



BSD#7 LRSP Strategic Objective ACTION PLAN:

4.03 OP Safety & Wellness 2012-13

Strategic Objective (SO): 4.03 Promote safety and wellness for students and staff to support responsible, healthy choices.

Topic of Strategic Objective (SO) e.g., Math, PEAKS, etc.: Wellness

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Team Members: Sally Sullivan, Joy Strizich, Vicki Collins, Marlene Montgomery, Kathy LaForge, Cynthia Luebbe, Jolene Baldwin, Janice Hamley, Lori Ross, Sue Domanski, Clarissa Were, Chris Dover, Lori Watson.

Action Plan Projected Completion Date:

Ongoing - 2016

Evaluation Plan: *Describe steps you will take to determine if you have reached this strategic objective.* Action steps will be based on the number of participants in each wellness activity. Action steps will also target determined health risks as identified in the annual Mayo clinic Health Appraisal. Annual report to Steve Johnson.

Best Practice Investigation: *What information is uncovered looking at best practice in relation to this strategic objective.* Information that demonstrates the practice helps create healthier school system settings and/or supports employees in enhancing not only their individual health, but the health of their entire family. Wellness is a lifestyle, a conscious choice we all make in order to live life to its fullest. Wellness is never ending, ranging from a non-disease state to various levels of well-being. Wellness not only encompasses the physical well-being of a person, but the emotional, social and spiritual as well. The primary focus is on prevention of disease and to help people become aware of their own health risks and work toward reducing or eliminating them. We consider wellness and disease prevention strategies to be a positive benefit of our insurance plan. Becoming aware of how our lifestyles affect our health and what we can do to change habits and behaviors will help us lead healthier, happier and longer lives.

Action Steps	Who	Timeframe
What actions will be taken to achieve this SO? Include what staff may need to learn to accomplish this SO.	Who will be responsible for what actions?	What is a realistic timeframe for each action?
Preventive Health	Wellness committee, insurance committee and Bruce Colton, Wellness coordinator.	
1. Present 17 educational sessions to all buildings		1. Sept. 2012
2. Annual Health Fair/On-site Blood draws		2. Oct.-Jan.- 2013
3. Mayo Clinic Health Risk Appraisal		3. Oct.-Nov.2012
4. Flu Shots		4. Nov. 2012
5. Osteoporosis Screening		5. April 2013

6. Vascular Screening		6. April 2013
7. Blood pressure check		7. Entire 2013
8. Lung Function screen		8. Sept.-March 2013
9. Body fat analysis -Consultation		9. April 2013
10. Neti pot instruction		10. Feb. 2013
11. Wellness weekly update		11. Entire year
12. Tuesday's 2 Health Hints		12. Entire 2012-13
13. Relaxation techniques – individual consultation		13. Entire 2012-13
2012/2013- Events/Classes		
1. Smoking Cessation		1. Entire 2012-13
2. Stress Management – present to all buildings		2. Entire 2012-13
3. Pilates		3. Entire 2012-13
4. Yoga		4. Entire 2012-13
5. Nutrition Class		5. Entire 2012-13
6. Bridger Bowl ski		6. Dec. 2012-13
7. Moonlight ski		7. Nov. 2012-13
8. Big Sky ski		8. Nov. 2012-13
9. Big Sky frequent ski		9. Nov. 2012-13
10. Lone Mountain Nordic ski		10. Nov. 2012-13
11. Bohart Nordic ski		11. Nov. 2012-13
12. Meet the Lab Tech		12. Nov. 2012
13. Wellness Dance		13. Feb. 2013
14. Corporate fitness		14. Entire 2012-13
15. Corporate Golf		15. Oct. 2012
16. Fitness evaluations		16. All 2012-13
17. Wellness room open house		17. Oct. 2012
18. Rape Escape		18. March 2013
19. Take a Hike		19. Sept.-Oct. 2012
20. Whitewater rafting		20. May 2013
21. Pedometer walking		21. April 2013
22. Ballroom Dance		22. March 2013
23. Kickboxing		23. Oct. 2012
24. Menopause Workshop		24. April 2013
25. Shape Up Montana		25. Feb.-Mar. 2013
26. Robert Sweetgall Nordic Walking Workshop		26. April 2012
27. Bingo		27. Nov. 2012
28. Spoke and Soak – Yellowstone – Chico		28. April 2013
29. Bowlerama		29. May 2013
30. On-line TwoMedicine classes		30. Entire 2012-13

Progress expected by the end of the year: In the next 3-5 years, we hope to see the following progress on this strategic objective: Continue to implement the Incentive Based Model for the 3rd consecutive year. Continue to increase participation in the Mayo Clinic Health Assessment and other wellness activities. Determine improvement as based on Cohort report from Mayo clinic HA. Try to include as many spouses as possible. (Separate mailings to all eligible spouses). Work to educate employee base on the preventive benefits that are available. The wellness and insurance committees would like to continue to move toward implementing an incentive program which will include the possibility of marked standards of achievement for healthy lifestyles.

Programs that are currently under consideration are:

2012 - Analysis of the 2011-2012 Mayo Clinic Cohort Report – to help determine the risk reduction and ROI of the over 500 people that completed the HA in 2011 and 2012.

2012 - Individual personalized mailings to all spouses of employees that are on the medical plan inviting them to participate in the educational on-site programs and the health credits model.

2013 - Implement a mixed incentive model with a standard based incentive. Looking into incentives for employees that maintain a healthy weight or see a reduction (improvement) toward a specified goal (example: reduction of 5 points on BMI scale or 5% reduction on skinfold measurement).

2014 - Determine funding sources to aid in the purchase of a community based electronic marquee that can be used to present health and wellness messages on a weekly basis to the entire Bozeman community.

2015 - Compile and offer a wellness lending library for all employees.

2016 - Study the possibility of an on-site physician and clinic (part time) to aid employees in preventive health.