



Building a Culture of Wellness: Starting with Staff

Virtual Family & Health Institute, Finishing Out 2020 with Care
Wednesday, December 9th, 1:15pm-2:25pm
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1

Today's Objectives

1. Setting the Stage: Importance of Role Modeling, Worksite Wellness, and State of Health in VA
2. Components of Effective Worksite Wellness Programs
3. Head Start's Worksite Wellness Toolkit
4. Evidence Based Interventions in the Workplace
5. Action Planning
6. Resources/Tools

About Me



Child and Adult Care Food Program



Putting Local School Wellness Policies into Action:

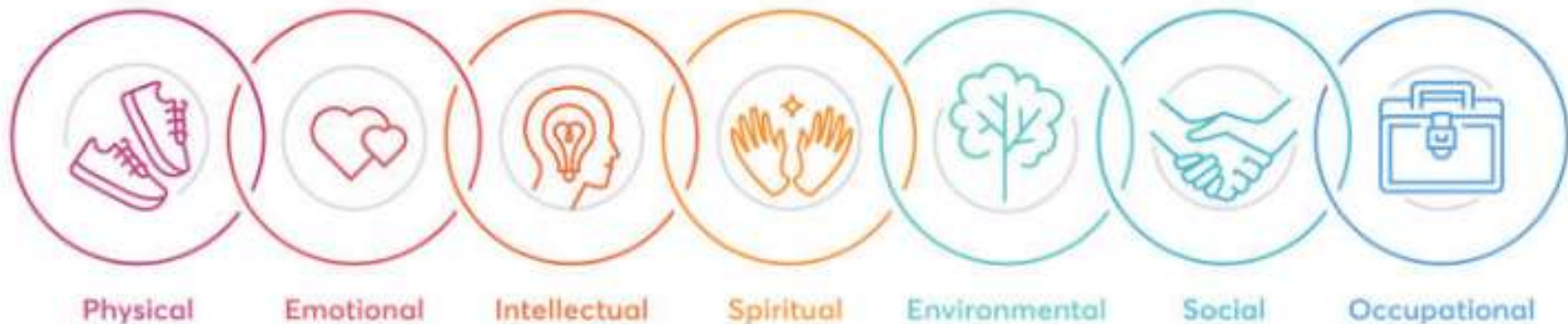


About You: Two Questions

1. Since COVID-19, what are you doing to support your own health and wellness? *Polling question*
2. What worksite wellness activities has your Head Start office/workplace initiated? *Chat*

What is Wellness?

A dynamic process of learning new life skills and becoming aware of making conscious choices toward a more balanced and healthy lifestyle across 7 dimensions- Center for Disease Control



What is Well-Being?

- Well-being includes the presence of positive emotions and moods (e.g., contentment, happiness)
- Absence of negative emotions (e.g., depression, anxiety)
- Satisfaction with life, fulfillment and positive functioning
- Judging life positively and feeling good



Social Determinants of Health



Setting the Stage: Health in Virginia

21.6% adults arthritis

30% adults obese

**28% of high schoolers
overweight/obese**

**51% adults active 150
mins/week**

**32% middle schoolers
active 60 mins/day**

35% adults high cholesterol

32% adults hypertension

31% of WIC 2yrs-5yrs overweight

10% adults with diabetes

Importance/Benefits Employee Wellness

- Americans spend **1/3 of their day**, 5 days a week in the workplace
- **Important Setting:** Health protection, disease prevention , health promotion
- **Benefits for All:**
 - Improve quality of life and well-being for employees
 - Increase productivity
 - Reduce absenteeism
 - Reduce healthcare costs
 - Prevent and reduce chronic health diseases

Staff Wellness in Early Care and Education Settings

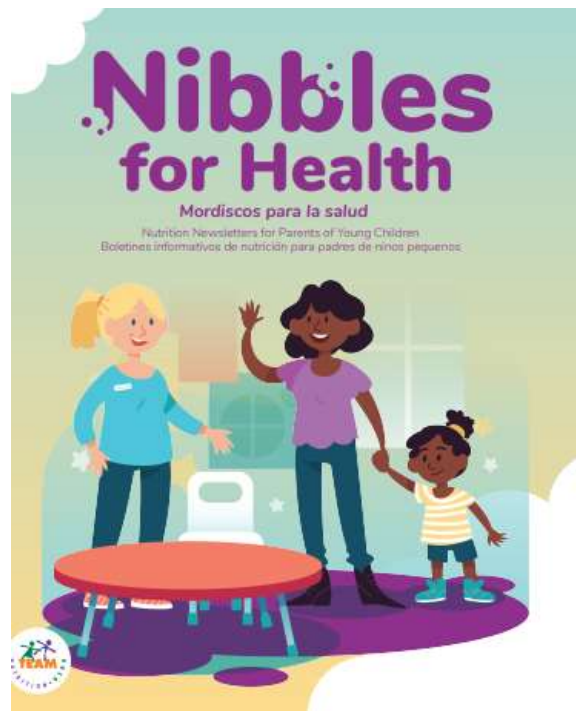
- **Barriers and Facilitators to Healthy Eating and Activity in Head Start Staff: An Opportunity for Worksite Wellness, *American Journal of Health Education*, 2015**
- **Early Care and Education Research Connections Research Study in March 2019, *Early Care and Education Well-Being***
 - High Stress Levels among ECE providers
 - Evidence suggests that teacher stress can interfere with positive teacher-child relationships and effective social-emotional teaching.

Role Modeling: Staff & Families

- Good role modeling by staff and families = improved healthy eating and physical activity behaviors for children
- Positive impact for adults and children, shared goals for improving wellness
- Seeing adults role model healthy behaviors early, increases likelihood of child adopting as a norm



Resources/Tools



<https://www.fns.usda.gov/tn>

10 tips be a healthy role model for children
Nutrition Education Series **10 tips for setting good examples** ChooseMyPlate.gov

You are the most important influence on your child. You can do many things to help your children develop healthy eating habits for life. Offering a variety of foods helps children get the nutrients they need from every food group. They will also be more likely to try new foods and to like more foods. When children develop a taste for many types of foods, it's easier to plan family meals. Cook together, eat together, talk together, and make mealtimes a family time!

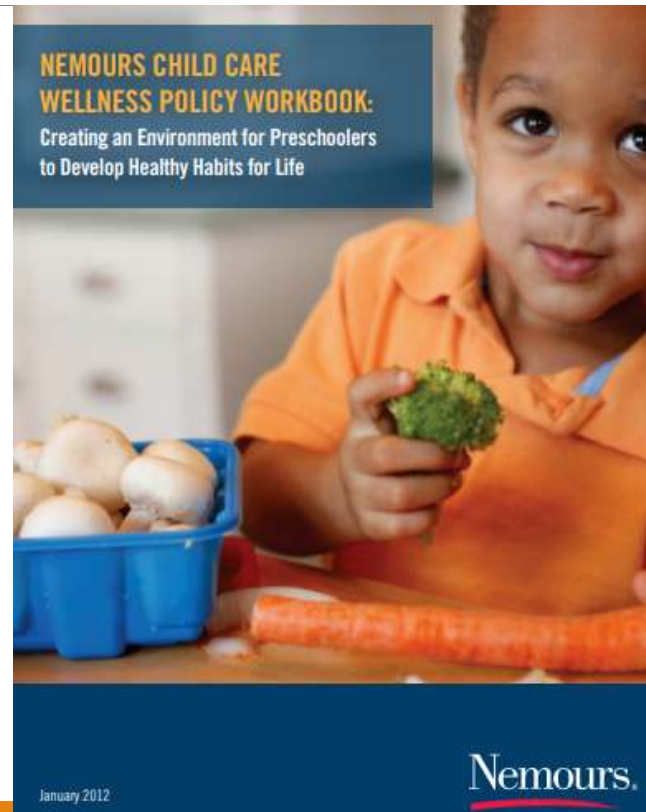
- show by example**
Eat vegetables, fruits, and whole grains with meals or as snacks. Let your child see that you like to munch on raw vegetables.
- go food shopping together**
Grocery shopping can teach your child about food and nutrition. Discuss where vegetables, fruits, grains, dairy, and protein foods come from. Let your children make healthy choices.
- get creative in the kitchen**
Cut food into fun and easy shapes with cookie cutters. Name a food your child helps make. Serve "Janie's Salads" or "Jackie's Sweet Potatoes" for dinner. Encourage your child to invent new snacks. Make your own trail mixes from dry whole-grain, low-sugar cereal and dried fruit.
- offer the same foods for everyone**
Stop being a "short-order cook" by making different dishes to please children. It's easier to plan family meals when everyone eats the same foods.
- reward with attention, not food**
Show your love with hugs and kisses. Comfort with hugs and talks. Choose not to offer sweets as rewards. It lets your child think sweets or dessert foods are better than other foods. When meals are not eaten, kids do not need "extras"—such as candy or cookies—as replacement foods.
- focus on each other at the table**
Talk about fun and happy things at mealtimes. Turn off the television. Take phone calls later. Try to make eating meals a stress-free time.
- listen to your child**
If your child says he or she is hungry, offer a small, healthy snack—even if it is not a scheduled time to eat. Offer choices. Ask "Which would you like for dinner: broccoli or cauliflower?" instead of "Do you want broccoli for dinner?"
- limit screen time**
Allow no more than 2 hours a day of screen time like TV and computer games. Get up and move during commercials to get some physical activity.
- encourage physical activity**
Make physical activity fun for the whole family. Involve your children in the planning. Walk, run, and play with your child—instead of sitting on the sidelines. Set an example by being physically active and using safety gear, like bike helmets.
- be a good food role model**
Try new foods yourself. Describe its taste, texture, and smell. Offer one new food at a time. Serve something your child likes along with the new food. Offer new foods at the beginning of a meal, when your child is very hungry. Avoid lecturing or forcing your child to eat.

USDA United States Department of Agriculture
Center for Nutrition Policy and Promotion
Go to www.ChooseMyPlate.gov for more information.

10 Tipsheet No. 12
June 2011
USDA is an equal opportunity provider and employer.

<https://www.choosemyplate.gov/ten-tips-be-a-healthy-role-model>

Wellness Policies



WORKPLACE HEALTH MODEL

1 ASSESSMENT

INDIVIDUAL

(e.g. demographics, health risks, use of services)

ORGANIZATIONAL

(e.g. current practices, work environment, infrastructure)

COMMUNITY

(e.g. transportation, food and retail, parks and recreation)

4 EVALUATION

WORKER PRODUCTIVITY

(e.g. absenteeism, presenteeism)

HEALTHCARE COSTS

(e.g. quality of care, performance standards)

IMPROVED HEALTH OUTCOMES

(e.g. reduced disease and disability)

ORGANIZATIONAL CHANGE, "CULTURE OF HEALTH"

(e.g. morale, recruitment/retention, alignment of health and business objectives)



2 PLANNING & MANAGEMENT

LEADERSHIP SUPPORT

(e.g. role models and champions)

MANAGEMENT

(e.g. workplace health coordinator, committee)

WORKPLACE HEALTH IMPROVEMENT PLAN

(e.g. goals and strategies)

DEDICATED RESOURCES

(e.g. costs, partners/providers, staffing)

COMMUNICATIONS

(e.g. marketing, messages, systems)

3 IMPLEMENTATION

PROGRAMS

(e.g. education and counseling)

POLICIES

(e.g. organizational rules)

BENEFITS

(e.g. insurance, incentives)

ENVIRONMENTAL SUPPORT

(e.g. access points, opportunities, physical/social)



Part 1: Assessment

- **Contain the following components:**
 - Individual factors (lifestyle)
 - Work environment (physical structure and social support)
 - Organizational (policies, plans, etc.)
- **Ways to implement:**
 - Survey
 - Environmental Audit
 - Conversations/Focus Groups
 - Analyze existing data



Part 2: Planning and Management

- Engage leadership and assign a champion
- Develop a representative workplace wellness committee
- Develop health improvement plan
- Use results of assessment to guide
- Communicate to staff



Part 3: Implementation

- Programs- smoking cessation program
 - Policies-smoke free policies
 - Benefits- insurance covers smoking cessation programs at no costs
- ❖ Other focuses areas: healthy eating, active living, etc.



Part 4: Evaluation

- Engage stakeholders
- Gather credible evidence
- Determine baseline measures (from assessment findings)
- Determine process and outcome measures
- Share lessons learned

Percentage of U.S. worksites that offered specific health programs, 2017.



Workplace Health is moving in the right direction.



www.cdc.gov/workplacehealthpromotion

Note: Responses are from U.S. worksites with 10 or more employees.
Source: CDC Workplace Health in America Survey, 2017

Resources/Tools

101 Low Costs Ideas for Worksite Wellness

- Physical Activity
- Nutrition
- Stress Management
- Tobacco Control
- Program Support

101 Low-cost ideas for worksite wellness

The following ideas for worksite wellness can be implemented with limited resources. Many of these ideas have been found to help employees of all physical abilities maintain their health.

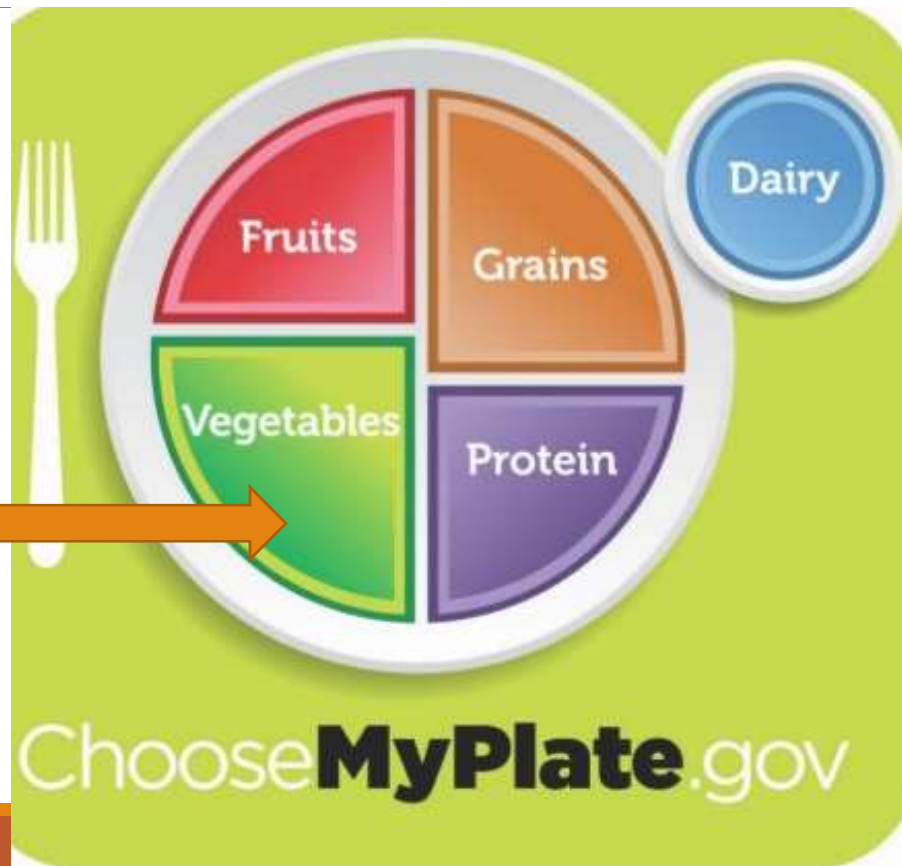
PHYSICAL ACTIVITY

1. Encourage employees to walk to a specific location and log individual miles for incentive prizes.
2. Participate in community walks (i.e., March of Dimes or walks for heart disease or cancer). Ask your company to sponsor employee participants or to match employee contributions.
3. Map out indoor and outdoor walking trails accessible to employees of all abilities. Measure the distance in halls and around the building to help employees set walking goals.
4. Encourage managers to hold walking meetings when gathering with a small number of employees.
5. Offer flexible lunch periods and breaks to encourage individual, group or "buddy" walks.
6. Offer incentives for distance parking and for employees who walk or bicycle to work.
7. Promote a stairwell ("Stair Well") climbing competition. Convert stairwells to walking areas by improving the lighting and adding of colorful posters.
8. Suggest that employees stretch for one minute before work each day. Announce a one-minute stretch on the intercom system.
9. Encourage physical activity breaks during long meetings and conferences.
10. Identify places within the worksite or around the building for physical activities.
11. Start a running, biking, walking or line dancing club.
12. Encourage employer-sponsored youth athletic teams, along with employee volunteer coaches.
13. Have a goal of the week or month (i.e., "I will exercise every day for a week"). Keep a chart of weekly or monthly exercise goals in the office.
14. Negotiate corporate discounts for health club memberships.
15. Place physical fitness bulletin boards in strategic areas.
16. Advertise an exercise equipment swap.
17. Purchase fitness CDs and DVDs that employees may borrow.
18. Invite consultants from retail shoe stores or shoe manufacturers to be on-site for a day.
19. Promote a bike helmet fitting day.
20. Provide bicycle racks or a fenced-in area for bicyclists in a well-lit section of the property.

NUTRITION

21. Ask your vending machine company to add healthy foods.
22. Use vending machine commissions to help fund wellness programs.

Healthy Break: Holiday Eating



National Head Start Association Wellness Toolkit

7 Steps for Establishing a Staff Wellness Program

1. Seeking Support from Program Leaders and the Community
2. Assigning a Wellness Leader and Establishing a Committee
3. Collect Data to Guide Efforts
4. Develop a Plan
5. Implement a Plan
6. Create a Support Environment
7. Evaluate Your Program



National Head Start Association Wellness Toolkit

Resources in the Toolkit

1. Essential Component Checklist/Sample
2. Health Assessment
3. Staff Wellness Interest Survey
4. Case Study
5. Quality Improvement Cycle Action Plan/Sample
6. Community Resources Checklist



Our mission is to coalesce, inspire and support the Head Start field as a leader in early childhood development and education.

Nurturing Staff Wellness

Essential Components Checklist

SAMPLE

Essential Components Checklist

The following checklist contains all of the critical components necessary for implementing, managing, and maintaining a successful staff wellness program. For each component, reflect on what you already have in place and write detailed notes. The given questions might help you think about each element, but they are certainly not exhaustive. Use the results of this worksheet to help you track your preparation before implementing your new program.

Wellness Leader



Who have you designated? What is his/her outside role? Has he/she committed to participating? What skills does he/she have to fill this role?

Wellness leader = Sandy school nurse
Sandy volunteered for this position. She is a certified group exercise instructor at a fitness center in town.

Assigned Wellness Committee



How did you select your committee? Who is on it? What skills does each member bring to the team? What skills are missing and could be filled by adding a member?

The committee is composed of 10 staff, teachers, and administrators who indicated interest on a survey. We will also open this up to any student on the student council.

3 gym teachers = experience leading activities
Jim = used to be a volunteer
Ming = someone to teach yoga classes

Detailed Needs Assessment



What did your needs assessment consist of? Who analyzed the results? What did the results tell you?

We distributed a health assessment survey and interest survey to all staff. Sandy conducted the physical assessment appointments and used results to identify physical needs. Thomas (health teacher) talked up other responses. We will focus on BMI, emphasizing physical activity and health eating.

Physical Activity Break- Chair Exercises



Evidenced Based Intervention Programs in the Workplace

1. Walk with Ease

2. Better Choice, Better Health

3. Walk with Ease

Walk with Ease

- The Arthritis Foundation
- Self-guided and instructor led
- Program includes guidebook and walking schedule
- Benefits to Participants:
 - reduce the pain and discomfort of arthritis
 - increase balance, strength and walking pace,
 - build confidence in your ability to be physically active
 - improve overall health



Better Choice, Better Health

- Online 6 weeks chronic disease management program
- Workshop includes decision making, problem solving goal setting
- Program increases
 - Self-confidence
 - Physical & psychosocial well-being
 - Knowledge to manage chronic conditions
 - Motivation to manage chronic conditions



National Diabetes Prevention Program

- Goal is to reduce risk for Type 2 Diabetes
- Year program: 1 year meet weekly; 2 year one or two times monthly
- Lifestyle coach leads
- Develop skills to loose weight, eat healthy, increase physical activity, and reduce stress
- Diagnosis of prediabetes in the last year or gestational diabetes



Next Step: Action Plan



Questions



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