

# Student Success: What's School Employee Wellness Got To Do With It?

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# Roadmap for This Morning!

- School Employee Wellness: A Worthwhile Investment
- Stories from the field: Dallas School District
- Schools Can't Do It Alone: How Partners Can Support School Employee Wellness

# Why Schools as Healthy Worksites?



# Why Schools as Healthy Worksites

*School employees are responsible for one of our state's most critical functions ~ preparing youth to become successful and productive citizens.*

- 104,000 school staff employed in Oregon's public education system
- School employees spend nearly half of their waking hours at work
- Environments shape habits

Source: Oregon Labor Market Information System website – 2010 data and National Center for Educational Statistics



# Environments Shape Habits

“It is unreasonable to expect that people will change their behavior easily when so many forces in the social, cultural, and physical environment conspire against such change.”

– Institute of  
Medicine



# Why Schools as Healthy Worksites!

- School 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
  - Rise in obesity is the leading cause of the rise in private insurance spending\*
  - Obesity costs Oregon more than \$781 million a year \*
  - Efforts to reform healthcare will not be sustainable unless we address what drives the demand for healthcare services

Source: Thorpe KE, Florence CS, Howard DH, Joski P. The rising prevalence of treated disease: effects on private health insurance spending. Health Affairs, W5-317-25, 27 June 2005.

# A Closer Look at Oregon School Employees

- For every 100 school employees:
  - 56 are overweight or obese
  - 90 are trying to lose or maintain weight
  - 30 eat the recommended 5 or more servings of fruits and vegetables
  - 61 are physically active and meet national requirements to improve health
  - 13 are depressed
  - 5 currently smoke
  - 27 missed work in past 30 days because sick



# Oregon's Young People: Our Future Workforce

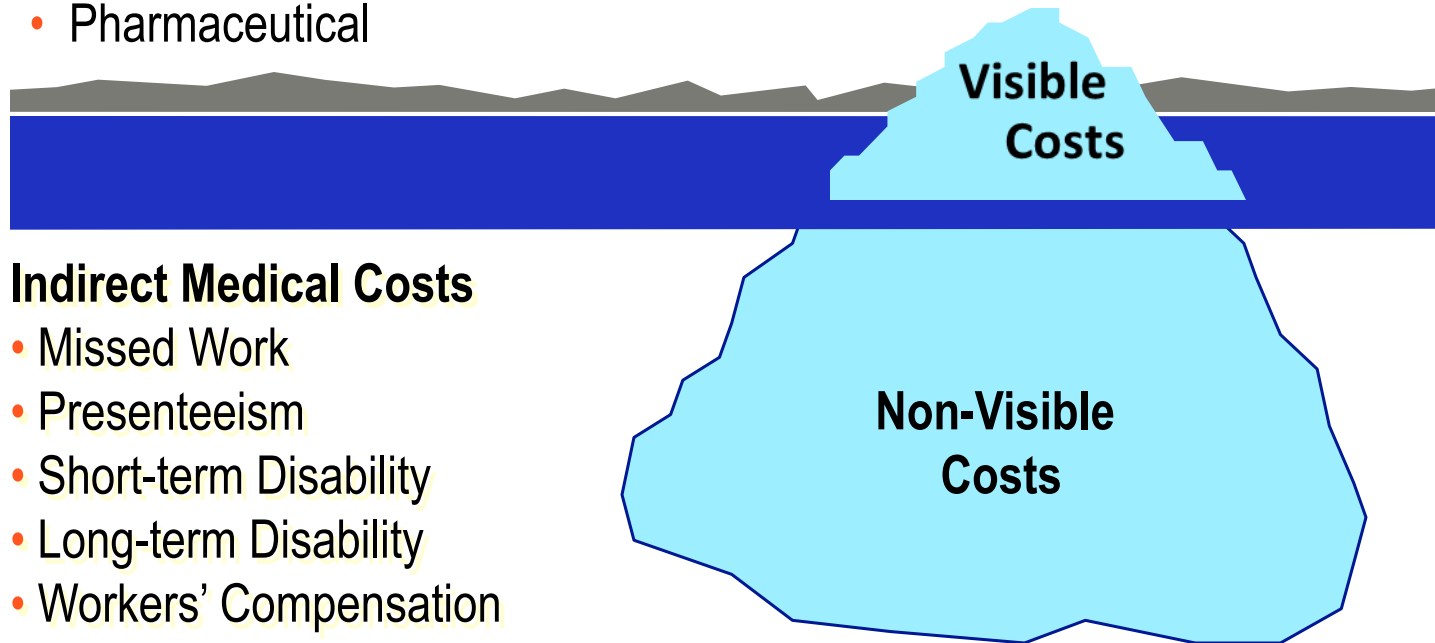
- Diagnosis of childhood chronic diseases almost quadrupled over past four decades
- Childhood obesity more than tripled in past 30 years
- 1 in 3 children will develop diabetes over their lifetime, given current trends
- If trend continues, today's young people could be first generation to live shorter lives than parents\*



# Medical Costs: Tip of the Iceberg

## Direct Medical Costs

- Medical
- Pharmaceutical



## Indirect Medical Costs

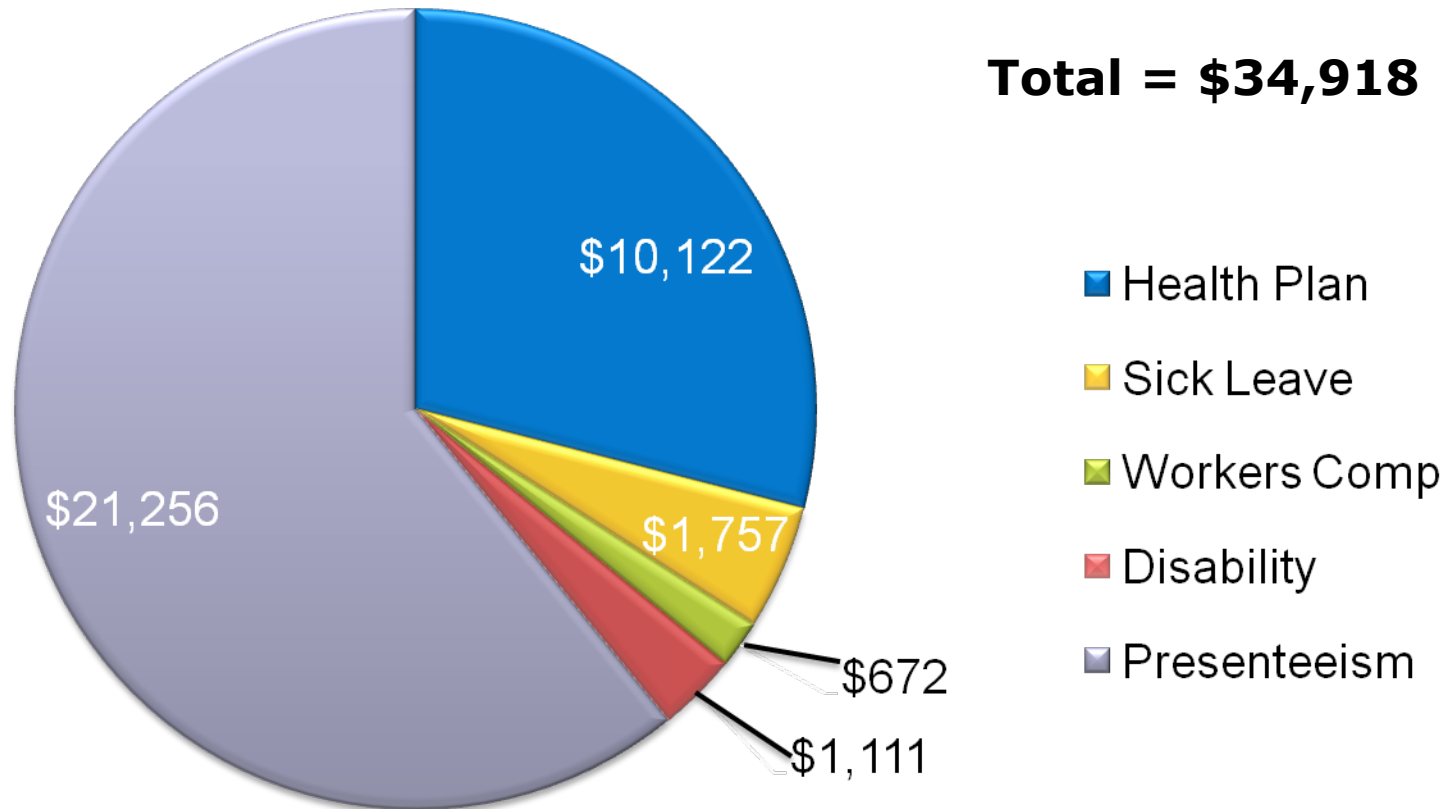
- Missed Work
- Presenteeism
- Short-term Disability
- Long-term Disability
- Workers' Compensation

**Indirect Medical Costs = 2-3 times Direct Medical Costs**



# Economic Rationale for Wellness

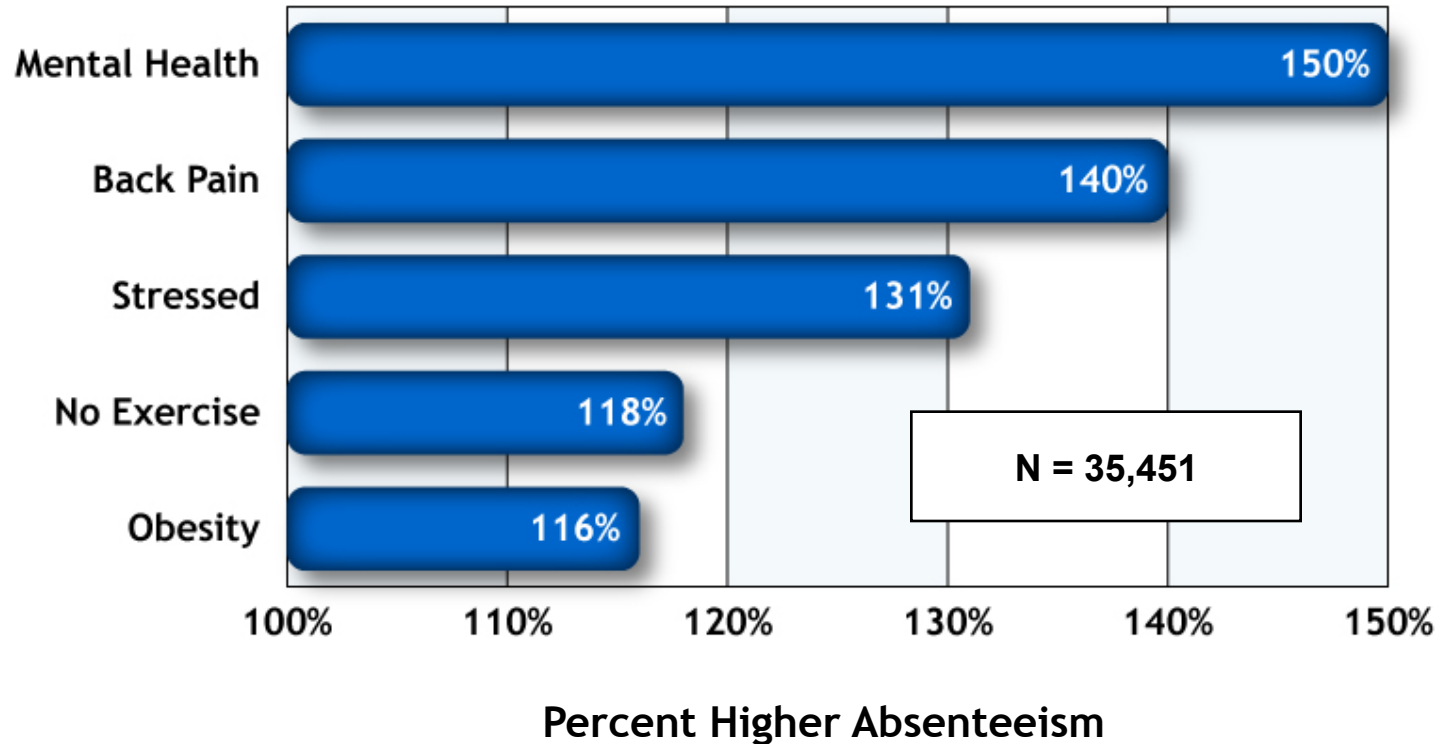
## Average Annual Cost Per Employee in 2010



Source: Goetzl, JOEM, (2004) data adjusted to 2010 by Mercer Employer Survey Results and by Collins Presenteeism study (2005) of Dow Chemical that was used for determining the Presenteeism cost.

# Health Risks Increase Sick Leave Use

## Sick Leave Absenteeism



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

# Wellness at Work: An Economic Imperative

A comprehensive, strategically designed investment in employees' health pays off.



## Return on Investment

For every \$1 spent on wellness programs, an average of \$5 (range of \$2–19) is saved.

Source: Chapman LS. The Art of Health Promotion: Meta-evaluation of worksite health promotion economic return studies: 2005 update. Am J Health Promotion, 19 (6), July/Aug 2005



# Making a Difference in Oregon: Real Results

- Sick Leave Use and Substitute Costs:
  - An 11% drop in sub days – Baker School District
  - Decline of approx. 4 % in sick leave usage – Springfield Public Schools
  - 48% decrease in the number of sick leave usage – Arlington School District
  
- Positive climate and improved employee morale – Southern Oregon ESD
  
- A culture of wellness that trickles down to positively impact student wellness – Griffin Creek Elementary School District and Baker School District
  
- Estimated cost savings of \$10,900 using CDC's obesity cost calculator based on BMI – Central School District
  
- The Weight Watchers at Work group lost 391.6 pounds – Jefferson School District

# Student Success: What does employee wellness have to do with it?





# Baker School District

*“When teachers are healthy and on their game everyday, we are more effective at achieving our educational goals and promoting student success”*

*Barry Nemec, Special Education Director*



# Why Schools as Healthy Worksites

- School employees serve as tremendous role models for our students
- School employee wellness serves as a catalyst for school wide change to promote health for students and staff
- Health and learning go hand in hand



# Making a difference in Oregon: Stories from the field

# Springfield Public Schools



# Springfield Public Schools





- ❑ Why School Employee Wellness Programs
- ❑ Launching and Sustaining School Employee Wellness Programs
- ❑ Results and Successes
- ❑ Synergy between Staff and Student Wellness

# Employee Health Matters in Oregon Schools



# OEA Choice Trust – Join the Journey

*Mission: to improve the health and well-being of Oregon school employees through grant-making; focusing on empowering and enabling the participants to take responsibility for improvement of their health within a supportive environment.*



# About OEA Choice Trust

- Founded in 1980 to provide benefits to Oregon public school employees
- Wellness grant program pilots in 2008: six 'pilot' groups were successful grant award recipients
  - Lane Community College
  - Linn-Benton Community College
  - Griffin Creek Elementary (Medford SD)
  - Santiam Canyon SD
  - Cascade SD
  - Eagle Point Education Association



# OEA Choice Trust: Employee Wellness Grant Program Goals

1. Improve health and well-being of Oregon school employees by focusing on:
  - Physical fitness
  - Healthy eating
  - Achieving and maintaining a healthy body weight
  - Discovery and control of high blood pressure, high cholesterol, diabetes, and depression
  - Management of stress





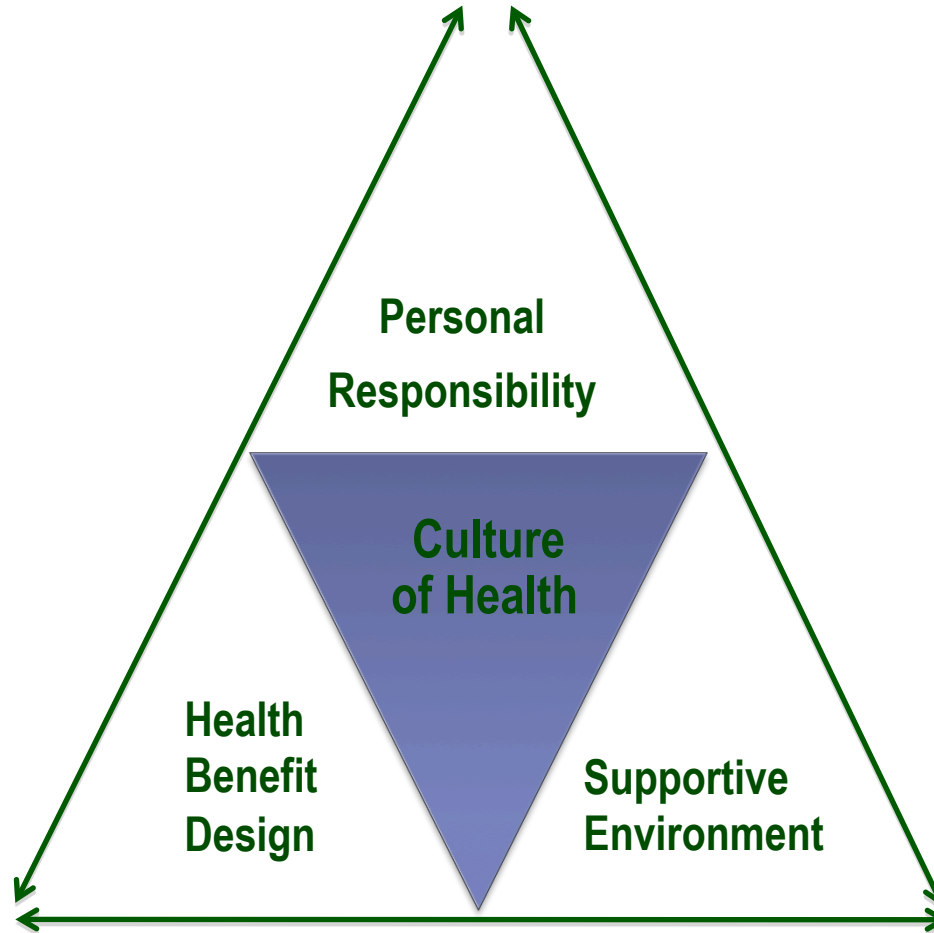
# OEA Choice Trust: Employee Wellness Grant Program Goals

2. Build a culture of health that engages school employees in healthy living to prevent and/or manage risk factors and chronic diseases
  - Policies, practices, and environments that engage employees in healthy living.
  - Visible administrative leadership that communicates the value of employee wellness and it's priority to the school.
  - Social environment that promotes health and wellness as the norm rather than the exception at their school



# Schools as Healthy Worksites

A comprehensive, integrated worksite wellness program



Source: NGA Center of Best Practices



# About OEA Choice Trust

- As of August 2013: The Trust has awarded close to 1.6 million dollars to 34 Oregon public school employee groups.
- Currently, 27 active grantees across the state from Lake County to Port Orford/Langlois to North Powder to Portland Public Schools.
- The Employee Wellness Grant Program is touching over 18,000 lives directly.

# 2014 Oregon School Employee Wellness Conference: It Starts with YOU!

**Oregon School Employee Wellness Conference  
It Starts with YOU!**

**The Riverhouse  
Bend, OR**

**Save The Date:  
March 23-25, 2014**

**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, OEBB, Oregon ASCD, OSBA, ODE Child Nutrition

# School Employee Wellness Resources in Oregon

- ❑ OEA Choice Trust Employee Wellness Grant Program at <http://www.oechoice.com/>
  
- ❑ Alliance For a Healthier Generation's Healthy Schools Program  
<http://www.healthiergeneration.org/schools.aspx>
  
- ❑ Health Plans: Wealth of worksite wellness and member resources
  - ✧ Moda at [www.modahealth.com/employers/wellatwork/index.shtml?dn=ods](http://www.modahealth.com/employers/wellatwork/index.shtml?dn=ods)
  - ✧ Kaiser Permanente at [www.thrivingschools.kaiserpermanente.org](http://www.thrivingschools.kaiserpermanente.org)
  
- ❑ Oregon's [Wellness@Work](http://www.wellnessatworkoregon.org) website at [www.wellnessatworkoregon.org](http://www.wellnessatworkoregon.org)
  
- ❑ School Employee Wellness Guide at Director's of Health Promotion and Education at [www.dhpe.site-ym.com/?programs\\_sew](http://www.dhpe.site-ym.com/?programs_sew)



***“The conditions that affect the health of employees also influence the health and learning of students. Protecting the physical and mental health of school employees is integral to protecting the health and learning of students and ensuring their academic success”***

***Directors of Health Promotion and Education (2005) School Employee  
Wellness ~ A Guide for Protecting the Assets of our Nation's Schools.  
Washington DC***

October 18, 2013



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3

**3** people I will contact or network with about healthy schools today!



2

**2** things I will do to support the health and wellness of school staff!



1

**1** thing I am still wondering about.