



**Healthy school employees,  
strong schools**

# Our journey today

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- School employee wellness: A worthwhile investment
- Stories from the field: Klamath Falls City Schools
- OEA Choice Trust: How we can help you





# School employee wellness: A worthwhile investment

# Environments shape habits

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# Impact of school employee wellness

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- School / ESD employees are susceptible to the same health risks and chronic conditions as other employees
- 70% of overall healthcare costs are related to our lifestyles
- Rising healthcare and sick leave costs affect the bottom line

Sources:

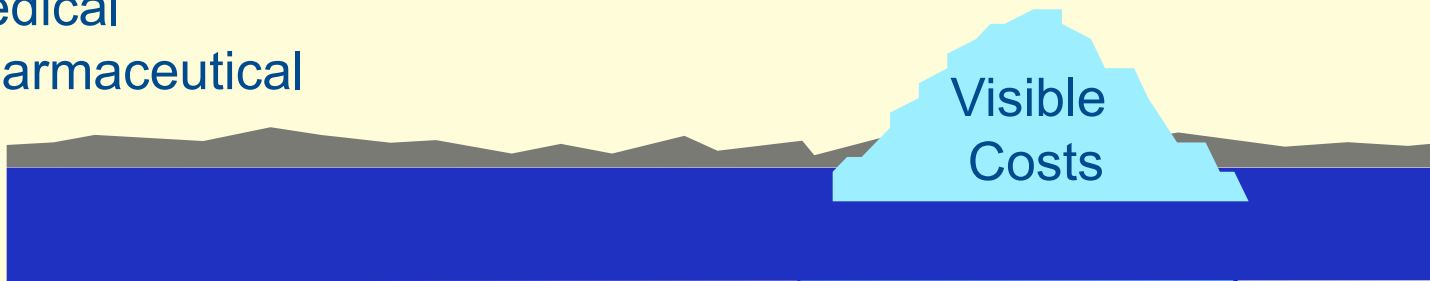
K.E. Thorpe, C.S. Florence, D.H. Howard and P. Joski, "The Rising Prevalence of Treated Disease: Effects on Private Health Insurance Spending." Health Affairs, W5-317-25, June 25, 2005.

"SB 931: Task Force for a Comprehensive Obesity Prevention Initiative," Obesity Research, 12:18-24.

# Medical costs: Tip of the iceberg

## Direct Costs

- Medical
- Pharmaceutical



## Indirect Costs

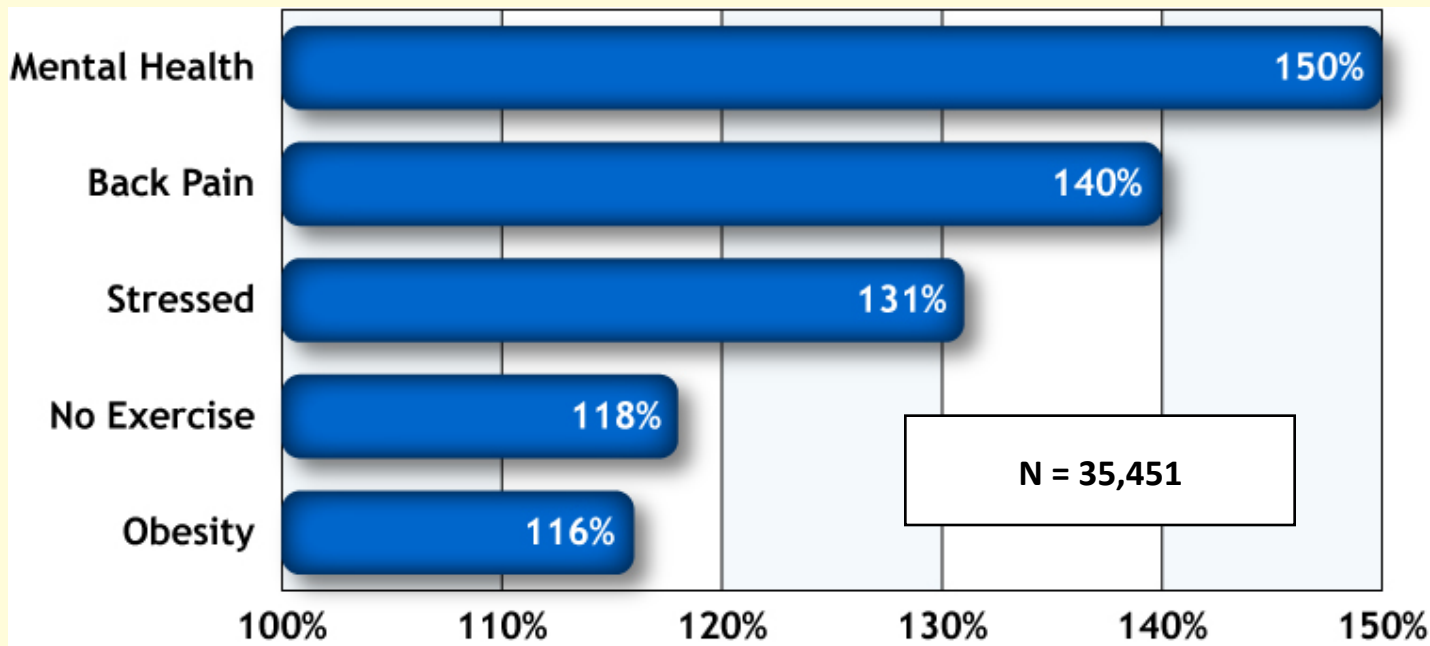
- Missed work
- Presenteeism
- Short-term disability
- Long-term disability
- Workers' compensation

**Indirect medical costs = 2–3 times direct medical costs**

Source: William B. Baun, EPD, CWP, FAWHP, University of Texas MD Anderson Cancer Center

# Health risks increase sick leave use

## Sick leave absenteeism



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Percent higher absenteeism

Source: S. Serxner et al., (2001), "The impact of behavioral health risks on worker absenteeism," JOEM, 43(4), 347 -354.





# Making a difference in Oregon: Stories from the field





***“EAT BETTER, MOVE MORE”***  
**HEALTHY CHANGES TO  
MAKE IN YOUR SCHOOL.**

Tony Swan, Principal  
Pelican Elementary  
Klamath Falls, Oregon

## *SMALL STEPS LEAD TO BIG CHANGES*

- Decide if what you're currently doing (or not doing) is good for kids and staff at your school.
- My start: Jerky and chocolate sales just weren't good for kid's health. Something needed to change.
- A few staff were already the "healthy types" – go with them!
- Set an example in every way: eat healthy with kids, snack with a piece of fruit or veggies, organize easy "races" during recess, reinforce good eating habits and choices.
- Get the message out in a variety of ways.



# ***BUILD PARTNERSHIPS FOR HEALTH***

- Be open to community resources that look for willing principals and schools to pilot projects with.
  - **Alliance for a Healthier Generation Healthy Schools Program. (Terrific resources!)**
  - **Federal USDA programs like Fresh Fruits and Vegetable Program, Breakfast in the Classroom, etc.**
  - **Local Extension Programs – OSU Nutrition Programs and Master Gardeners**
  - **Public Health Departments – Safe Routes to School Grant**
  - **Partner with churches and civic organizations and existing food programs**
- Emphasize nutrition education in your existing health curriculum – or add a new program with outside educators.





## *INCREASE WELLNESS FOR STUDENTS*

- Increase Physical Education classes for all grades. What is your current expectation?
- Maintain Recess time for all grades before and after lunch.
- Movement/Brain Breaks in the classroom work!
- Increase play equipment access: balls, jump ropes, 4-Square, wall balls, tetherballs, soccer and footballs, touch flags, balance boards, etc.
- Classes participate in Presidential Fitness Program.



- Consider a school-wide Walk-a-Thon or Activity-a-Thon as a fun(d) raiser. Ditch the food sales!
- Sign up for the next **International Walk and Bike to School Day**: May 6, 2015...easy to do, include the bus riders, and free incentives to all who register early.
- Install bike and skateboard/scooter racks for students with free lock check-out.

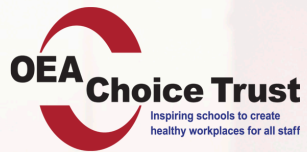


## *PROMOTING STAFF WELLNESS*

- Establish regular weekly “Salad Days” for staff.
- Allow walking planning meetings for teachers.
- Staff participation in President’s Challenge Program/Students
- Shift from candy and donuts to fruit trays, nuts, and healthy snacks in the staff lounge.
- Pay for registration fees for walks/runs.
- Apply for a OEA Choice Trust Grant!







Your workouts are  
important Meetings  
Scheduled with yourself  
Bosses don't cancel !!

B  
15 min elliptical/mile  
20 crunches/20 sit-ups  
20 Triceps 12/6  
40 Squats  
20 Lunges 10/6  
20 Push-ups  
30 calf-raises  
40 bicep curls 12/6

15 Elliptical  
Workout  
S  
21 reps  
B.H.  
Tread  
Yer

# MOVE break!





# OEA Choice Trust: How we can help you

# OEA Choice Trust:

Inspiring schools to create  
healthy workplaces for all staff



## OUR VISION

All Oregon public school employees are healthy, resilient and engaged as champions for healthy school environments and vital communities. As a result, they are fulfilled in their work, model health for students and are better equipped to foster student success.



# OEA Choice Trust:

## We can help you



- Support for all public school employees
- Grants, scholarships, and professional development
- Coaching and information
- Oregon statewide School Employee Wellness Conference
- Research and development

# How we are making a difference

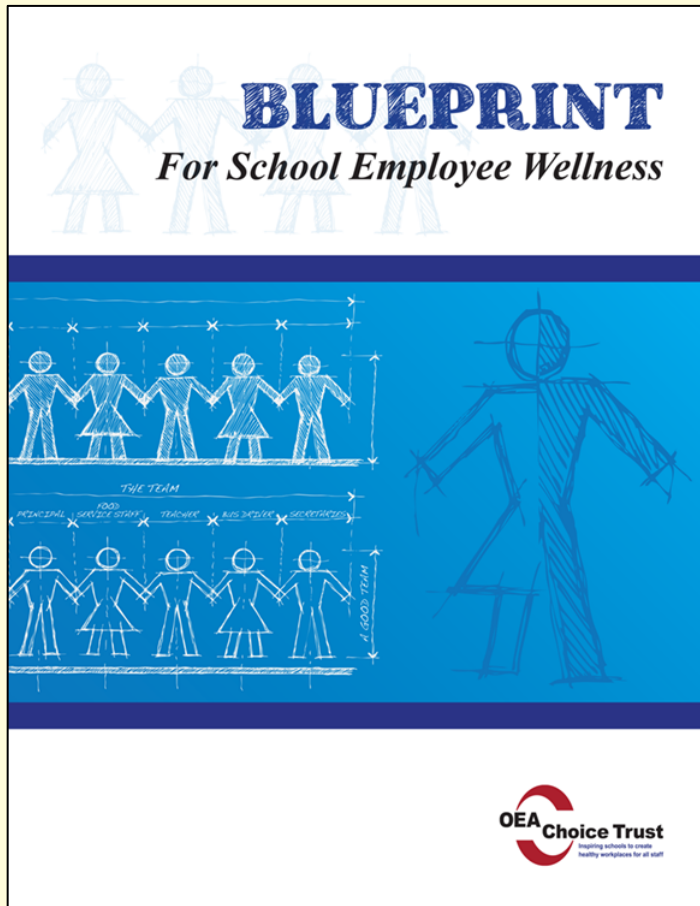
- \$1.6 million to 36 employee groups
- 27 active grantees across the state
- Directly touching 18,000+ employee lives
- School Employee Wellness Conference
  - 200 people attended and 54 school groups represented in 2014, including districts, ESDs and community colleges

# Our grantees





# Resources



[www.oeachoice.com](http://www.oeachoice.com)

## Successful Wellness Programs:

- Leadership
- Relevance
- Comprehensiveness
- Partnership
- Implementation
- Engagement
- Data – driven
- Communications

# 2015 conference

## Oregon School Employee Wellness Conference The Power of US!

The Riverhouse  
Bend, OR

Save The Date:  
March 22-24, 2015

Contact Person: Inge Aldersebaes, OEA Choice Trust  
800-452-0914, Ext 101 ~ email: [Inge@oeachoice.com](mailto:Inge@oeachoice.com)

- Build personal skills to rejuvenate your health
- Bring a school team to learn how to create a culture of wellness
- Access state and national resources to support school employee wellness
- Learn how healthy school employees leads to greater student success

*Sponsored By:*

OEA Choice Trust, Moda, Oregon Public Health, OEA|NEA, COSA, OEGB, Oregon ASCD, OSBA, ODE Child Nutrition,  
Kaiser Permanente NW, Crook County Public Health



# Get started: Tips for healthier school workplaces



- Provide and drink clean, free water
- Hold walking meetings
- Take scheduled breaks!
- Create an outlet for stress
- Make healthy food and beverages readily available