



The School District of Palm Beach County, FL Strategic Wellness Work Plan 2009

Employee Wellness Mission:

The School District of Palm Beach County Employee Wellness Program seeks to establish a workplace that encourages and supports a healthy lifestyle by integrating health promotion activities and resources that help to enhance health & well-being.

Overarching Goals:

- Reduce and contain healthcare costs
- Improve member health and employee productivity
- Enhance recruitment and retention of employees

Objectives:

- Create a supportive social and physical environment including expectations regarding healthy behaviors and implementation of policies that promote health and productivity, reduce the risk of chronic conditions and achieve projected reductions in healthcare costs.
- Develop objectives that can be measured over time in congruence to Healthy People 2010 (HP2010) national public health objectives and priorities.
- Ensure a key focus on communication and health education, aimed at skills development and lifestyle behavior change along with information dissemination and awareness building.
- Integrate worksite programs into the organizations structure and link to programs like safety and other work/family offerings.
- Offer and encourage health assessments, biometric screening programs and provide coverage for preventive screenings to create a population awareness baseline.
- Enable a process for supporting individual behavior change with follow-up intervention and program offerings.
- Evaluate/validate programs and recommend improvements to support participation and effectiveness.

Targets based on (year) Clinical Consult	Awareness, Education and Intervention Activities	Goal:
1. Cardiovascular Disease, Diabetes, Cancer	Preventive care, HealthyLiving Program, Education and Awareness	Reduce the number of employees who are considered "high risk" by offering education and behavior change programs.
2. Nutrition & Weight Control, Physical Activity, and Stress Management	Preventive care, HealthyLiving Program, Education and Awareness	<ul style="list-style-type: none"> ➤ Increase the proportion of adults who are at a healthy weight. ➤ Increase the proportion of adults who engage in regular, preferably daily, moderate physical activity for at least 30 minutes per day. ➤ Increase the perception of staff's ability to cope with stress.
3. Reduce Tobacco Use	Preventive care, HealthyLiving Program, Education and Awareness	Implement a tobacco cessation program for staff.

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
Monthly Health Awareness	To assist with wellness communication and to promote wellness activities for identified targeted health topics pertaining to the school district employees and their families.	Create monthly wellness newsletter, monthly bulletin board, and resource center. Use website programming to create awareness. Attend New Employee Orientation and Staff Meetings.	Wellness Coordinator	Monthly	Open	
January Healthy Resolutions Month	Determine health needs and readiness for behavior change among employees.	Encourage employees to take the online Personal Health Assessment on the Dialog Center. Use a Health Assessment Promotional Incentive.	Wellness Coordinator & Wellness Champions	January	Open	
Launch Personal Health Assessment Campaign		<p><i>Example Programs for the Month:</i></p> <ul style="list-style-type: none"> ○ <i>New Year, A New You Health Challenge</i> ○ <i>Community Fitness Events</i> ○ <i>Weight Watchers & Other Weight Management Discounts</i> ○ <i>CCW or Live & Work Well- Self-Help Programs</i> ○ <i>Superintendent Support Letter</i> ○ <i>UHC-MYUHC Promotion</i> ○ <i>Health Dialog-Birth Defects and Lower Cost Medications</i> ○ <i>Healthy Living-Balance Program for weight management support</i> 				

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February Healthy Heart Month	Intervention aimed at increasing the amount of heart health knowledge among employees.	<p>Promote the use of Wellness resources for Heart Health.</p> <p><i>Example Programs for the Month:</i></p> <ul style="list-style-type: none"> ○ <i>HealtheGoals</i> ○ <i>Know Your Numbers Screenings & BP Checks</i> ○ <i>Active for Life (Physical Activity)</i> ○ <i>Stress Management (FCAT Testing)</i> ○ <i>CPR/AED Training</i> ○ <i>CCW-Stress Free-Massage Therapy</i> ○ <i>Comp Benefits-Dental Health Awareness</i> ○ <i>Prevention Seminar-Achieving a Lower BP</i> ○ <i>UHC-Premium Provider Promotion</i> ○ <i>Health Dialog-Decisions about angioplasty and stents</i> 	Wellness Coordinator & Wellness Champions	February	Open	

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March National Nutrition Month	Intervention aimed at increasing the number of employees who achieve and maintain a healthy body weight.	Promote “Tools for Wellness” related to Healthy Eating habits. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Healthy Eating/Weight Loss Challenge</i> ○ <i>Healthy Meal/Vending Promotion</i> ○ <i>Fruits & Veggies Health Fair</i> ○ <i>Colon Cancer Awareness</i> ○ <i>EyeMed-Vision Health Awareness</i> ○ <i>Clinical Data Evaluation</i> ○ <i>Prevention Series-Achieving Healthy Eating</i> ○ <i>UHC-Nurseline Promotion</i> ○ <i>Health Dialog-Stroke Signs & Prevention</i> ○ <i>HealthyLiving-Nourish Program for healthy food choices</i> 	Wellness Coordinator & Wellness Champions	March	Open	



Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
April Asthma & Allergies Awareness Month	Intervention aimed at increasing asthma & allergy knowledge among employees and family members.	To provide educational awareness and intervention tools for asthma & allergies. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ Asthma Focus Program ○ Osteoporosis Screenings ○ Community Fitness Events ○ UHC-Pharmacy Promotion ○ Health Dialog-Cancer & Shared Decision Making 	Wellness Coordinator & Wellness Champions	April	Open	
May Physical Fitness Month	Intervention aimed at improving the number of employees who participate in physical activity at least 30 minutes per day.	To motivate all employees to engage in physical activity while developing team cohesiveness and improving staff morale. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ Walking Clubs/Challenges ○ Fitness Discounts ○ Migraine Prevention ○ Depression Awareness ○ Prevention Series-Fitness for Life ○ Wellness Champion Awards Celebration ○ Community Fitness Events ○ UHC-Clinical Reminders Promotion ○ Health Dialog-Preparing for Surgery 	Wellness Coordinator & Wellness Champions	May	Open	

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June Healthy Lifestyles/Preventative Screenings Month	Intervention aimed at increasing the number of staff who participates in wellness and disease management awareness activities.	Sponsor a Health Fair (annual). Use Know Your Numbers as a mechanism to improve participation and provide preventative screenings to employees. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ Annual District Health Fair ○ Healthy Living Seminar ○ Preventive Screenings for Blood Pressure, Body Composition, Blood Cholesterol, Diabetes ○ UHC-Online Health Programs ○ Health Dialog-Chronic Pain 	Wellness Coordinator	June	Open	

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July Summer Safety Month	To promote safe, healthy habits among employees and their family over the summer.	Promote the use of wellness & community resources. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Healthy Families</i> ○ <i>EyeMed-Vision Health</i> ○ <i>Sun Safety & Skin Cancer Protection</i> ○ <i>Water Safety & Drowning Prevention</i> ○ <i>Health Dialog-PTSD</i> 	Wellness Coordinator	July	Open	
August Medical Self-Care and Injury Prevention Month	To reduce and prevent incidents and injuries surrounding musculoskeletal disorders and injuries.	Promote resources for back safety. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Pre-School Workshops/Trainings</i> ○ <i>Prevention Series-Back Care</i> ○ <i>Living with a Chronic Conditions</i> ○ <i>Child Immunizations</i> ○ <i>CCW- Onsite Massage Therapy</i> ○ <i>Retiree Health Fair (FHCC)</i> ○ <i>UHC-Healthy Pregnancy Program</i> ○ <i>Health Dialog-Medications</i> ○ <i>Healthy Living –Care Program for back pain prevention and management</i> 	Wellness Coordinator	August	Open	

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September Cholesterol Awareness Month	Intervention aimed at increasing the amount of cholesterol knowledge among employees.	Promote wellness resources for heart health. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Wellness Champion Kick-Off/Training</i> ○ <i>Wellness Challenge</i> ○ <i>Pedometer Incentive Program</i> ○ <i>Fruits & Veggie Awareness-Cooking Demonstration</i> ○ <i>Cholesterol Awareness</i> ○ <i>Community Fitness Events</i> ○ <i>UHC-Nurseline</i> ○ <i>Health Dialog-Lifestyle Factors that affect cholesterol</i> 	Wellness Coordinator	September	Open	
October Cancer Prevention Month	To provide information to employees and family members regarding the treatment of cancer and prevention information.	Learn to recognize the signs and proper prevention of cancer. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Open Enrollment</i> ○ <i>Men's' & Women's Health</i> ○ <i>Flu Shot Clinics</i> ○ <i>Respiratory Infections Awareness</i> ○ <i>Community Fitness Events</i> ○ <i>Health Dialog-Back Pain</i> 	Wellness Coordinator & Wellness Champions	October	Open	

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
November Tobacco Cessation Awareness Diabetes	<p>Intervention aimed at reducing the number of employees who smoke.</p> <p>To provide information to employees and or family members regarding the treatment of disease as well as the ongoing management of the disease.</p>	<p>Promote the use of wellness resources for tobacco cessation and diabetes.</p> <p><i>Example Programs for the Month:</i></p> <ul style="list-style-type: none"> ○ <i>Open Enrollment</i> ○ <i>Flu Shot Clinics</i> ○ <i>Tobacco Quit Line Promotion</i> ○ <i>Wellness Incentive Program</i> ○ <i>Prevention Series- Preventing Diabetes</i> ○ <i>Live and Work Well Smoking Program</i> ○ <i>UHC-Diabetes</i> ○ <i>Health Dialog-Diabetes</i> ○ <i>HealthyLiving-Breathe Program to quit smoking</i> 	Wellness Coordinator & Wellness Champions	November	Open	

Activity	Goal	Detail/Task	Responsible Party	Target Date	Status	Outcome
December Stress Management and Stress Free Holiday Month	To provide information to employees and family members regarding stress management.	Promote the use of wellness resources for stress management. <i>Example Programs for the Month:</i> <ul style="list-style-type: none"> ○ <i>Stress & Relaxation</i> ○ <i>Holiday Health</i> ○ <i>Stress Management Presentation</i> ○ <i>Corporate Care Works (EAP)</i> ○ <i>UHC-United Behavioral Health</i> ○ <i>Health Dialog-Holiday Weight Gain</i> ○ <i>Health Living-Relax Program for stress management support</i> 	Wellness Coordinator & Wellness Champions	December	Open	
