



Pinellas County Schools Strategic Employee Wellness Plan



Committed to providing a safe and healthy environment in which to learn and work.

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I. 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.

II. 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 School Health Advisory Committee (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.

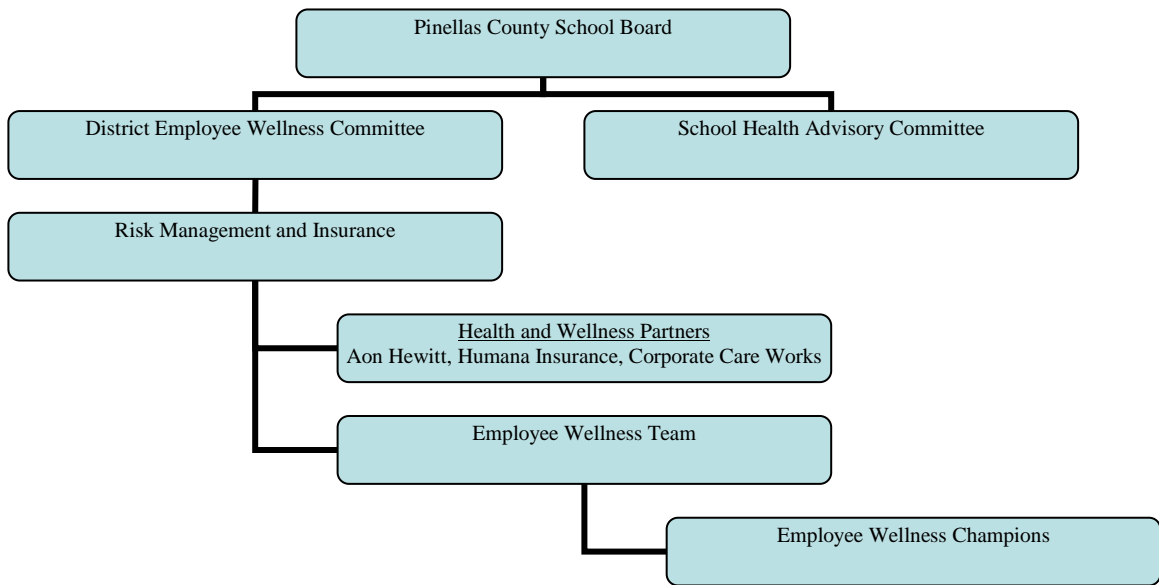
1. The district shall establish and maintain an Employee Wellness Committee composed of at least one district staff member, SHAC member, local hospital representative, dietitian or other health professional, and risk management member.
2. The Employee Wellness Committee shall be a subcommittee of the 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.

III. 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.

IV. Reporting Structure



V. District Employee Wellness Committee

The District Employee Wellness Committee is responsible for designing the district’s Strategic Wellness Plan and for developing, implementing and evaluating the annual (operating) Employee Wellness Plan.

The plan shall be based on input solicited from school and district staff members and shall outline ways to encourage healthy eating, physical activity and other elements of a healthy lifestyle among employees.

The committee meets every other month throughout the year to review data, plan activities and provide direction for employee wellness initiatives.

Employee Wellness Committee Members

- Catherine Gerard, Food Services Supervisor
- Dawn Handley, Wellness Coordinator Assistant

- Barbara Hires, Area Superintendent
- Peggy Johns, Supervisor, PK-12 Health Education
- Heather Keegan, Humana Patient Advocate
- Kara Hager – District Coordinator of Employee Wellness
- Janet Lang, Humana Claims Advisor
- Demorris Lee – Office of Strategic Communications, Communications Coordinator
- Jessica O’Connell, Humana Wellness Specialist - Vitality
- Don Lykins, CCW, a Health Advocate Company
- Lauren Oliver, Senior Representative -Community Engagement, American Cancer Society
- Ted Pafundi, Director of Risk Management
- April Paul, Manager of Benefits, Health & Wellness and Workman’s Compensation
- Dr. Ken Peluso, School Board Member
- Jane Schultz, PTC (Pinellas Technical College) - St Petersburg, Wellness Champion
- Wendy Weaver, Humana Corporate Wellness Services
- Leslie Viéns, Aon Consulting, Benefits and Wellness Consultant

VI. Be SMART Employee Wellness Program

Our mission is to promote a culture that supports and encourages healthy behaviors, employee engagement, and a balanced state of wellbeing. The districts’ wellness initiatives 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 Pinellas County School.

The PCS Employee Wellness Team is led by Ted Pafundi, Director of Risk Management and Insurance, April Paul, Managing Officer of Employee Benefits, Health and Workers Compensation, and Kara Hager, Employee Wellness Coordinator, and on-site support staff from both Humana and Aon Hewitt, the district’s health and wellness consultant.

Risk Management Employee Wellness Team

- April Paul, Manager of Benefits, Health & Wellness and Workman’s Compensation
- Kara Hager, Coordinator Employee Wellness
- Leslie Viens, Aon on-site Representative
- Dawn Handley, Wellness Assistant (Part Time)
- Jessica O’Connell, HumanaVitality on-site representative
- Heather Keegan, Humana Patient Advocate
- Don Lykins, CCW, a Health Advocate Company

The programs offered through the Be-Smart Wellness program will be based on the targeted areas identified by the Employee Wellness Committee and will provide employees with the resources to make healthy lifestyle changes and be informed healthcare consumers. Programs will implemented through the use of the district’s Wellness Champions.

VII. Be SMART Strategic Plan Objectives

1. To improve staff health and wellbeing in order to enhance student success and to serve as positive role models.
2. Minimize health care cost increases and provide positive budget impact.
3. Reduce absenteeism and increase productivity.
4. Adopt and support Human Resource policies and benefits plans which promote a wellness environment and reinforce healthy behavior.
5. Develop an annual operating plan that is aligned to the strategic wellness plan and meets our employees' physical and mental health needs and interests.

VIII. Be SMART Operating Plan Goals

The Operating Plan Goals are established every fiscal year based upon the bi-annual Humana Plan Compass Report, the Humana Vitality Activity Report (Aggregate Health Assessment data and Biometric Screening Summaries), and the employee interest survey. The District Strategic Plan, District Programming, and Wellness Champion requirements will align with the results of this data.

The 2015/2016 Operating Plan Goals were established upon review of the 1/01/2015-06/30/2015 Plan Compass Report. The current report indicates the following:

- The top three clinical conditions at PCS include (1) cancer, (2) musculoskeletal, and (3) digestive conditions.
- The largest claimants among employees, which account for 32% of claim cost, include (1) coronary artery disease and (2) malignant neoplasms.

The wellness programs offered will be directed at the controllable risk factors contributing to these conditions, including excess weight and obesity, as well as indirect risk factors, such as stress and sleep. Below are the Operating Plan Goals directed at these risk factors:

1. **Reduce the percentage of employees who are overweight and obese.**
 - Of those employees that received a Vitality Check (21%), 54% have a BMI above the recommended range.
 - Of those employees who completed the health assessment (39%), 89% are not getting the recommended amount of physical activity.
 - Wellness programs will be directed at increasing physical activity through a district-wide walking competition, improving nutrition, and targeting other controllable risk factors, such as stress and sleep.
2. **Target mental well-being and stress management among employees.**
 - Of those employees that completed a Health Assessment (39%), 20% scored higher than recommended on the Kessler Stress Score assessment.
 - Increase education and participation in Employee Assistance Program (EAP) through presentations and existing lines of communication.
 - Target sleep as a risk factor for mental well-being, obesity, and heart disease.

3. Increase employee participation in HumanaVitality by 10% to encourage and reward employee participation in preventative screenings, fitness and nutrition/weight loss programs, and carrier provided clinical programs (District Strategic Plan Action Item 9).

- Currently, 40% of employees utilize HumanaVitality, compared to 55% engagement among PCS “peers”, Humana’s Central Florida/Tampa Bay market book of business.
- The district’s HumanaVitality on-site representative will hold 65 presentations throughout the district in 2016.
- HumanaVitality will continue to be promoted through existing lines of communication, including Wellness Champions, bi-weekly newsletters, and regular email updates.
- District-wide activities will be initiated through Humana Vitality, such as a walking challenge, to encourage user engagement.

IX. Employee Wellness Programs & Strategies*

The Be SMART worksite wellness program in conjunction with Humana Insurance offer wellness programs and strategies directed at the top medical conditions/claims and greatest potential for change. These programs and activities are detailed below.

- Be SMART District Wellness Program & Worksite Wellness Champion Program
 - District-wide campaigns and challenges
 - YMCA Diabetes Prevention Program
- Humana Insurance Wellness Programs
 - HumanaVitality Platform
 - Health Coaching
 - Diabetic CARE program
 - Weight Watchers
- Employee Assistance Program

* Programs will be reviewed annually.

X. Employee Wellness Champions School and Department Site Program

The core supporters, these department and school “wellness champions” understand the human and financial benefits of health promotion, and educate other employees about them. They participate in health promotion planning, and adopt healthier lifestyles for themselves, and encourage others by recognizing and celebrating others’ efforts. There are currently 139 employee wellness champions participating in this program.

- The duties of the employee wellness champions are to plan and coordinate programs at individual locations based upon program priorities and parameters, employee interests at each site, and financial resources.
- The champions meet at the district office for education, planning, and reporting purposes at least three times per year.

- They are charged with coordinating site-based activities, promoting district sponsored wellness programs and screenings, leading a wellness committee at their worksite and assisting with the yearly Healthy School Inventory.

The champions receive an annual stipend and a budget based upon the size of their worksite and the objectives met. Champions will be required to participate as a committee member in the Alliance for a Healthier Generation program and assist with survey section as it relates to employee wellness.

XI. 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 Vitality 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.

XII. Evaluation & Reporting

The wellness program will be evaluated in the following ways:

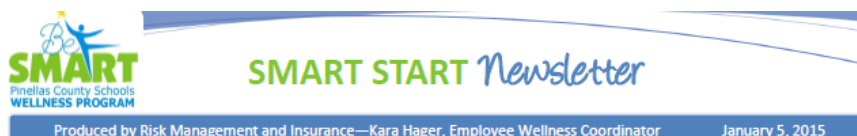
- Humana Plan Compass Report
- Participation tracking
- Monitoring participant satisfaction and self-assessment surveys
- Assessing changes in biometric measures (body weight, cholesterol levels, and blood pressure) based upon controlled group indicators.
- Evaluate the change in health behavior, health risks, attitudes, readiness, self-efficacy and perceptions in a population over time through health risk assessment results.
- Evaluate our group statistics compared to national benchmarking norms

These results will be communicated to the district employees through our risk management newsletters, open enrollment communication, district employee wellness champion meetings, and SHAC Committee meetings and annually to the Superintendent and School Board.

XIII. Communication & Marketing

Communication is one of the most important aspects of health promotion and wellness. PCS uses a variety of communication methods to promote the BE SMART wellness program including:

- Bi-weekly newsletters (SMART START)
- PCSB.org/Wellness site
- Posters
- Flyers
- Emails
- Site visits



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Make your New Year's Resolutions a Success!

New Year Resolutions don't have to end in failure. With a few tips on setting goals and making lasting behavior changes, you can be more successful in keeping your resolutions this year.

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“ Happy New Year! Let's make this year our healthiest year yet! ”



Setting New Year's Resolutions with your Kids

You don't have to be the only one setting health goals in 2016. Getting the entire family involved in improving their health in the New Year is a great strategy to hold each other accountable. The American Academy of Pediatrics recommends some great New Year Resolutions for kids of all ages:

Preschoolers

- I will clean up my toys by putting them where they belong.
- I will be nice to other kids who need a friend or look sad or lonely.

Kids, 5 to 12 years old

- I will drink reduced-fat milk and water every day, and drink soda and fruit drinks only at special times.
- I will always wear my helmet when riding a bike, scooter or skateboard.

Kids 13 and older

- I will try to eat two serving of fruit and two servings of vegetables every day, and I will drink sodas only at special times.
- When faced with a difficult decision, I will talk about my choices with an adult whom I can trust.

Read more at: <https://www.aap.org/en-us/about-the-aap/aap-press-room/news-features-and-safety-tips/pages/healthy-new-year-resolutions-for-kids.aspx>

XIV. Summary

We believe that by changing the behaviors associated with modifiable risk factors such as smoking, weight, stress, high blood pressure, high blood sugar, high cholesterol, sedentary life style and others, we can positively impact individual morbidity and in turn group morbidity. This impact will produce a healthier and more productive work force which will enhance student success. It will also enable us to minimize health care costs which in turn will help us maintain a quality affordable health plan for all our employees and retirees.

Through the continued adherence of this plan, we will continue the journey to promote a culture of good health throughout the school district. We are committed to this effort and to ensuring that when it comes to health, we will all **Be SMART**.