

Employee Wellness Program  
Sarasota County Schools

**Operating Plan 2012**

# SARASOTA COUNTY SCHOOLS WELLNESS OPERATING PLAN

## Sarasota County Schools Employee Wellness Program Vision

The Sarasota County Schools Employee Wellness Program will provide a balanced and proactive wellness program to employees that will improve their individual health and health behavior patterns and produce tangible improvements in their use of health care services, reduce health-related costs, and enhance their personal well being. Healthy lifestyle behaviors will reduce injuries both on and off the job, decrease costs for both the employee and the district, decrease absenteeism, and increase employee productivity and job satisfaction.

## Wellness Mission

The Employee Wellness mission is to decrease the health risks of employees while empowering them to be active, involved, conscientious health care consumers. The Employee Wellness program encourages employees to take responsibility for enhancing their own well-being, decreasing their risks for acute and chronic illness and premature death, knowing when to seek appropriate care for medical problems, and acquiring knowledge tools for achieving high level wellness.

## Program Background

Employee Wellness has been an active part of Sarasota County Schools for the past three years. The Employee Wellness Program provides formal and informal activities designed to support and enhance the health and well-being of employees and thus ensure a healthy and productive workforce. A grant funded Wellness Coordinator was hired in 2008 and an Employee Wellness Committee (EWC) was immediately established. The EWC represents a variety of stakeholders, brings diverse skills and interests to the group, and plans programming for the District. Members of the Committee include the Director of Food/Nutrition Services, School Health/RN Supervisor, Blue Cross Blue Shield On-Site Representative, HR Director, Union President, Wellness Coordinator, and school principals. Committee members include:

- Suzanne Dubose Wellness Coordinator
- Shirley Brown Board Member, Sarasota Schools
- Beverly Girard Food/Nutrition Services Director
- John Weida Principal, Brentwood Elementary School
- Sherri Reynolds Pupil Support Services Supervisor
- Lynn Peterson Risk Supervisor
- Linda Glover School Health Supervisor
- Karla Dumas Food/Nutrition Services Supervisor
- Karen Shurley Program Manager, SCTI

- Della Bostic
  - Pat Gardner
- Blue Cross Blue Shield On-Site Representative  
President, Sarasota Classified Teacher's Association

## **Needs Assessment**

Needs assessment is a critical part of wellness program planning. Sarasota Schools Employee Wellness program assesses needs on three levels. First is our survey process. We request individual participants to complete surveys indicating wants and needs and any other feedback. Secondly, we review claims and utilization reports and identify higher frequency and cost areas. Next we review current literature and look at trends and patterns locally, regionally, and nationally. Three major considerations are listed below.

## **Employee Needs and Interests Survey**

The following were identified as areas of programming interest:

- Weight management
- Walking/Exercise Programs
- Stress Management
- Nutrition
- Heart Health
- Diabetes
- Balancing Work & Family
- Cancer Prevention
- Depression

## **Health Care Utilization**

2011 health care utilization data indicates these health problems exist in our employee population:

- Neoplasms
- Circulatory System
- Musculoskeletal System

## **Individual and Sarasota Schools Responsibilities**

Healthy lifestyles and behaviors should be the goal and responsibility of every individual employee. Sarasota Schools should create an environment that is safe and conducive to health, and that offers opportunities for healthy lifestyle choices. The employee has the opportunity to access the system, to contribute some ownership, and to make the necessary choices regarding their health.

Because the needs determined by the employee interest surveys and medical utilization/claims data are diverse, Employee Wellness will provide programming aimed at lifestyles and behaviors that are associated with increased risk and cost. Levels of programming used include:

- Awareness
- Education
- Behavior Change
- Environmental or Cultural Change

## **EMPLOYEE WELLNESS GOALS AND OBJECTIVES, 2012**

To this point, the Employee Wellness Program and Wellness Coordinator position have been funded through the Centers for Disease Control (CDC) and the Florida Department of Health. A Blue Cross Blue Shield of Florida (BCBSFL) commitment of \$500,000 in 2011 and \$500,000 in 2012 for wellness programming ensures sustainability. The EWC proposes continued funding of the Wellness Coordinator position and the following 2012 goals and objectives:

- Increase the number of staff that obtain an annual Adult Wellness Exam and complete a health risk appraisal (HRA)
- Increase the number of staff that participate in the BCBSFL Diabetes Program
- Promote employee engagement in the BCBSFL Care programs
- Provide targeted communication, education, and programming to address identified health concerns

### **GOAL #1**

Increase the number of staff members that obtain an annual Adult Wellness Exam and complete a health risk appraisal (HRA)

#### **Rationale for choosing goal:**

- Approximately 50% of staff see their physician for an annual Adult Wellness Exam
- Less than 12% of staff participate in on-site health screenings and complete an HRA

#### **How will we measure success in reaching this goal?**

- The number of employees that obtain an annual physical and complete an online or hard copy HRA will increase by at least 10%

#### **Objectives set to accomplish this goal:**

- Communicate and market Adult Wellness Preventive Care covered at 100% by BCBSFL
- Introduce a \$50 post tax incentive for employee participation

**Programs planned to meet objective:**

- Partner with BCBSFL to offer hard copy and on-line HRAs
- Work with BCBSFL and local providers to offer Adult Wellness Exams
- Work with BCBSFL and local laboratories to offer biometric screenings

**Resources needed to conduct programs:**

- BCBSFL resources
- Promotional information and marketing plan
- Financial resources for incentives

**Tools to evaluate programs:**

- BCBSFL quarterly and annual reports

**GOAL #2**

Increase the number of staff with a confirmed diagnosis of diabetes that participates in the BCBSFL Diabetes Program

**Rationale for choosing goal:**

- Over 500 employees are diagnosed diabetics and BCBSFL considers diabetes a prevalent chronic condition
- Approximately 15% of diagnosed staff members currently participate in the Diabetes Program

**How will we measure success in reaching this goal?**

- The number of employees that enroll in the Diabetes Program will increase by at least 10%

**Objectives set to accomplish this goal:**

- Communicate and market the Diabetes Program via all available routes of communication

**Programs planned to meet objective:**

- Partner with BCBSFL to obtain and distribute hard copy marketing pieces
- Work with BCBSFL and local laboratories to offer biometric screenings
- Work with BCBSFL and Sarasota Memorial Hospital to provide, at a minimum, a quarterly program

- Partner with BCBSFL to provide one year of free approved medications, supplies, and education to program participants

**Resources needed to conduct programs:**

- BCBSFL resources
- Promotional information and marketing plan

**Tools to evaluate programs:**

BCBSFL quarterly and annual reports

**GOAL #3**

Promote employee engagement in the BCBSFL Care programs

**Rationale for choosing goal:**

- BCBSFL Care programs provide personalized, integrated, and proactive health solutions for members

**How will we measure success in reaching this goal?**

- The number of employees that enroll in Care programs in 2012 will exceed previous annual numbers by at least 5%

**Objectives set to accomplish this goal:**

- Promote employee engagement in the Care programs and communicate these employee benefits via all available routes of communication

**Programs planned to meet objective:**

- Partner with BCBSFL to develop and distribute hard copy marketing pieces
- Work with BCBSFL to provide program information at district health promotion programs and health screenings
- Communicate and market programs via all available routes

**Resources needed to conduct programs:**

- Blue Cross resources
- Promotional information and marketing plan

**Tools to evaluate programs:**

BCBSFL quarterly and annual reports

## **GOAL #4**

Provide targeted communication, education, and programming to address identified health concerns

### **Rationale for choosing goal:**

- Claims and utilization, Employee Assistance Program (EAP), and Employee Interest Survey (EIS) data identify areas of health concern and interest

### **How will we measure success in reaching this goal?**

- The number of employees that utilize prevention screening services will increase by at least 5%
- By the end of 2012, at least 15% of employees will have participated in a district wellness program, seminar, or workshop
- By the end of 2012, EAP utilization will match or exceed the national utilization average (3% to 6% of eligible population)

### **Objectives set to accomplish this goal:**

- Determine, develop, and present data driven programs
- Promote a culture of wellness and employee engagement in programs
- Communicate and market programs via all available routes
- Communicate preventive health screens covered at 100% by BCBSFL
- Increase awareness and appropriate utilization of the EAP program

### **Programs planned to meet objective:**

- Conduct district, site, and departmental workshops
- Work with EAP to provide district services and at a minimum, two wellness workshops
- Partner with BCBSFL to provide member services and programs and at a minimum, two wellness workshops

### **Resources needed to conduct programs:**

- BCBSFL resources and reports
- EAP resources and reports
- Promotional information and marketing plan

### **Tools to evaluate programs:**

BCBSFL, EAP, and Employee Wellness quarterly and annual reports