

WELLNESS,
CULTURE
AND
STAFF RETENTION



REPUBLIC
SCHOOL DISTRICT

INTRODUCTIONS



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THE "WHY" BEHIND WELLNESS

- Post-Pandemic Challenges
- District Wellness Policy
- Comprehensive School Improvement Plan (CSIP)



ACADEMICS ● CULTURE ● LEADERSHIP



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CULTURE

Staff Performance Objective 1

Develop a staff peer support system (building connections and interventions).



STRATEGY District, schools and departments will develop and implement a peer support system with innovative ideas and resources for staff wellness.

PK-12: School counselors, school based clinicians, Burrell, District and building wellness champions will create a list of resources for staff members in the area of finance, social emotional health and physical health. This will be a guide for district employees to research possible programs as needed.



LEADERSHIP

Staff Performance Objective 1

Further develop and implement a comprehensive wellness plan district-wide to proactively address needs.



STRATEGY Establish, maintain, and communicate partnerships with community agencies for staff wellness.

PK-12: The district level wellness committee will establish a plan with local entities that can assist with addressing the physical and mental wellbeing of all staff.



WHAT IS A STAFF WELLNESS PROGRAM?

Requires administrator buy-in

Supporting staff so they can be their best selves at work and at home

Optional participation

Meeting the specific needs of staff

One size does not fit all

Covers all aspects of wellness: physical, nutrition, preventative care, mental, financial

WHERE DO WE START? RESOURCE INVENTORY

WHAT DO WE HAVE?

Employee
Assistance Program

Benefits

Facilities

WHO DO WE HAVE?

Staff

Students

Community

WHAT DO WE NEED?

Staff Needs
Assessment





Healthcare Services

KNOW WHERE TO GO
TO GET THE CARE YOU NEED

SERVICE	COST	VIRTUAL VISIT	IN-PERSON VISIT	COMMON ILLNESS*	MINOR ACCIDENTS**	LIFE-THREATENING SYMPTOMS
Sydney Health app	0/\$	✓		✓		
Jordan Valley Community Health Worker	\$\$	✓	✓	✓		
Primary Care Physician	\$\$	✓	✓	✓	✓	
Walk-In Clinic	\$\$\$		✓	✓	✓	
Urgent Care	\$\$\$		✓	✓	✓	
Emergency Room	\$\$\$\$		✓			✓

*Common illness- strep throat, ear infection, sinus infection, rash, pink eye, stomach flu, bug bites, lice, congestion

**Minor accidents or illness to be treated soon - minor fractures, sprains, and dislocations, cuts or bad scrapes needing stitches or expert bandaging, influenza symptoms

ALL services may prescribe medications





STAFF TELEHEALTH SERVICES

We are proud to partner with Jordan Valley Community Health Center to provide acute care telehealth services for staff and students. Contact Leslie Blanco, Community Health Worker, to make an appointment.




Acute Care Telehealth Visits

- Strep Throat
- Pink Eye
- Stomach Flu
- Sinus Infection
- Ear Infection
- UTI
- Rash
- Congestion
- Bug Bites

Tests

- Strep
- Covid
- Flu
- RSV
- Urine Analysis

Why Choose Telehealth?

-  **Convenience and Flexibility**
 The Jordan Valley Community Health Worker comes to you on-site at a time that is convenient for you.
-  **Saves Time and Money**
 Time traveling and waiting is reduced. Any insurance may be billed for an office visit avoiding potential higher medical expenses for staff. No cost for staff children if they are RepMO students.
-  **Reduced Stress**
 No absence or PTO is required for a telehealth appointment.

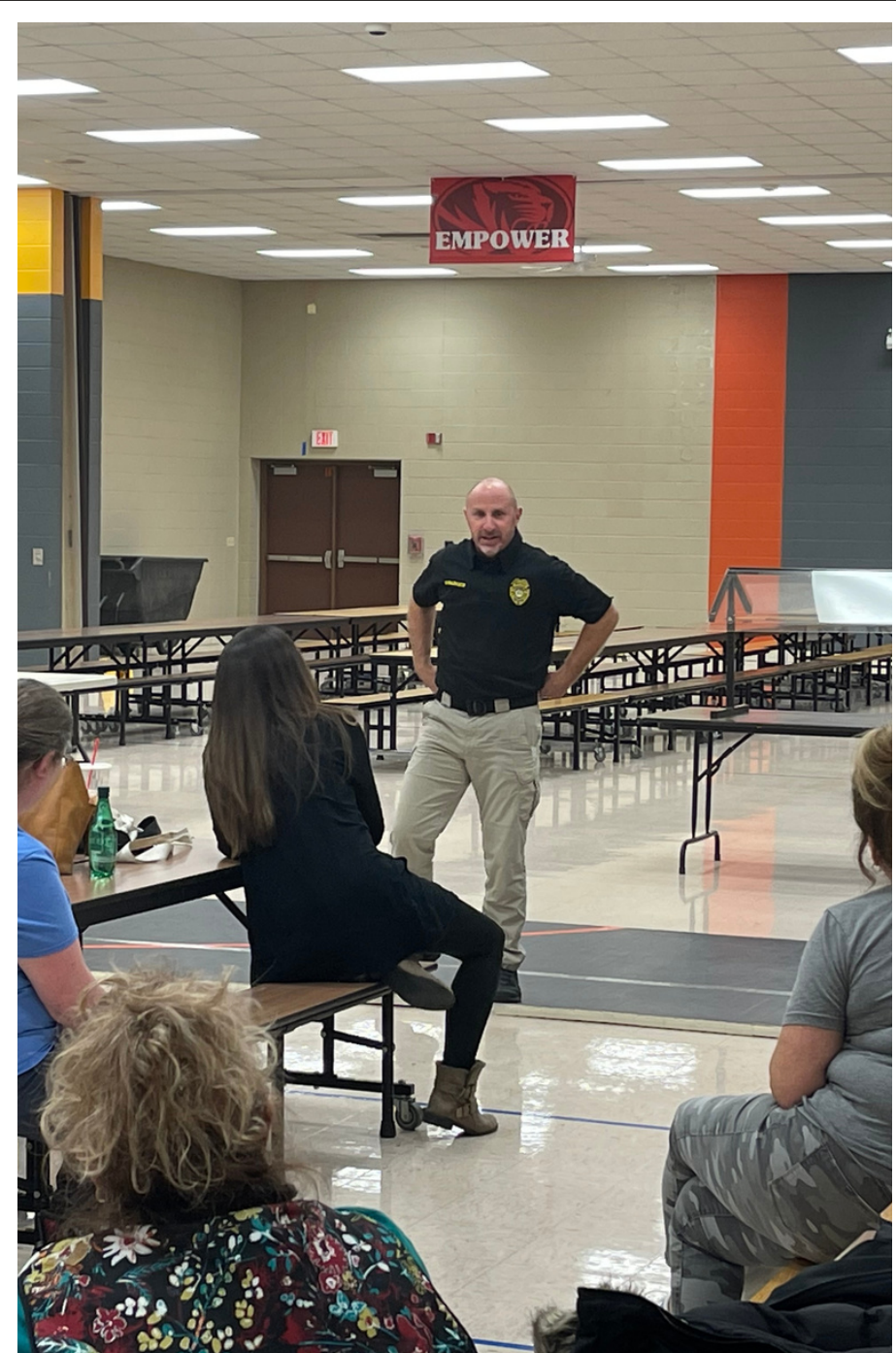
How To Get Started

-  **Contact Leslie Blanco**
leslie.blanco@republicschools.org
 X2020



WHO DO WE HAVE?

Staff, Students and Community



WHAT DO WE NEED?



Staff Needs Assessment

Goal: 15% response
Actual: 30%

Nearly 90% interested in improving health and well-being.

90% feel they work in a positive environment.

86% plan to engage in workplace well-being programming.

Interest in topics

86%	physical activity
83%	nutrition
80%	stress management
56%	financial well-being
51%	understanding your health insurance

DISTRICT WELLNESS

PHYSICAL WELL-BEING

- TENNIS SHOE TUESDAYS
- AMERICAN HEART MONTH

NUTRITION

- HEALTHY LUNCHES
- COOKING DEMOS

PREVENTATIVE CARE

- PRIMARY CARE PHYSICIAN
- MEN'S HEALTH TALK
- BREAST CANCER AWARENESS

EMOTIONAL WELL-BEING

- MINDFULNESS
- COUNSELING RESOURCES
- PERSONAL CARE
- MINDFUL MOMENTS

FINANCIAL WELL-BEING

- BASIC BUDGETING CLASS
- FINANCIAL PLANNING



PROFESSIONAL DEVELOPMENT

SUMMER

- 2-DAY MINDFULNESS WORKSHOP
- 1-DAY PERSONAL CARE PD

LEADERSHIP

- SCHOOL-LIFE INTEGRATION
- PRINCIPLES OF LOVING YOUR CAREER
- COMPLAINING
- SUPPORTING THE WHOLE EDUCATOR

EDUCATORS

- POWER OF GRATITUDE
- PHASES OF TEACHING

MINDFUL MOMENTS

- DIGITAL MINDFULNESS
- JOYSPOTTING

CENTRAL OFFICE HUDDLE

- BREATHWORK



BUILDING/DEPARTMENT WELLNESS

WELLNESS
WEDNESDAYS

STAFF
COOKBOOK

SELF-CARE
CALENDAR

WELLNESS
BINGO

HYDRATION
STATION

Wellness Champions:

- District wellness committee members
- Three wellness activities/year
- Encourage and model wellness
- Wellness communication



Daily Planner

7 AM	Email - birthdays, staff inquiries, weekly strategies
8 AM	Building/department visits Mindful Moments
9 AM	Leadership message Classroom visits
10 AM	One-on-one staff meeting - support, wellness
11 AM	Nutrition Bootcamp Update wellness website
12 AM	Serve healthy lunch
1 PM	Webinar: gratitude practices, digital mindfulness, forming meaningful relationships, prioritizing well-being, living a joyful life, stress and burnout prevention
2 PM	Develop monthly newsletter Create presentations
3 PM	Zoom with guest speakers: physician, chiropractor, financial planner, lawyer, physical therapist, dietician
4 PM	Staff meeting Develop flyers/posters/resources
5 PM	Welcome new classified staff
6 PM	Wellness committee meeting

TO-DO: Connection!

- Building/Dept visits
- One-on-one meetings
- Staff meetings
- Healthy lunch

NOTES

- Summer PD
-
-
-

COMMUNICATING WELLNESS EFFORTS

Effort and investment aren't worthwhile if staff don't know about wellness initiatives

Importance of staff understanding how much we value them, their health and overall wellness

Relate back to CSIP



WELLNESS COMMUNICATION

- September 2022: Introduction - Staff Wellness Survey (Then Results)
- October 2022: New CSIP Rollout (Leadership Section)

Staff Wellness Survey

As you know, our new [CSIP](#) includes a focus on overall wellness for our students and staff. Through that effort, our Staff Wellness Facilitator, Nancy Leonard, is looking to collect feedback from each and every member of our team.

We ask that you please complete the [Staff Wellness Survey](#) because you are valuable to RepMOI. Your responses will guide us as we build our *staff wellness program* to provide an experience that works for you.

The survey will take just a few minutes to complete. If you have any questions, please contact Nancy Leonard at nancy.leonard@republicschools.org or Ext. 6050.

Thank you in advance for sharing your perspective. We will actively use it to create positive experiences for our team members!



Fill Out the Survey

Weekly Wellness

As you may know, our new [CSIP](#) includes a focus on overall wellness for our students and staff. Through that effort, our Staff Wellness Facilitator, Nancy Leonard, will provide information in this section of our Staff Communicator every week. We hope this will support all of our team members on their wellness journey!

If you have any questions or need additional information, please contact Nancy Leonard at nancy.leonard@republicschools.org or Ext. 6050.



Free Nutrition Learning Opportunity

Please join us for a nutrition presentation ONE WEEK FROM TODAY, on **Thursday, November 10, 2022, at Republic Middle School from 4:00 to 5:00 p.m.** All employees and significant others are welcome! Donna Webb, founder and owner of Bright Sky Nutrition, will be presenting on "Stress and Nutrition: Healing Our Bodies."

Donna Webb is a licensed dietitian and a certified diabetes instructor. She has helped people achieve their health and wellness goals for more than 20 years.

Every part of our body is affected by the nutrition choices we make every day. Bright Sky Nutrition offers diet counseling (also known as Medical Nutrition Therapy), which is the only preventative service that reduces risk and improves overall health for our entire body. In addition, **this benefit is COVERED under our Board-paid health insurance at no cost.**

Learn more about how the team at Bright Sky Nutrition can help us implement healthy strategies in easy and simple ways at www.brightskynutrition.com.

You will NOT want to miss this free educational event! Please RSVP [HERE](#).

republicschools.org



REPUBLIC
SCHOOL DISTRICT

"Preparing
excellence
safe education"



COMMUNICATION METHODS 2022-2023

- Weekly section in Staff Communicator
- Breakroom flyers for events
- Wellness posters
- Benefit awareness
- Awareness campaigns
 - Heart Month - February 2023



Wellness & Communication Collaboration

Nancy worked with Communications and/or Engagement throughout the 2022-2023 school year to reach staff members in an effective way.

COMMUNICATION METHODS 2023-2024

- RepMO Cares newsletter ([March Edition](#))
- Staff Communicator AND building staff newsletters
- RepMO Wellness website:
republicschools.org/repmowellness
- Awareness campaigns

Wellness & Communication Collaboration


The RepMO Cares newsletter has a permanent spot in the district's Staff Communicator newsletter, giving Nancy space and creative freedom to include important health, benefit and event awareness pieces.

In addition, we've collaborated on more awareness campaigns.

The screenshot shows the March 2024 issue of the RepMO Cares newsletter. The header features the RepMO Wellness logo and the title "REPMO CARES Republic Staff Wellness Newsletter". Below the header, there is a section titled "Wellness Exam Deadline is May 10, 2024" with a "PLEASE READ! Attention ALL Faculty and Staff!" notice. The text explains that the Missouri Educators' Trust (MET) requires an annual preventative wellness exam for full board-paid health insurance for the 2024-2025 school year. It also mentions a \$50 gift card reward for completing the exam. A "Don't have a PCP? No problem!" section provides contact information for Leslie Blanco, a Community Health Worker at Jordan Valley Community Health Center.

The screenshot shows the RepMO Wellness website. The header includes navigation links for Home, Employee Assistance Program, Physical Well-Being, Mental Well-Being, Financial Well-Being, and Teacher Resources. The main content area features a large "REPMO WELLNESS" logo and a "PURPOSE" section. Below this is a "STAFF WELLNESS FACILITATOR" section, which includes a photo of Nancy Leonard and a bio. The bio states that Nancy Leonard is the 2023-24 school year's staff wellness facilitator and provides details about her role in promoting health and well-being among staff.

AWARENESS CAMPAIGN EXAMPLE: BREAST CANCER AWARENESS MONTH




My boys, my husband, all of them.

Wellness Update: Breast Cancer Awareness Month
October is National Breast Cancer Awareness Month. Join us in celebrating the survivors, remembering those who have lost their battles and becoming more informed about this disease throughout the month.

- Learn how breast cancer has impacted four of our teammates by watching the video above.
- WEAR PINK on **Friday, October 20** to show your support of those impacted by this disease and to increase awareness.
- Schedule a screening today! Details are available in the graphic below.

[Click here to read the October Wellness newsletter for more!](#)



BREAST
Cancer
AWARENESS MONTH

SCHEDULE A SCREENING TODAY
MERCY BREAST CENTER
417-820-2584
After school appointments available.
Tell the scheduler you are a Republic educator.
Mobile Mammography Bus
Mercy Clinic - Republic
10/6, 11/20 & 12/11

WEAR PINK
FRIDAY
OCTOBER
20
Together We Are Stronger



REPMO PASSPORT

- 2023-2024 School Year
- Staff engagement tool
- Incentivize staff to get involved in several areas
- Wellness piece
 - Participate in at least one employee wellness initiative
 - Read at least three wellness newsletters

REPMOPASSPORT

Complete all by May 10 for a chance to win a day off & other prizes!



Maintain 95% attendance at work 7/1/23-5/10/24.



Complete all required trainings for your position in the district.



Complete annual wellness exam at employee's primary care clinic between 7/1/23-5/10/24.



Participate in at least one employee wellness initiative (training, event, contest, etc.) AND document that you've read at least three wellness newsletters.



Complete four volunteer hours either through Price Tag/Locker 518, One Heart Pantry, SuppLyon Our Students or an approved external philanthropic organization.

WELLNESS COMMUNICATION

- Newsletters, emails, website, videos, etc.
- Only go so far to reach some employee groups
- Importance of knowing your audience
- In-person events, meetings



Example: Transportation Department



CULTURE AND STAFF RETENTION

Human Resources

Recruiting

Staff Wellness position

Staff feedback

Wellness benefit

Job description

STAFF WELLNESS FACILITATOR

- Job Description
- Alignment with Human Resources Department
- Recruit the Right Person



THE WELLNESS IMPACT

- Staff feedback
- Survey results
- Staff recruitment and retention



QUESTIONS?



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