Elementary
- EAP Presentation: 50
- Team Building with Craft: 20
- Team Building with Nutrition: 50
- EAP Presentation: 50
- Cardio Drumming: 12
- Spring Games: 25

### Curtis Fundamental Elementary
- Breast Cancer Activity (Team Building): 20
- Chair Massages: 8
- Team Building: 6
- Team Building with Nutrition: 20
- Health Challenge: 10

### Cypress Woods Elementary
- Team Building Challenge: 25
- Team Building with Nutrition: 45
- Walking Challenge: 55
- EAP Presentation: 62
- Smart Start Healthy Survey Raffle: 52

### Disston Academy
- Team Building with Scavenger Hunt: 40
- Nutrition Presentation: 30
- Limeade Presentation: 30
- Cardio Drumming: 30

### Douglas L. Jamerson Elementary
- EAP Presentation: 50
- Team Building Activity (Stress): 23
- Gentle Yoga: 5
- Cardio Drumming: 10

### Dunedin Elementary
- Yoga Class: 1
- Fitness Class: 1
- Yoga Class: 7
- Yoga Class: 6
- Running with the Tampa Bay Rays 5K: 2

### Dunedin High
- Yoga Class: 1
- Holiday Step Challenge: 10
- Yoga Class: 2
- Tuesdays Walking Club: 10

### Dunedin Highland Middle
- Step Challenge: 125
- Team Building with Gratitude: 125
- Cardio Drumming: 9
- Kindness Challenge: 50
# Employee Wellness Champion Program Summary

## East Lake High
- Kickball League 18
- Chair Massages 20
- Walking Club 10

## East Lake Middle
- Team Building with Nutrition 27
- Breast Cancer Activity 38
- Health Challenge 19
- Team Building with Nutrition 39
- Kickball Support 11

## Education Alternative Services
- Exercise Challenge 14
- Nutrition Presentation 15
- Team Building with Scavenger Hunt 45
- Team Building Activity 35

## Eisenhower Elementary
- Chair Massages 10
- Team Building Activity 25
- Team Building Activity 30
- EAP Presentation 31

## Elisa Nelson Elementary
- Breast Cancer Activity 20
- Walking Club 15
- Team Building Activity 20

## Fairmount Park Elementary
- Step Challenge 36
- Team Building with Nutrition 60
- Volleyball games 23
- EAP Presentation 55

## Forest Lakes Elementary
- Wellness Goals Tracking 15
- Team Building with Art 29
- Chair Yoga/Meditation/Relaxation 17
- Wellness Bingo 20

## Forth-ninth Street Bus Compound
- Limeade Presentation 18

## Frontier Elementary
- Desk Yoga Class 60
- Team Building with Nutrition 75
- Walking Club 15
- Miles for Moffitt Walk 5

## Fuguit Elementary
- Limeade Presentation 65
- Jump Rope Challenge 80
- Fitness Challenge 90
- EAP Presentation 60
- Sprinkle Kindness (Bulletin Board) 90
- Earth Day Fun Day 90
- Get on your Feet (Exercise Challenge) 90

## Garrison Jones Elementary
- Meditation Class 9
- EAP Presentation 28
- Chair Massages 15
- Team Building 31

## Gibbs High
- Team Building with Nutrition 9
- Nutrition Presentation 12
- Be Kind to Yourself Challenge 15

## Gulf Beaches Elementary
- EAP Presentation 32
- Cardio Drumming 12
- Team Building with Bowling 18
- Love Yourself Challenge 30
- Yoga Class 12
- Parfait and Field Day Activity 35

## Gulfport Elementary—No champion

## Gus A. Stavros Institute
- Health Challenge 20
- EAP Presentation 20
- Fitness Class 5
- EAP Presentation 18
- Chair Yoga Class 13
## Employee Wellness Champion Program Summary

### High Point Elementary
- **Health and Wellness Presentation** 18
- **Team Building with Art** 30
- **Team Building Activity** 20
- **Walking Activity** 6

### Highland Lakes Elementary
- **Nutrition Presentation** 50
- **Limeade Presentation** 50

### Hollins High
- **Breast Cancer Activity** 150
- **Step Challenge** 150
- **Staff Wellness Room** 150

### James B Sanderlin IB World School
- **Staff Field Day** 70
- **Team Building with Scavenger Hunt** 70
- **American Health Month Activity** 80
- **Limeade Presentation** 17
- **Summer Skin Care Safety Presentation** 70

### John Hopkins Middle
- **Limeade Presentation** 7
- **Nutrition Presentation** 6
- **Cardio Drumming** 2
- **Meditation Class** 5

### John M. Sexton Elementary
- **Self Defense** 9
- **Meditation Challenge** 18
- **Developed a staff calming room** 45
- **EAP Presentation** 51

### Kings Highway Elementary—No champion

### Lake St. George Elementary
- **Team Building with Scavenger Hunt** 8
- **Nutrition Presentation** 5
- **EAP Presentation** 29
- **Limeade Presentation** 18

### Lakeview Fund Elementary
- **Team Building with Drum Circle** 30
- **CPR/First Aid Certification Class** 17
- **Walking Challenge** 25
- **Hydration Challenge** 25

### Lakewood Community
- **EAP Presentation** 11
- **Team Building Activity** 7
- **Kindness Challenge** 7
- **Team Building Activity** 17
- **Staff Picnic and Cornhole Tournament** 14
- **Nutrition Presentation** 10
- **Equitable Advisors Presentation** 10

### Lakewood Elementary
- **Jar Invitational (Pickleball Staff Tournament)** 16
- **Walk n 'Roll (physical activity for staff)** 60
- **Bowling Beach Bash** 20
- **Stress Management Presentation** 7

### Lakewood High School—No champion

### Largo High School
- **Limeade Presentation** 7
- **Weekly Staff Weight Training** 7
- **Cardio Drumming** 6
- **Walking Club** 6

### Largo Middle School
- **Fitness Challenge** 22
- **Walking Club** 20

### Lealman Ave Elementary
- **Meditation Class** 9

### Lealman Bus Compound

### Lealman Innovative Academy

### Leila G. Davis Elementary
- **Team Building with Art** 30
- **Chair Massages** 10
- **EAP Presentation** 75
- **Team Building Activity** 70
- **Team Building with Stand up Comedy** 20
- **Team Building with Nutrition** 75

### Lynch Elementary
- **Nutrition Presentation** 15
- **Team Building with Nutrition** 15
- **Yoga Class** 19
- **Bigger Loser Challenge** 14
- **CPR/First Aid Certification Class** 14
# Employee Wellness Champion Program Summary

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<thead>
<tr>
<th>School Name</th>
<th>Activity/Event</th>
<th>Participants</th>
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<tbody>
<tr>
<td>Madeira Beach Fundamental</td>
<td>Breast Cancer Activity (Team Building)</td>
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<td>Walking Challenge</td>
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<td>Marjorie Rawlings Elementary</td>
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<td>Team Building with Nutrition</td>
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<td>Staff Dinner Out</td>
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<td>Team Building with Scavenger Hunt</td>
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<td>Cardio Drumming</td>
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<td>Maximo Elementary—No champion</td>
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<td>McMullen Booth Elementary</td>
<td>Team Building with Craft</td>
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<td>Team Building Activity (Healthy Recipe Book)</td>
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<td>Staff vs Student Gaga Ball Challenge</td>
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## Employee Wellness Champion Program Summary

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# Employee Wellness Champion Program Summary

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## Employee Wellness Champion Program Summary

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<td><strong>Walter Pownall Service Center</strong></td>
<td>AHA Blood Pressure Series (4 classes)</td>
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<td>Cardio Drumming</td>
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<td><strong>Woodlawn Elementary</strong></td>
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<td>Be Kind to Yourself Challenge</td>
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<td>Team Building with Nutrition</td>
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<td>Salsa Dancing</td>
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<td>Melanoma Awareness Month</td>
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Thank you for your continued support of the employee wellness program!

Be SMART
Pinellas County Schools Wellness Program

For questions or comments, please contact Caleigh Hill at hillca@pcsb.org or 727-588-6031.