Employee Wellness

Establishing a School Staff Wellness Program

While school wellness programs typically focus on student health, staff wellness is just as important. An employee wellness program is an essential component of school health. These programs can address health risk behaviors and can help to enhance productivity, improve morale, decrease absenteeism, increase retention and lower health care costs. It is important for school staff to promote and model healthy eating and physical activity habits. Healthy school employees will help ensure student academic success.

Getting Started

The employee wellness program should be integrated into the local wellness policy. Goals and objectives should be developed along with appropriate activities to meet those objectives identified. Offer an activity that is easy to implement and provides district-wide visibility at little or no cost. Consider conducting an employee survey to obtain feedback on activities to offer.

Employee Wellness Interest Survey

The following are activities that schools can engage in to promote staff wellness:

- Health screenings (height, weight, cholesterol, blood pressure).
- Assistance programs (stress management, smoking cessation).
- Fitness activities (walking/running clubs, yoga, weight training).
- Nutrition programs (weight loss programs, healthy recipe swap).
An employee newsletter is a great way to communicate health tips and upcoming wellness activities. The newsletter can be distributed as a hard copy or via email.

Employee Wellness Newsletter Sample

Employee Wellness Newsletter Template

Sample Goal and Objectives

Goal:
- The school district will offer an employee wellness programs.

Objectives:
- Provide at least three wellness activities per school year.
- Reduce overall use of sick leave by two percent from the previous year.
**Employee Wellness Interest Survey**

This short survey is a sample of how a school can determine employees’ interests while providing employees the opportunity to better understand the components of a comprehensive wellness program.

For each of the following, please indicate your level of interest in participating or the likelihood of participating:

<table>
<thead>
<tr>
<th>General Interest Questions</th>
<th>Very Likely</th>
<th>Somewhat Likely</th>
<th>Not Likely</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would participate in group activities encouraging healthy eating or physical activity if offered.</td>
<td></td>
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<tr>
<td>I would participate in a health promotion program if offered.</td>
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<tr>
<td>I would read health tips via email, newsletter, or other source.</td>
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<tr>
<td>I am interested in improving my eating habits.</td>
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<tr>
<td>I am interested in improving my physical fitness.</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Group Activities</th>
<th>Great Interest</th>
<th>Some Interest</th>
<th>No Interest</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aerobics/Pilates/Dance Classes</td>
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<tr>
<td>Walking Program</td>
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<td>Team Sports</td>
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<tr>
<td>Bicycle Club</td>
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<tr>
<td>Yoga Classes</td>
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<tr>
<td>Health Screenings (blood pressure, BMI, etc)</td>
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<tr>
<td>Healthy Cooking/Meal Planning Classes</td>
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<td>Weight Management Program</td>
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<tr>
<td>Other (please list)</td>
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</tbody>
</table>

I would be interested in participating in wellness programs offered (select all that apply):

<table>
<thead>
<tr>
<th>Before School</th>
<th>After School</th>
<th>Evening</th>
<th>Weekend</th>
<th>Staff In-Service</th>
<th>No Interest in Participating</th>
</tr>
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<tbody>
<tr>
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</tbody>
</table>

Employee Wellness
Walking Club

Join your fellow teachers after school on Tuesdays and Thursdays from 3pm-4pm. The Walking Club will meet rain or shine. The school track will be used weather permitting. All other days, the club will meet in the school library and walk around the school. Be sure to bring your walking shoes and a positive attitude.

Flu Shots

Keep yourself, your family, your students, and your fellow faculty healthy this flu season by receiving a flu shot. A flu shot clinic will be offered on October 1 from 2:00-5:00 pm. Staff enrolled in school-provided health care will receive the flu shot free of charge. Staff may bring family members to receive their flu shots at no additional cost. Staff, students, and community members not enrolled in school-provided health care may still receive a flu shot but may be charged their co-pay.

Creamy Berry Parfait

Yield: 8 Serving Size: 1 c

Nutrition Facts
Calories: 214
Total Fat: 4.6g

Ingredients
• 2 c non-fat vanilla yogurt
• 1 c strawberries, sliced
• 2 cups oat cluster cereal
• 2 – 3.5 oz packages of chocolate instant pudding mix
• 4 c skim milk

Instructions
1. Mix pudding with milk until thick
2. Wash and slice strawberries
3. Whip yogurt until smooth
4. In an 8oz serving glass layer ¼ c yogurt, 4-5 strawberries, 2 Tbsp cereal, and a dollop of pudding
5. Cool parfaits and enjoy!
Employee Wellness Newsletter Template

Title of Newsletter

**Topic Title**

Topic Text

Remove the dashed lines of the inner boxes by right clicking on a line and selecting “Format Text Box”. Change the line color from grey/black to “no color.”

**Callout Box Title**

This section can be used as a standard topic that will appear in every newsletter. Examples of this include a recipe corner, physical fitness tips, or calendar of wellness events.

If there is no plan for a recurring newsletter feature, consider using this box to place your most important topic issue.

**Topic Title**

Topic Text

Insert your school logo in this text box or place the logo next to the newsletter title. If your logo is being placed at the top of the document, consider adding an image/clip art piece related to your newsletter topic.