

# Pinellas County Schools

## Employee Wellness Program Report

### 2015-2016



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### **Vision:**

100% productive, healthy and happy employees.

### **Mission:**

To promote a culture that supports and encourages 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 which is vital to their ability to contribute to the work and mission of PCS.

## **Employee Wellness Team**

Ted Pafundi, Director of Risk Management and Insurance

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

Kara Hager, Employee Wellness Coordinator

Dawn Handley, Employee Wellness Specialist

Leslie Viens, AonHewitt Consultant

## **District Wellness Committee**

Ted Pafundi, Director of Risk Management and Insurance

Catherine Gerard, Food Services Supervisor

Kara Hager, District Coordinator of Employee Wellness

Dawn Handley, Employee Wellness Specialist

Barbara Hires, Area Superintendent

Peggy Johns, Supervisor, PK-12 Health Education

Gina DeOrsey, Humana - Patient Advocate

Janet Lang, Humana Claims Advisor

Demorris Lee, Office of Strategic Communications, Communications Coordinator

Jessica O'Connell, Humana Wellness Specialist

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

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

Leslie Viens, AonHewitt Consultant

Wendy Weaver, Humana - Corporate Wellness and Personal Wellness Services

Ken Peluso, School Board Member

Jane Schultz, Employee Wellness Champion, PTC St. Petersburg

Don Lykins, Health Advocate - EAP Coordinator

# Summary

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

The focus for the 2015-2016 school year was team building, go green and sustainability, horticulture and gardening, organizational skills, and HumanaVitality, a wellness rewards program that incentivizes employees for making healthier choices.

## District Wellness Program Highlights

### District-wide Programs

**Step Up Walking Challenge** - offered to all employees to encourage team building and physical activity.

- \* 1215 employees or 11% of Humana members completed the Step Up walking challenge.
- \* 226 teams were formed
- \* 9,916 steps were averaged per participant
- \* 6 teams and 3 individuals won the challenge by having the highest number of steps and highest average steps after the 30 days and were highlighted in the SMART START Wellness Newsletter.

### **Flu Shots**

- \* 1588 Flu Shots given on-site at PCS locations
- \* 2672 (subscribers) flu shots given at other locations (Dr. offices, pharmacies, convenient care clinics, etc.)
- \* TOTAL: 4260, 2015-2016 school (3626, 2014-2015 school year)

### **Tobacco Cessation Program**

- 15 employees attended
- 99% indicated receiving the support and tools needed to become tobacco free

### Humana Programs

#### **HumanaVitality Engagement Rate:**

- \* Members at Silver Status or above: 23% (18% previous year)

#### **HumanaVitality Screenings**

- \* 73 sites
- \* 2144 (18%) screened (including HPO, PE, Food Service, and Student Services events)

#### **Humana Health Coaching**

- Number of employees enrolled: 923

#### **Humana Beginnings**

- \* Engaged members: 118
- \* Estimated Enrollment Yield: 63%

## Employee Assistance Program Overviews & Presentations

PCS engagement rate falls between 7-8% (other organizations typically see a 2-3% engagement rate)

- \* 1441 EAP/WorkLife Cases
- \* 1890 Training/onsite support participants
- \* 4386 Web Visits
- \* Educational Tables at Wellness Fairs with Vitality Screenings

## Diabetes CARE Program

- \* 280 Diabetics enrolled
- \* 142 (51%) Engaged members (Diabetics current on their requirements and receiving a zero co-pay on their pharmacy prescription diabetic supplies)

## YMCA Diabetes Prevention Program

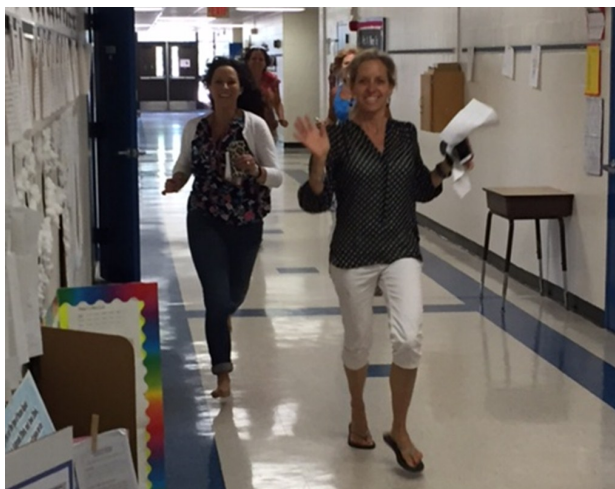
- \* 120 PCS employees enrolled
- \* 85% attended 12 or more of the 16 sessions
- \* 1,089 total pounds lost
- \* 5.3% average weight loss (research shows a 5% weight loss reduced the incidence of type 2 diabetes by 58-71%)
- \* 141 minutes / week - Average number of reported physical activity minutes (research shows achieving the activity goal of 150 minutes per week reduces the incidence of type 2 diabetes by 58-71%)



## Employee Wellness Champions Program

- 140 Employee Wellness Champions
- 465 programs were held
- 4 average programs per Employee Wellness Champion
- 11,076 employees participated in these programs

Topics	Number of Programs Completed	Number of Participants
Financial	10	209
Nutrition	38	1115
Stress/Mindfulness	36	729
Skin cancer	12	248
Organizational Skills	33	699
Horticulture and Gardening	26	636
Team building/resilience	113	3260
Vitality Check	67	1617
Fitness/movement	78	1186
Other	15	551
CPR	9	133
Go Green	8	157
Weight Loss/Maintenance Competition	16	391
Vitality Overview	4	55
<b>TOTAL</b>	<b>465</b>	<b>10986</b>



## Programs by Worksite

Worksite	Program Topic	Number of Participants
<b>Administration Building</b>	Skin Cancer Screening	34
	Organizing Skills	46
	Horticulture & Gardening	39
	Team Building, Resilience, Art, Music	34
<b>Azalea Elementary</b>	Team Building, Resilience, Art, Music	2
	Horticulture & Gardening	18
	Organizing Skills	44
<b>Azalea Middle</b>	Team Building, Resilience, Art, Music	12
	Fitness/Movement	13
	Vitality Check/Screening	23
<b>Bardmoor Elementary</b>	Fitness/Movement	12
	Team Building, Resilience, Art, Music	13
	Vitality Check/Screening	23
<b>Bauder Elementary</b>	Vitality Check/Screening	20
	Other	18
<b>Bay Point Elementary</b>	Fitness/Movement	8
<b>Bay Point Middle School</b>	Team Building, Resilience, Art, Music	7
	Team Building, Resilience, Art, Music	39
	Team Building, Resilience, Art, Music	16
	Vitality Check/Screening	23
<b>Bay Vista Fundamental</b>	Vitality Check/Screening	32
	Fitness/Movement	17
	Team Building, Resilience, Art, Music	22
<b>Bear Creek Elementary</b>	Vitality Check/Screening	17
	Team Building, Resilience, Art, Music	22
	Nutrition	18
<b>Belcher Elementary</b>	Fitness/Movement	5
	Team Building, Resilience, Art, Music	10
<b>Belleair Elementary</b>	Team Building, Resilience, Art, Music	17
	Other	6
	Vitality Check/Screening	26
<b>Bernice Johnson Center</b>	CPR/First Aid	12
	Other	7
	CPR/First Aid	11
	Other	6
	Fitness/Movement	7
	Fitness/Movement	7
	Skin Cancer Screening	8
	Team Building, Resilience, Art, Music	9
Team Building, Resilience, Art, Music	14	

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Blanton Elementary</b>	Vitality Check/Screening	22
	Fitness/Movement	14
	Fitness/Movement	15
	Fitness/Movement	11
	Fitness/Movement	18
	Fitness/Movement	45
	Other	53
	Team Building, Resilience, Art, Music	47
<b>Boca Ciega High</b>	Vitality Check/Screening	48
	Nutrition	7
	Team Building, Resilience, Art, Music	20
	Horticulture & Gardening	13
<b>Brooker Creek Elementary</b>	Team Building, Resilience, Art, Music	39
	Other	46
	Other	52
	Stress/Mindfulness	48
	Fitness/Movement	31
	Stress/Mindfulness	48
	Nutrition	52
	Stress/Mindfulness	38
	Other	46
<b>Carwise Middle</b>	Fitness/Movement	3
	Team Building, Resilience, Art, Music	76
<b>Calvin Hunsinger</b>	Organizing Skills	17
	Fitness/Movement	13
	Nutrition	23
	Team Building, Resilience, Art, Music	16
	Nutrition	81
	Other	23
<b>Career Academies of Seminole</b>	Horticulture & Gardening	16
	Team Building, Resilience, Art, Music	16
<b>Clearwater Fundamental Middle</b>	Financial Wellness	50
	Vitality Check/Screening	23
	Other	11
	Other	61
	Team Building, Resilience, Art, Music	27
	Organizing Skills	39



<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Clearwater High School</b>	Other	5
	Horticulture & Gardening	8
<b>Clearwater Intermediate</b>	Other	0
	Other	21
	Other	21
<b>Coachman Service Center</b>	Go Green & Sustainability	19
	Team Building, Resilience, Art, Music	14
	Stress/Mindfulness	14
	Fitness/Movement	26
	Skin Cancer Screening	14
<b>Coachman Transportation</b>	Team Building, Resilience, Art, Music	19
	Other	16
	Nutrition	13
	Team Building, Resilience, Art, Music	19
	Fitness/Movement	6
	Other	6
	Nutrition	11
	Vitality Check/Screening	30
<b>Countryside High School</b>	Team Building, Resilience, Art, Music	13
	Other	22
	Other	22
<b>Cross Bayou Elementary</b>	Vitality Check/Screening	21
	Team Building, Resilience, Art, Music	23
	Stress/Mindfulness	63
<b>Curlew Creek Elementary</b>	Team Building, Resilience, Art, Music	12
	Fitness/Movement	34
	Fitness/Movement	34
	Vitality Check/Screening	21
	Other	15
<b>Curtis Fundamental Elementary</b>	Stress/Mindfulness	14
	Vitality Check/Screening	29
	Fitness/Movement	9
	Other	22
	Fitness/Movement	12
	Other	11
	Other	20
	Stress/Mindfulness	8
<b>Cypress Woods Elementary</b>	Team Building, Resilience, Art, Music	26
	Vitality Check/Screening	21
	Fitness/Movement	12
	Organizing Skills	64

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Disston Academy for Progress and Enterprise</b>	Fitness/Movement	3
	Other	9
<b>Dixie Hollins Adult Education Center</b>	Horticulture & Gardening	25
	Team Building, Resilience, Art, Music	52
	Other	40
	Nutrition	28
<b>Dixie Hollins High</b>	CPR/First Aid	16
	Other	8
	Fitness/Movement	8
<b>Dunedin Elementary</b>	Vitality Check/Screening	27
	Team Building, Resilience, Art, Music	26
	CPR/First Aid	16
	Other	20
	Fitness/Movement	10
<b>Dunedin High</b>	Vitality Check/Screening	23
	Vitality Check/Screening	20
	Other	149
<b>Dunedin Highland Middle School</b>	Vitality Check/Screening	20
	Other	12
	Team Building, Resilience, Art, Music	9
<b>Education Alternative Services</b>	Horticulture & Gardening	44
	Horticulture & Gardening	44
	Horticulture & Gardening	46
	Fitness/Movement	36
<b>Eisenhower Elementary</b>	Team Building, Resilience, Art, Music	9
	Other	15
	Team Building, Resilience, Art, Music	10
<b>East Lake High</b>	Team Building, Resilience, Art, Music	20
	Vitality Check/Screening	22
	Team Building, Resilience, Art, Music	22
	Fitness/Movement	10
	Fitness/Movement	28
	Fitness/Movement	18
<b>Fairmount Park</b>	CPR/First Aid	11
	Fitness/Movement	27
	Vitality Check/Screening	11
<b>Forest Lakes Elementary</b>	Fitness/Movement	15
	Team Building, Resilience, Art, Music	36
<b>Frontier Elementary</b>	Vitality Check/Screening	20
	Fitness/Movement	10
	Organizing Skills	8
<b>Fuguitt Elementary</b>	Vitality Check/Screening	25
	Other	40
	Team Building, Resilience, Art, Music	28

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Garrison Jones Elementary</b>	CPR/First Aid	15
<b>Gibbs High</b>	Fitness/Movement	13
	Stress/Mindfulness	20
	Horticulture & Gardening	25
<b>Gulf Beaches Elementary</b>	Other	13
	Team Building, Resilience, Art, Music	20
<b>Gulfport Elementary School</b>	Team Building, Resilience, Art, Music	5
<b>Gus A Stavros Institute</b>	Organizing Skills	18
	Horticulture & Gardening	17
	Nutrition	20
<b>High Point Elementary</b>	Team Building, Resilience, Art, Music	15
	Stress/Mindfulness	20
	Fitness/Movement	15
	Stress/Mindfulness	20
<b>Highland Lakes Elem</b>	Organizing Skills	50
	Team Building, Resilience, Art, Music	18
	Nutrition	21
	Fitness/Movement	10
	Fitness/Movement	17
<b>Jamerson Elementary</b>	Fitness/Movement	14
	Other	14
	Fitness/Movement	24
<b>James B Sanderlin PK8 IB World School</b>	Nutrition	10
	Vitality Check/Screening	19
	Organizing Skills	15
<b>John Hopkins Middle</b>	Organizing Skills	6
	Organizing Skills	6
	Team Building, Resilience, Art, Music	16
<b>John M Sexton Elementary</b>	Team Building, Resilience, Art, Music	38
	Vitality Check/Screening	22
	Organizing Skills	13
<b>Kings Highway Elementary</b>	Vitality Check/Screening	20
	Stress/Mindfulness	7

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Lake St George Elementary</b>	Organizing Skills	9
	Fitness/Movement	18
<b>Lakeview Fund Elem</b>	Team Building, Resilience, Art, Music	7
	Nutrition	24
<b>Lakewood Elementary</b>	Other	12
	Vitality Check/Screening	37
	Vitality Check/Screening	37
	Fitness/Movement	58
<b>Lakewood High</b>	Team Building, Resilience, Art, Music	56
	Stress/Mindfulness	20
<b>Largo High</b>	Team Building, Resilience, Art, Music	15
	Other	87
	Stress/Mindfulness	10
<b>Lealman Avenue Elementary</b>	Stress/Mindfulness	6
	Team Building, Resilience, Art, Music	16
<b>Lealman Bus Compound</b>	Horticulture & Gardening	12
	Fitness/Movement	12
	Financial Wellness	11
	Nutrition	11
	Financial Wellness	11
	Team Building, Resilience, Art, Music	10
<b>Lealman Innovation Academy</b>	Nutrition	14
	Stress/Mindfulness	30
	Other	30
	Other	28
	Team Building, Resilience, Art, Music	12
	Team Building, Resilience, Art, Music	11
<b>Leila Davis Elementary</b>	Organizing Skills	7
	Fitness/Movement	9
	Stress/Mindfulness	6
<b>Lynch</b>	Nutrition	14
	Vitality Check/Screening	21
	Team Building, Resilience, Art, Music	21
	Team Building, Resilience, Art, Music	20

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>M K Rawlings Elementary</b>	Other	22
	Team Building, Resilience, Art, Music	18
<b>Madeira Beach Fundamental 68</b>	Vitality Check/Screening	36
	Fitness/Movement	26
	Nutrition	22
	Fitness/Movement	13
	Horticulture & Gardening	20
<b>Madeira Beach Fundamental K5</b>	Vitality Check/Screening	9
	Horticulture & Gardening	42
	Fitness/Movement	8
	Horticulture & Gardening	41
	Fitness/Movement	7
	Nutrition	46
	Fitness/Movement	5
	Team Building, Resilience, Art, Music	76
<b>Maximo Elementary</b>	Organizing Skills	16
	Vitality Check/Screening	24
<b>McMullen Booth Elementary</b>	Vitality Check/Screening	24
	Nutrition	42
	Team Building, Resilience, Art, Music	22
	Fitness/Movement	4
	Organizing Skills	17
<b>Meadowlawn Service Center</b>	Stress/Mindfulness	6
	Team Building, Resilience, Art, Music	7
<b>Melrose Elementary</b>	Vitality Check/Screening	26
	Other	15
	Organizing Skills	21
	Fitness/Movement	29
<b>Mildred Helms Elementary</b>	Nutrition	32
	Other	35
	Team Building, Resilience, Art, Music	39
	Other	12
	Horticulture & Gardening	44
<b>Morgan Fitzgerald Middle</b>	Organizing Skills	28
	Fitness/Movement	14
	Other	21
<b>Mt Vernon Elementary</b>	Team Building, Resilience, Art, Music	3
	Team Building, Resilience, Art, Music	15
	Organizing Skills	19

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>New Heights Elementary</b>	Team Building, Resilience, Art, Music	11
	Vitality Check/Screening	18
<b>Nina Harris</b>	CPR/First Aid	15
	Vitality Check/Screening	26
	Nutrition	14
	Fitness/Movement	14
	Nutrition	20
<b>Northeast High</b>	Vitality Check/Screening	26
	Team Building, Resilience, Art, Music	91
<b>North Shore Elementary</b>	Team Building, Resilience, Art, Music	9
<b>Northwest Elementary</b>	Vitality Check/Screening	20
	Fitness/Movement	14
	Fitness/Movement	13
<b>Oakhurst Elementary</b>	Nutrition	14
	Vitality Check/Screening	24
<b>Oldsmar Elementary</b>	Other	16
	Team Building, Resilience, Art, Music	15
	Organizing Skills	21
<b>Orange Grove</b>	Team Building, Resilience, Art, Music	7
	Financial Wellness	7
	Fitness/Movement	19
<b>Osceola Fundamental High</b>	Team Building, Resilience, Art, Music	17
	CPR/First Aid	20
	Other	108
	Vitality Check/Screening	22
<b>Osceola Middle</b>	Fitness/Movement	5
	Financial Wellness	14
	Fitness/Movement	5
	Other	19
	Team Building, Resilience, Art, Music	15
<b>Ozona Elementary</b>	Horticulture & Gardening	9
	Fitness/Movement	15
	Other	9
	Financial Wellness	8

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Palm Harbor Community School</b>	Go Green & Sustainability	9
	Vitality Check/Screening	3
	Vitality Check/Screening	7
	Stress/Mindfulness	9
	Skin Cancer Screening	6
<b>Palm Harbor Middle</b>	Other	37
<b>Palm Harbor University High</b>	Organizing Skills	4
	Horticulture & Gardening	13
	Skin Cancer Screening	6
	Vitality Check/Screening	18
<b>Pasadena Fundamental</b>	Team Building, Resilience, Art, Music	10
	Nutrition	18
<b>Paul B Stephens</b>	Vitality Check/Screening	38
	Other	12
	Skin Cancer Screening	34
	Other	77
<b>Perkins Elementary</b>	Fitness/Movement	17
	Stress/Mindfulness	9
	Horticulture & Gardening	14
	Team Building, Resilience, Art, Music	22
	Nutrition	32
<b>Pinellas Central Elementary</b>	Team Building, Resilience, Art, Music	9
	Fitness/Movement	7
	Vitality Check/Screening	25
<b>Pinellas Gulf Coast Academy</b>	Organizing Skills	5
	Organizing Skills	5
	Go Green & Sustainability	6
<b>Pinellas Park Elementary</b>	Team Building, Resilience, Art, Music	12
	Team Building, Resilience, Art, Music	16
<b>Pinellas Park High</b>	Team Building, Resilience, Art, Music	46
	Team Building, Resilience, Art, Music	17
	Vitality Check/Screening	35
	Team Building, Resilience, Art, Music	15
	Fitness/Movement	25
<b>Pinellas Park Middle</b>	Other	7
	Fitness/Movement	8

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Pinellas Secondary</b>	Nutrition	57
	Team Building, Resilience, Art, Music	11
	Stress/Mindfulness	58
	Nutrition	59
	Stress/Mindfulness	11
	Stress/Mindfulness	57
	Vitality Check/Screening	23
<b>Pinellas Technical College Clearwater</b>	Nutrition	11
	Stress/Mindfulness	9
<b>Pinellas Technical College St. Pete</b>	Organizing Skills	20
	Nutrition	17
	Team Building, Resilience, Art, Music	13
	Fitness/Movement	20
	Vitality Check/Screening	27
	Nutrition	13
	Fitness/Movement	19
	Nutrition	21
<b>Ponce de Leon Elementary</b>	Horticulture & Gardening	6
	Vitality Check/Screening	28
<b>Psychological Services</b>	Other	12
	Stress/Mindfulness	32
<b>Richard L Sanders</b>	Other	9
	Team Building, Resilience, Art, Music	9
	Team Building, Resilience, Art, Music	9
	Vitality Check/Screening	15
<b>Ridgecrest Elementary</b>	Stress/Mindfulness	10
	Nutrition	66



<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>Safety Harbor Elementary School</b>	Skin Cancer Screening	21
	Team Building, Resilience, Art, Music	9
	Team Building, Resilience, Art, Music	7
	Team Building, Resilience, Art, Music	6
<b>Safety Harbor Middle School</b>	Team Building, Resilience, Art, Music	31
	Fitness/Movement	29
<b>San Jose Elementary</b>	Organizing Skills	17
	Team Building, Resilience, Art, Music	21
<b>Sandy Lane Elementary</b>	Fitness/Movement	12
	Stress/Mindfulness	32
<b>Sawgrass Lake Elementary</b>	Go Green & Sustainability	65
	Vitality Check/Screening	15
<b>School Social Work</b>	Stress/Mindfulness	9
	Horticulture & Gardening	29
<b>Seminole Elementary</b>	Organizing Skills	53
	Financial Wellness	53
<b>Seminole High School</b>	Fitness/Movement	14
	Team Building, Resilience, Art, Music	48
<b>Seminole Middle School</b>	Stress/Mindfulness	5
	Stress/Mindfulness	8
	Vitality Check/Screening	20
	Organizing Skills	8
<b>Seventy Fourth Street Elementary</b>	CPR/First Aid	17
	Team Building, Resilience, Art, Music	15
	Fitness/Movement	19
	Team Building, Resilience, Art, Music	8
<b>Shore Acres Elementary</b>	Team Building, Resilience, Art, Music	21
	Team Building, Resilience, Art, Music	24
	Nutrition	48
<b>Skycrest Elementary School</b>	Team Building, Resilience, Art, Music	9
	Team Building, Resilience, Art, Music	46
	Horticulture & Gardening	10
	Organizing Skills	55
<b>Skyview Elementary</b>	Horticulture & Gardening	4
	Vitality Check/Screening	17
	Fitness/Movement	22
	Team Building, Resilience, Art, Music	15
<b>Southern Oak</b>	Team Building, Resilience, Art, Music	13
	Fitness/Movement	11
	Stress/Mindfulness	12

<b>Worksite</b>	<b>Program Topic</b>	<b>Number of Participants</b>
<b>SPHS</b>	Vitality Check/Screening	28
	Vitality Check/Screening	29
	Fitness/Movement	11
	Fitness/Movement	9
	Team Building, Resilience, Art, Music	10
<b>Starkey Elementary</b>	Stress/Mindfulness	40
	Vitality Check/Screening	22
	Vitality Check/Screening	25
<b>Sunset Hills Elementary</b>	Vitality Check/Screening	16
	Horticulture & Gardening	11
<b>Sutherland Elementary</b>	Organizing Skills	11
	Team Building, Resilience, Art, Music	20
<b>Tarpon Springs Elem</b>	Team Building, Resilience, Art, Music	13
	Vitality Check/Screening	22
<b>Tarpon Springs Fundamental</b>	Organizing Skills	22
	Fitness/Movement	5
	Nutrition	24
<b>Tarpon Springs High School</b>	Other	6
	Team Building, Resilience, Art, Music	13
	Skin Cancer Screening	12
	Nutrition	75
	Team Building, Resilience, Art, Music	24
	Vitality Check/Screening	16
<b>Thurgood Marshall</b>	Vitality Check/Screening	24
	Organizing Skills	9
<b>Title I Center</b>	Other	10
	Vitality Check/Screening	4
	Nutrition	10
<b>Tomlinson Adult Learning Center</b>	Financial Wellness	18
	Team Building, Resilience, Art, Music	14
<b>Tyrone Middle</b>	Vitality Check/Screening	29
	Team Building, Resilience, Art, Music	26
	Team Building, Resilience, Art, Music	22

Worksite	Program Topic	Number of Participants
Walsingham Elementary	Team Building, Resilience, Art, Music	7
	Team Building, Resilience, Art, Music	5
Walter Pownall Main Building	Team Building, Resilience, Art, Music	16
	Nutrition	16
	Vitality Check/Screening	80
	Horticulture & Gardening	20
	Financial Wellness	15
	Other	16
	Organizing Skills	11
Westgate Elementary	Team Building, Resilience, Art, Music	11
	Fitness/Movement	7
WPSC Maintenance	Skin Cancer Screening	3
	Horticulture & Gardening	66
	Go Green & Sustainability	31
WPSC Tarpon	Vitality Check/Screening	15
	Vitality Check/Screening	18
	Other	15
	Go Green & Sustainability	13
	Skin Cancer Screening	21
	Nutrition	22
	Organizing Skills	15
	49th street compound	Nutrition
	Other	24
	Financial Wellness	17
	Stress/Mindfulness	16



## Operating Budget

The wellness program is entirely funded by Humana. Our health insurance RFP requires that our insurance carrier remit \$125,000 quarterly to support the district's wellness program. During the 2015-16 fiscal year, the funding was used for the Humana Vitality program (\$100,000), wellness programming and promotion, incentives, marketing, program management, and staff salaries and training, including the Humana Vitality/Wellness nurse.

## Communications

District programs are advertised through the SMART START Wellness Newsletter, the Thursday Updates email, directly to Wellness Champions to communicate to employees, posters, postcards to work mailboxes, direct mailings, as well as face-to-face at health fairs and seminars. The focus of the 2015-2016 school year was on team building, organization, gardening and horticulture, and go green. All materials except Employee Assistance Program posters are created by Wellness Team.

## Awards



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

# Communication examples:

**Join Now! Step Up for a Healthy Heart Walking Challenge!**  
**Register by Feb. 10!**

Like other forms of regular moderate exercise, walking improves your heart health and reduces your risk for heart disease by lowering your cholesterol, blood pressure, and risk for diabetes, obesity, inflammation, and mental stress. Join *Step Up for a Healthy Heart* and challenge yourself and your colleagues to walk for a healthier heart!

### Joining the challenge is easy!

**Humana Members:** Using your Humana Vitality app or website and any compatible device or app, find the challenge listed under "Sponsored Challenges" and join or form a team with your colleagues. For questions, please contact Jessica O'Connell at [pcs.oconnellj@pcsb.org](mailto:pcs.oconnellj@pcsb.org). Humana participants cannot join as individuals, you must be on a team.



**Don't have Humana? You can still participate!** Contact Kara Hager at [hagerk@pcsb.org](mailto:hagerk@pcsb.org) to join the challenge separately as a non-Humana individual participant. Employees without Humana insurance can only join the challenge as an individual and cannot form a team with a Humana insurance participant. *Please note:* you must have a device or app that tracks your steps, and you will be required to submit proof of your steps at the end of each week.

### Walk away with prizes!

Every week we will be drawing 3 random employees to receive their choice of wellness prizes! In addition to weekly prize drawings, grand prizes will be awarded to every team member on the top 3 teams with the highest steps (team prizes only available for Humana participants):

- 1<sup>st</sup> place: \$50 Target gift card for every member on your team
- 2<sup>nd</sup> place: \$25 Target gift card for every member on your team
- 3<sup>rd</sup> place: \$10 Target gift card for every member on your team

Any Individual (Humana and non-Humana participants) with the highest steps will win:

- 1<sup>st</sup> place stepper: \$100 Target gift card
- 2<sup>nd</sup> place stepper: \$50 Target gift card
- 3<sup>rd</sup> place stepper: \$25 Target gift card



**100 Vitality Points!** Earn up to 100 Vitality Points!

If this is the first challenge you've joined this month you will receive 50 points. And when you join a team, you will receive another 50 points!

**Important Dates and Deadlines:**

- February 10 – Last day to register
- February 15 – Challenge begins!!
- March 14 – Challenge ends
- March 17- Winners announced in SMART START!

**Questions?**

Contact Kara Hager at [hagerk@pcsb.org](mailto:hagerk@pcsb.org), or Jessica O'Connell at [pcs.oconnellj@pcsb.org](mailto:pcs.oconnellj@pcsb.org)

Right: Advertisement for the Step Up walking challenge in the SMART START Wellness Newsletter.

Right: Winners of the challenged were announced in the SMART START.

## Congratulations to our winners!

It was a close race, but we have our winners (there was even a tie!) Please contact Kara Hager at [hagerk@pcsb.org](mailto:hagerk@pcsb.org) to claim your prize.

Thank you to those who participated!



Don't worry, *Step Up!* will be back next school year. Keep an eye out for announcements!

## Top 3 Steppers

Name	Step Count	Prize
1. Tied for first place: Doug Krieg, Jed Croissant, Van Dang, Kathleen Alongi, Jamie Wasserman	900,000	\$100 Target Gift Card to each 1st place winner
2. Thomas Feeley	897,561	\$50 Target Gift Card
3. Wendy Seslowsky	895,566	\$25 Target Gift Card

## Top 3 Teams—Average Steps

Top Teams (Average Steps)	Total Average Step Count	Prize for each team member
1. StepLikeNoTomorrowG&N	22,934	\$50 Target Gift Card
2. Nina Harris "Step" Sisters	20,608	\$25 Target Gift Card
3. Dolphin Dominators	19,567	\$10 Target Gift Card

## Top 3 Teams—Total Steps

Top Teams (Total Steps)	Total Step Count	Prize for each team member
1. PPHS_HEART	4,753,352	\$50 Target Gift Card
2. FLE Fit and Fab	4,673,566	\$25 Target Gift Card
3. CFMS Trailblazers	4,005,497	\$10 Target Gift Card





# Looking for some real-life support?

Your EAP+Work/Life benefit, provided by your employer or plan sponsor at no cost to employees, can help you achieve a healthy balance between home and work.

## We Can Help!

Juggling work and day-to-day life isn't always easy. The experts at your confidential EAP+Work/Life Program can find resources to help you get more balance in your life.

- Support for personal, family, work concerns
- Locate resources from childcare to eldercare
- Connect you to financial, legal and other experts and services



**877.240.6863**

Visit us online at:  
[pcsb.org/employee-assistance-program](http://pcsb.org/employee-assistance-program)



**HealthAdvocate™**

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Above: Quarterly Employee Assistance Program posters are sent to all PCS worksites from Health Advocate.



# YMCA Diabetes Prevention Program

Classes begin the week of January 25, 2016



PCS has partnered with the YMCA to offer the YMCA Diabetes Prevention Program to qualified employees for free (*over a \$429 dollar value!*). This offer will only be awarded to 60 employees—don't miss out on this opportunity, sign up today!

## Program Overview

If you meet the minimum qualification (see below) and are serious about changing your lifestyle to improve your health and reduce your chance of developing type 2 diabetes, the Pre-Diabetes Prevention Program may be right for you. The YMCA's Diabetes Prevention Program is led by a trained Lifestyle Coach at local YMCA's throughout the area. Classes meet weekly for 16 weeks and then once per month for the remaining 8 months (one year total). By participating in the program, you will:

- Take control of your health and your life
- Learn how to eat healthier, increase your physical activity and lose weight
- Receive a FREE YMCA gym membership during the initial 16-week portion of the program
- Earn 16 component points and 350 Humana Vitality points

*☺☺ This class was awesome. It was just what I needed to get myself accountable. ...I am happy to say I lost the 7% goal weight! ☺☺*

- Program participant

For more information on the program, visit [www.ymca.net/diabetes-prevention](http://www.ymca.net/diabetes-prevention)

## Qualify and Commit to Participate for FREE

### Qualifications

You must meet one or more of these requirements to be qualified to participate:

- Overweight (BMI greater than or equal to 25, or 22 for Asian individuals)
- At risk for developing type 2 diabetes, or diagnosed with prediabetes. *Please note: If you have been diagnosed with type 1 or type 2 diabetes you do not qualify for this program. However, you do qualify for the Diabetes CARE program offered through PCS. Contact Heather Keegan at 588-6137 or [pcs.keeganh@pcsb.org](mailto:pcs.keeganh@pcsb.org)*

### Your commitment

Once enrolled, you are required to pay \$50, which will be refunded to you in the form of a \$50 Publix gift card once you complete the program. You must participate in 12 out of the 16 sessions to receive your \$50 gift card. Those who do not complete the program will forfeit their initial \$50 payment.

## Class Locations

- Bardmoor YMCA, 8495 Bryan Dairy Rd. Largo Mondays at 6:45-7:45pm, begins Jan. 25th
- Child's Park YMCA, 691 43rd St. S, St. Pete. Mondays at 6:00-7:00pm, begins Jan 25th
- North Pinellas YMCA (Lansbrook), 4500 Village Center Dr., Palm Harbor Wednesdays at 5:50-6:30pm, begins Jan. 27th
- Clearwater YMCA, 1005 S. Highland Ave., Clearwater Thursdays at 5:50-6:30pm, begins Jan. 28th

Call today to register!



Contact your local YMCA for more information and to join the program:

Palm Harbor/Clearwater sites: Summer Cruff/Joyce Chivetta at 727-379-2473

Bardmoor/St. Pete sites: Kieran Gabel at 727-697-7155

Questions? Contact Dawn Handley at [handleyd@pcsb.org](mailto:handleyd@pcsb.org) or 588-6151



# Healthy Living

## Break the Habit: Free classes to quit smoking

*Register now, space is limited!*

*99% of participants indicated they received the tools and resources needed to become and stay smoke free!*

Any PCS employee, spouse, or family member (18 yrs or older) who is ready to quit tobacco, can receive the tools and support needed to quit smoking for good, AND earn \$50 gift card for completing the program to be used for continuing your nicotine replacement therapy (must attend 5 out of 6 classes to receive the reward)!

### WHAT'S IN IT FOR YOU?

- FREE Nicotine Replacement Therapy
- Group support and tools to become tobacco free
- Trained Facilitator and behavior change specialist
- \$50 gift card for completing the class



### Class Times and Locations:

**St. Pete YMCA, Jim and Heather Gills**  
**3100 1st Ave. South, St. Pete**  
Wednesdays: 7-8 pm  
Begins September 7

**Bardmoor YMCA**  
**8495 Bryan Dairy Rd, Largo**  
Tuesdays: 6-7 pm  
Begins September 6

### To register, contact:

Nicole Kelly  
Phone: 813-929-1000 ext. 204  
nkelly@gnahec.org



# EAT



**\*FOR HUMANA MEMBERS ONLY\***

Learn to manage your diabetes and get your supplies for FREE!

### Program Details and Commitment

Medical research and breakthroughs have made it possible for most diabetics to live with their condition by modifying their lifestyle. These modifications typically mean a change in diet, taking prescribed medications, and being more mindful of eye and foot health. There are no participation fees. All you have to do is:

**Commit to a healthier lifestyle** – Set a personal goal for yourself, such as making a commitment to improve your diet, begin to or increase exercise, take your medications properly, quit smoking, monitor your blood sugar, or check the health of your feet daily.

**Attend an approved diabetes education program.** Attend an 8-10 hour educational program and a 2-hour refresher course each year thereafter.

**Receive recommended annual screenings,** including A1C, blood pressure, foot exam, retinal (dilated) exam, cholesterol and lipid profile, and urine test for kidney disease.

**Enroll** in Humana's Disease Management program

### Benefits of Participation

As a member of the Diabetes CARE program, you will continue to get your prescription diabetes supplies at a zero co-pay for one year as long as all requirements are met. When you consider all the supplies diabetics need – lancets, blood glucose test strips, urine test strips, needles and syringes – your co-pays can add up fast. That makes your participation very valuable. Here is an overview of your CARE participation benefits.

- Learn to manage and control your diabetes and improving your health for life
- Covered diabetic supplies with no co-pays under the PCSB pharmacy benefits
- Coupons for free diabetes education courses at select facilities
- Access to Humana's 24/7 nurse line

Ready to get started?

Contact Gina DeOrsey at 588-6137 or [PCS.DEORSEYG@pcsb.org](mailto:PCS.DEORSEYG@pcsb.org).

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

