Mission

“The mission of Georgia’s Worksite Health Initiative is to reduce the burden of chronic diseases by helping Georgia businesses create worksite environments that maintain and improve the health of their employees.”

Objectives

• This module will:
  – Explain why worksite wellness and modeling healthy behaviors among faculty and staff is important to student health
  – Describe practical examples of low or no cost physical activity and worksite wellness options
  – Identify resources from the Georgia Department of Public Health that can be used in developing a comprehensive approach to worksite wellness
  – List factors and policies associated with a healthy school environment

Why worksite wellness?
Leading Chronic Diseases Among Adults in Georgia

- Heart Disease
- Stroke
- Cancer (Lung, Breast/Cervical, Prostate, Colorectal)
- Diabetes

Effects of Overweight and Obesity

- Hypertension
- Type 2 Diabetes
- Coronary Heart Disease
- Stroke
- Gallbladder Disease
- Hypertension
- Osteoarthritis
- Sleep apnea

- Respiratory Problems
- Some cancers (endometrial, breast, colon and prostate)
- Pregnancy complications
- Menstrual irregularities
- Stress
- Psychological depression
Economic Losses due to Overweight and Obesity

- In 2013, Georgia was ranked the 20th most obese state with 29.1% of Georgia adults being classified as obese.

- Annual cost of obesity in Georgia is approximately $2.5 billion dollars (~$385 per person)

- This includes direct health care costs for treatment and indirect costs attributed to loss of productivity due to disease, disability and death.

Prevalence of Obese Adults, by Georgia Health District, 2001-2009

Total Cost of Top 10 Medical Conditions Impacting Productivity

Annual Total Cost Per 1,000 FTEs for All Four Employers (N=15,380)

Source: Lepore R, et al., "Health and Productivity as a Business Strategy"
Worksite Wellness Programs

• 92% of larger employers offer workplace wellness programs
• The most frequently targeted behaviors are exercise, smoking, and weight loss
• Typically less than 20% of those eligible participate in the programs

Worksite Wellness Programs

• Governor’s objectives include better choices
• 80% of direct healthcare costs are used by 20%
• Incentives vary by group
• Total costs show a much different picture
  – Indirect Costs = 75% of Total Cost to employers
  – Absenteeism & Presenteeism take the lion’s share
School Employees
Why School Employees?

“School districts put a valuable asset of the nation’s schools at risk when they ignore the health of their employees.”

• Public schools in the U.S. employ more than 6.7 million employees.

• 3.5 million teachers and more than 3.2 million school administrators teach, feed, transport, and provide for our children’s physical and mental needs and ensure that the school building and grounds are safe.

Because....

• Conditions the impact employee health, also impact student's health and learning
• Protecting the physical and mental health of school employees is integral to protecting the health of students and ensuring academic success

Employee Wellness Programs

• Promote employee health and reduce health risk behaviors of employees
• Identify and correct conditions in the workplace that:
  – Compromise the health of school employees
  – Reduce school employee’s levels of productivity
  – Impede student success
  – Contribute to escalating healthcare costs
Modeling Healthy Behaviors

What would an employee wellness program look like?
Comprehensive School Employee Wellness Programs

• **Include the following:**
  – Health education and health promotion activities that focus on skill development and lifestyle behaviors
  – Safe, supportive social and physical environments
  – Organizational expectations about healthy behaviors and the implementation of policies that promote health.
  – Integration of the worksite program into the school and/or district structure.

Comprehensive School Employee Wellness Programs

– Linkage to related wellness programs: employee assistance, emergency care, programs that help employees balance work and life.
– Linkage to worksite screening programs from insurance provider.
– Individual follow-up interventions to support behavior change.
– Education and resources to help employees make decision about their health care.
– An evaluation process to support the programs effectiveness and efficiency.
Employee Benefits

The entire school benefits from staff engagement in physical activity.

- Increased well-being, self-image, and self-esteem
- Improved coping skills for stress and other factors affecting health
- Improved health status
- Lower out-of-pocket costs for healthcare services (reduced premiums and deductibles)
- Increased access to health promotion resources and social support
- Improved job satisfaction
- Safer and more supportive work environment

Employer Benefits

- Lower health care and disability costs
- Enhance employee productivity
- Decrease rates of absenteeism
- Decrease rates of illnesses and injuries
- Improved employee morale
- Improved employee recruitment and retention
- Increased organizational commitment and creation of a culture of health
How to Develop a Wellness Program

Developing a Worksite Wellness Program at Your School

1. Assess the Need
2. Plan the Program
3. Implement the Program
4. Determine Impact through Evaluation
1. Assess the Need

Before Starting

- Create a Committee
  - Conduct an environmental scan
  - Review policies and data

- Survey employees
  - Activities
  - Time of day
  - Willing to pay for instructor
  - Factors that influence participation (policies and environment, individual behaviors)

- Interpret your findings
  - Analyze your data for patterns

Environmental Scan
1. Assess the Need

Sample staff wellness assessments:

- [http://c.ymcdn.com/sites/dhpe.site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/InterestHabits1.pdf](http://c.ymcdn.com/sites/dhpe.site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/InterestHabits1.pdf)

- [http://c.ymcdn.com/sites/dhpe.site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/InterestHabits5.pdf](http://c.ymcdn.com/sites/dhpe.site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/InterestHabits5.pdf)

2. Plan the Program

- **Set goals and objectives**
  - Use your results to guide the program
  - Select 1-2 components that can be implemented
  - Establish a low-cost or no-cost budget
  - Develop a timeline
  - Communicate details to staff
  - Plan a follow-up assessment
2. Plan the Program

- Program objectives should be as specific as possible and describe the changes you expect to see as a result of your program.

**Objectives should be SMART:**
- S – Specific
- M – Measureable
- A – Achievable
- R – Realistic
- T – Time Specific

**Examples of a SMART objective:**
- By March 2014, identify at least five staff to serve on the wellness committee.
- By April 2014, create a wellness committee action plan that identifies three focus areas related to employee health.
- By May 2014, have at least 50% of staff complete an employee interest survey.
2. Plan the Program

Sample Letters to Staff
- [http://www.pasco.k12.fl.us/benefits/wellness/](http://www.pasco.k12.fl.us/benefits/wellness/)
- [http://c.ymcdn.com/sites/dhpe-site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/EntireGuide.pdf](http://c.ymcdn.com/sites/dhpe-site-ym.com/resource/group/75a95e00-448d-41c5-8226-0d20f29787de/Downloadable_Materials/EntireGuide.pdf)

3. Implement the Program

- Getting Started
  - Easy activities for schools that are beginning
    - Promotional flyers
    - Active breaks/meetings
    - Individual goal setting

- Build Momentum
  - Moderate activities for schools that have some experience in implementing a program
    - Partner with local fitness center
    - Promote local walking paths and school stairwells

- Moving Forward
  - More advanced activities for schools that have established programs
    - Look at employer benefit coverage/wellness screenings
    - Walk and Talk meetings with parents/school teams/administrators
    - Sponsor a walk/run
    - Physical activity coaching

- Keeping the Pace
  - Activities to help sustain programs and extend them outside the school community
    - Employee walking clubs
    - Wellness teams and competitions
    - Safe walking routes

*We Protect Lives.*
Examples of Promotional Materials

**February is Heart Month**

*Make Blood Pressure Control Your Goal*

- 67 million American adults have high blood pressure—
  that’s 1 in 2 U.S. adults.
- The percentage of adults in Georgia who have high blood pressure has increased from 26% in 1999 to 31% in 2009.

**Please join us for one, or all, of our Heart Healthy activities**

Feb 3 - **Healthy Buddy Healthy Heart Challenge!** Grab someone you care about and motivate them to become healthier for the “Heart” of it! This 12 week challenge will end April 30 and culminates with those who want to participate in the Climb Atlanta’s, a 17 floor stair climb event. We will be working with our buddy to get as active as possible and log our activity on the CMECompete site! Those teams with the most points by April 30 will be the healthiest buddies! Please contact cceph@ph.state.ga.us for more information.

Feb 5 - **Sweet Auburn Curb Market Healthy Heart Lunch & Learn** Learn at 1 pm, Heart Healthy Meals to Improve Cholesterol and Blood Pressure, Samples will be provided. Please RSVP to ccauch superhero@state.ga.us.

Feb 7 - **National Wear Red Day** 2 Peachtree Red Dresses Run, 2 pm, FREE to all 2 Peachtree employees! Meet at the 1st floor fitness center at 1:45 pm to register. Door prize drawings for all those who participate! Event will be at 2pm and registrations will begin at 2:00pm in the break rooms.

Feb 10 - **Smokeout for your Sweetheart** Visit our table from 10 am - 3 pm, at the Capitol Hill Fitness Center to get.

---

**Examples of Promotional Materials**

**Mission**

To empower State of Georgia employees to become healthier through physical fitness and healthy lifestyles choices.

**Vision**

To support the wellness of State of Georgia employees through exceptional health and fitness resources and superior service.

**Capitol Hill Fitness Center**

1st Floor, 2 Peachtree St., NW
Atlanta, GA 30303

**Contact Us**

capitolfitness@idhr.state.ga.us
Tel: (404) 232-1573

The Capitol Hill Fitness Center is brought to you by State of Georgia employees in collaboration with the Georgia Department of Public Health.
Examples of Promotional Materials

3. Implement the Program

**CDC – Steps to Wellness**

**Georgia Department of Public Health – Work Healthy Georgia Toolkit**
4. Determine Impact through Evaluation

- Periodically re-administer needs assessment to staff
- Consolidate results
- Determine effectiveness of interventions
- Plan follow-up interventions
- Report achievements to the school board, administration, staff, PTA/PTO, and local media
- Modify intervention(s) in response to staff feedback

http://www.cdc.gov/workplacehealthpromotion/
Resources

Ideas for Staff Wellness

- Walk Georgia
- Alliance for a Healthier Generation
- UGA – Cooperative Extension
- Arthritis Foundation Walk With Ease Program
- American Cancer Society Freshstart Program
- Diabetes at Work Program
- Pedometer/Walking Programs

- Georgia Tobacco Quitline
- WELCOA
- Fuel Up To Play 60
- Power Up for 30!
- Local/County initiatives
Physical Activity Opportunities for Staff

- Before or after school exercise videos
- Exercise with students
- Walks and talks (faculty meetings/planning time)
- School-wide fun run/walks
- Dancing with the teacher fundraiser
- Physical Activity Breaks (classroom and meetings)
- Power Up for 30!

Work Healthy Georgia Toolkit

- Sample policies
- Needs and interest surveys
- Sample budget and program plan
- Screening guidelines for men and women
- Online resources
- District/County Health Departments
- State worksite wellness coordinator
Policies and Environments

- Wellness Policies
  - Physical Activity
  - Healthy Meeting
  - Tobacco-Free
  - Lactation/Breastfeeding

- Environment
  - Space to be physically active
  - Healthy cafeteria/vending options
  - Lactation space
  - Tobacco-free
  - Sidewalks

Public Health Districts

We Protect Lives.
Discussion

• How can you incorporate physical activity into your daily schedule and/or classroom?
• Do you have a wellness policy where you work?
  – Do you think that a written policy would help your wellness program?
• Can you name a few environmental changes that would be helpful in your worksite?
• Which resources are most beneficial to your wellness program?

Questions

For more information:
• Kiley Morgan, Worksite Wellness Coordinator
  – kwmorgan@dhr.state.ga.us
  – Phone: (404) 657-6946

• Emily Anne Vall, PhD, Obesity Project Manager
  – eavall@dhr.state.ga.us
  – Phone: (404)657-6587