Date: April 2, 2012
To: William Hughes
From: Erin Green, Director of Business
RE: Greendale Health and Wellness Board Report

The document which follows details the state of GreendaleSchools Staff and Student Health and Wellness Program. Erin thanks Kathy Andrzejewski, Mindy Anderson, Dawn Mazur, Holly Miller, Kayla Slaasted, Leni Dietrich, Kerry Owens-Bur, Christian Pleister, John Weiss, Steve Lodes, and Cris Reischl for their input on the report. Laura Kanitz has been instrumental in compiling input from many sources as well.

Important takeaways from the report are:

- The University of Michigan has completed well- accepted research, finding that health costs squarely correlate with the health risks. In other words, the more risks you have, the higher your health costs are.

- The 2011-2012 top health risks among all staff, as measured by a recent screening of (194) of our employees in order of priority are:
  - Blood Pressure- 36% at risk
  - Body Composition- 49% at risk
  - Body Mass Index- 55.6% at risk
  - HDL cholesterol-26%
  - TC/HDL Ratio-22%

- The University of Michigan’s wellness guru, Dr. Eddington makes the point that it’s not only health costs that are at risk, it is also productivity, absenteeism and “presenteeism” (present but unproductive). In addition, “below the tip of the iceberg” are other costs such as Worker Comp costs, sub replacement costs, poor productivity and sick leave usage that are impacted by poor health.

- The GSD health promotion program, implemented nine years ago, was ground breaking at the time among public sector employers. Many districts have now followed suit.
GSD has made strides in delivering an improved student health and wellness program in the past three years. The hiring of our first medically related staff member, a (.5) nurse for the student population, has allowed GSD to focus on the medical needs of our students. With the number of students in poverty growing in grades K-3, the medical needs will likely grow as well. Also the Nurse Practitioner program is in year two of servicing students.

The Nurse Practitioner program, implemented three years ago, has been well received by staff. The NP offers services such as diagnosis and treatment of minor illnesses, monitoring of chronic illnesses to prevent hospitalizations, monitoring and coaching of personal wellness programs, and writing of scripts. The program is open to GSD staff and their dependents, and students with the NP on site Mondays and Fridays. A total of (8) hours per week are generally available to staff for these services. Not only are office visit costs saved, the cost of time lost, sick leave, and subs are saved by having the service on-site. This program is made possible through a contract with Aurora Health Care, as a result of our collaboration on various wellness projects. The program is expected to cost approximately $15,000 this year. (121) Staff visits have occurred to date this school year. (33) Student visits have also taken place. GSD students are able to visit the NP for the same services with parent permission.

The solutions to the aforementioned health risks of the GSD population continue to be better nutrition and more exercise. The challenge continues to be how to engage staff and their families in making lifestyle changes amidst busy lives.

The SFAP (Student and Family Assistance Program) began in January, 2011 to bring individual counseling and therapy to students and their families via Aurora Health Care’s EAP program. Thus far this year the program has seen (71) cases, most of these students with behavioral issues. 93% of the cases are resolved within the SFAP program. 17% of the cases have sought the legal assistance element. Six of the cases were referred for further treatment. The anecdotal feedback is that families are very appreciative of the assistance. Staff are happy to have resources to refer students. The Aurora counseling team meets regularly with the district’s counseling staff to share data and information in our collaborative effort.

GreendaleSchools continues to utilize the NNPS, National Network of Partnership Schools, model of family and community engagement to foster and seek partnerships with families, businesses and community members in an effort to support student learning. Under the PCA framework, wellness was identified as an area of focus for school action plans for the 2011-2012 school year. School action enhancement and developed student and family engagement activities to augment a learning environment promoting health and wellness. Such activities, along with
curricular content, helped establish a comprehensive wellness plan for students and families (see attachment).

**Parents as Partners**

Greendale Schools, in conjunction with Partners for Community Action presented a free evening of learning and discussion about topics related to raising today’s youth on Tuesday, February 7, 2012 at 6 p.m. at Greendale Middle School.

Workshop Sessions Included:

- Technology Bootcamp for Parents
- Parenting with Love and Logic, Birth to Age 6
- Leap Into Learning
- Raising a Healthy Child
- Did You Know We Had That Class at GHS?
- Parenting in the Middle
- From Stress to Strength for Parents
- Is My Child Gifted?
- Conversation with the Superintendent
- Understanding Your Child’s EXPLORE Test Results

**Step Up to Better Health**

Step Up has partnered with the PTO’s and other organizations at GreendaleSchools to expand participation in the FUN Run/Walk in October. Through this partnership, families, students, district employees and residents are encouraged to participate in this healthy activity. Step Up also offers other opportunities to families, employees and residents: a Community Walk each June, participation in an exercise incentive program and Lighten Up Wisconsin (for adults).

**Nourish – Mind, Body and Environment Expo 2012**

The 2nd Annual Nourish Expo, sponsored by Greendale’s Wellness and Green Teams and in collaboration with Partners for Community Action, the Greendale Health Department and the Step Up to Better Health Team, featured vendor/resource booths, exhibits, demonstrations and activities related to living physically and emotionally healthy, environmentally friendly lifestyles.

**STUDENT WELLNESS AT GSD**

**THE PROBLEM:**

Obesity has become an epidemic among children in the United States. Research is indicating that only 2% of all children meet the recommendations of the Food Guide Pyramid. Less than 20% eat 5 servings of fruit and vegetables a day. Only 30% drink the recommended milk servings and only 16% of school children meet the guidelines for saturated fat. Undernourished children
attain lower scores on standardized tests, have trouble concentrating, and have less ability to resist infections thereby missing more school. Children engaged in sedentary activities like playing video games have contributed to the problem. This is the first generation that may not live as long as their parents unless something changes, due to their current lifestyle.

**GSD IS ADDRESSING BY:**

**FOOD SERVICES ACTION PLANS**

The district is at a juncture with Food Services with our longtime manager, Pat Muth retiring. We are in the process of choosing a food service management company or manager/consultant for the program to continue moving us forward in the healthy breakfast and lunch arenas. Pat has taken us down the road of using local produce through the Farm to School program, has used local purchasing cooperatives, has worked on health-sizing the menus with the help of a Greendale based dietician, offers a Healthy Green Corner at GHS for alternative healthy items, and supports our work at meeting the new nutritional regulations coming from the USDA. We have moved to at least 50% whole wheat products, using more sweet potatoes than white, offer salads daily at GMS and GHS, and vegetables are used extensively. We do cook many items from scratch including healthy soups.

We are looking for a manager/company that will offer increasingly healthy menu items, choices, greater involvement and education of the parents, students and community in regard to nutrition, green and sustainable operations, excellent management, support and use of school gardens, a financially solvent operation, increased training and leadership of our existing staff, visioning and a five year strategic plan.

**FOOD SERVICES/NUTRITION EFFORTS**

A revolution has been quietly going on behind the scenes in the US to bring healthier fare to the school lunch program. With an epidemic of childhood and adult obesity in the US, the time is right to reform the school lunch program. The USDA has issued new regulations called the Healthy Hunger Free Act that will alter the content of school lunches in a healthy direction.

First Lady Michelle Obama has led the work to make school lunches healthier. The USDA has unveiled updated nutritional standards for school meals:

- Sodium limits will be in place, reducing the use of processed foods
- Only 1% or skim milk allowed
- Depending on age of student, from ½ cup to one cup each of fruits and vegetables required
- 50% of all grains will be whole grain, and in two years, 100% whole grain
- No trans fats
- Saturated fat limited to 10% of calories

GSD Food Service Manager Pat Muth and Director Brian Koffarnus have been transforming our program to provide healthier and tastier meal options for students. The program is somewhat constrained by the fact that we must produce lunches costing no more than about $1.00 each, and we must use the federal food commodities that are given to us for the
program. These commodities have changed recently from using many processed foods (e.g., nuggets, patties) to whole unprocessed foods. The reality is that the pure foods are much more costly, so it becomes a balancing act to move towards a healthier menu and yet stay within cost restraints.

Many children today, sadly, are not familiar with healthy eating habits. Part of our mission in food service is to introduce students to healthy, locally grown foods.

GSD Food Service has made several changes in preparation for these coming standards. First, we are working with a dietician from Sensia Health Care, Mary Kelly. In Mary’s 30+ years in the world of food science, she has headed a major health system dietary operation. She now consults with organizations regarding dietary needs, and counsels individuals and groups in regard to improving health. We are also:

- In the process of analyzing one month’s menus for compliance with the new standards
- Offering fresh fruit, vegetables and salad at almost all meals
- Serving whole grains at least 50% of the time. Sometimes, we mix whole and white pastas or rice to encourage our students to try the food.
- Moving mainly to brown rice
- Serving few desserts
- Offering a “Green and Lite Corner” at GHS serving pre-made salad specialties
- Using local sourcing of produce in the “Farm to School” program and using local buying co-ops to reduce prices
- Offering Cousins Subs at GHS twice weekly (tuna, turkey, ham)
- Offering homemade subs at GMS twice weekly
- Moving to unprocessed meats with our federal dollars as budget allows (chicken breast meat vs. nuggets/patties)
- Producing more “home-style cooking” meals that are healthy yet tasty for students who may live on fast foods
- Adding romaine and spinach as lettuce options
- Reducing use of pork for ethnic reasons and increasing options of ethnic foods to serve the growing diversity in our population
- Using sweet potato products instead of white potato
- Increasing use of beans (may not be readily visible in product as we court acceptance by our eaters)
- Using turkey-based hot dog type products

A typical menu today may include: burritos, corn and black bean salsa, baked mostaccioli, beef stroganoff, macaroni and cheese, grilled chicken sandwich, hot turkey sandwich, flatbread pizza, sweet and sour chicken, chicken chili, homemade turkey stew, tacos or refried beans. The times, they are a changing!
- **District wide personal health and mental health counseling** via Trish Kilpin, Kathy Andrzejewski, Mary Muth and guidance counselors.

- **The Greendale Student and Family Assistance Program (SFAP)** provided by the Aurora EAP. The SFAP offers free confidential access to a variety of professionals for consultation about issues that commonly affect students and their families. The SFAP is available to all household members of Greendale Schools, whether the problem is related to a student, an adult or the whole family.

- **District wide Health and Fitness Fair** to be hosted by the High School this May. 3rd through 5th graders from all three Elementary schools will be meeting at the High school to engage in 8th grade Health Fair booths and 8th grade Fitness Stations. Students will be offered a healthy bagged lunch option for the day.

- **Greendale High School**
  - **Health 9** *(now available at MS and in summer, too)*
  
  Students learn about mental/emotional health illnesses, characteristics, how to cope, when to seek professional help. Students also learn how to maintain physical health by remaining tobacco, alcohol and drug free. Students learn the importance of reproductive health care, remaining absent from sexual activity and protecting one’s self from STI’s. Lastly, students learn about proper nutrition, eating disorders, supplements and the benefits of physical activity.

  Summer School Health students have the freedom to participate in daily activity through the structure breaks incorporated into the class. Breaks consisted of taking walks out to the community garden for movement and fresh air.

  - **Personal Life Management (FACE)**
    
    Good physical, mental, and emotional health are promoted through examining self-esteem, values, attitude, goal setting, learning styles, stress management, sleep habits, and exercise. For the stress management unit, students participated in guided meditation, Tai Chi, Reflexology, and Shiatsu.

  - **Human Sexuality (Health)**
    
    Students learn about the reproductive system in depth, health care and cancer prevention. Students also learn about healthy self-esteem, values, beliefs and relationships.

  - **Exercise Physiology (PE/Health)**
    
    Students study how the body functions to move efficiently or inefficiently. Laboratory and hands-on work are a significant part of the course, along with onsite career field trips and speakers. For example, students participated in an “Introduction to Pilates” session, by a certified physical therapist and Pilates instructor. In addition to experiencing wellness, students also promoted daily activity by creating a weekly exercise log for the 3rd through 5th graders. The logs promote physical fitness, good nutrition and getting enough sleep. Students also had the opportunity to redesign the high school exercise fitness log for an updated more user friendly log.
PE Electives:
Weightlifting
Fitness Trends

- **Co-Curricular, Events and Programs**
  FACT – Anti-tobacco. Students promote good physical health of the respiratory system by advocating for their health and the health of others.
  Aurora Family Assistance Plan
  Peers with Impact
  TATU (Teens about Tobacco Use)
  HOSA Club (Health occupations and healthy living focus)
  Mary Muth Family Services
  Smoking Cessation Class

- **FBLA**
  Business teacher Renee Albrecht is in the process of health-sizing the snack foods for sale, to align with district goals.

- **FACE**
  Students are involved in a combination of hands-on labs and in-class learning about the USDA Food Guide Plate. Since Ms. Slaasted is a certified health teacher, she feels very passionately about teaching her students to make wholesome, fresh, healthy foods so that they can go off with a sense that “healthy” food is good food. Ms. Slaasted’s class has made items such as toasted barley salad, seitan, veggie hummus wraps (they learned to make the hummus from scratch), salsa, chicken and quinoa salad, and roasted root vegetables. At first, students usually turned their noses up and didn’t want to try the items, but Ms. Slaasted has a “two bite try” rule in her class so once students give it a taste they see that it’s actually pretty good. The only “unhealthy” item that students make all year is apple pie during the fruit unit, but students are taught that any food is OK as long as it’s eaten in moderation; a good message for them to apply to their entire diet.

- **Real-Care Baby – Part of FACE**
  In December 2011, Ms. Slaasted purchased three Real-Care baby simulators for the students in the Child Development class. The babies are very high tech. They cry when they need to be fed, changed, burped, or rocked. There are computer sensors in the diapers and in the bottles so that the baby knows that it has been cared for by the student and it will stop crying. The students have to take the babies home over the weekend and bring it back on Monday. They fill out surveys before and after the simulation and their parents fill out surveys on the computer. Ms. Slaasted gets a print out that tells her what day and time the student missed caring for their baby. It also tells Ms. Slaasted what type of care was missed. This information creates a good discussion with the student on what happened and why they neglected to care for their child. Overall, the feedback that Ms. Slaasted is getting from students and parents is without a doubt proving that this program is working. The students are usually SO excited to take their baby home on Friday and when they come back on Monday they are extremely exhausted and proclaim that they don’t want to have any children until WAY later in life. One student came back on a Monday and said, “That baby really messed up my life …”
Greendale Middle School

- **Physical Education class**
  Weekly Fitness Friday’s and use of Fitness Gram testing

- **6th grade Healthy Choices**
  Healthy Family Living 6
  Sixth grade students will examine their role in healthy family living. Topics include roles and responsibilities in the family, building family relationships, adjusting to family changes, self-esteem, and conflict resolution. As the final assessment piece, students will use digital cameras to take photos of objects inside and outside of the classroom that represent each concept learned. The students will upload their pictures onto the computer to create their very own Healthy Living Book.

- **7th grade Healthy Choices**
  Healthy Self 7
  Seventh grade students will learn various strategies to help them live happier, healthier lives! Strategies include communication skills, assertive skills, decision-making skills, anger management and stress management. As the final assessment, students will have the opportunity to add to their Healthy Living Books they created in 6th grade.

- **8th grade Curriculum – through Guidance Department**
  Relaxation to help deal with stress

- **8th grade Health – now taken for HS credit**
  Topics covered:
  - Mental/Emotional Health
  - Alcohol, Tobacco, and Other Drug Education
  - Human Growth and Development
  - Nutrition and Fitness

- **Tobacco Fighters**
  In 6th, 7th and 8th grade
- **Drug Free Week – April 11th-15th**
  Guest speakers each day at 6th grade
- **Student Activity Nights**
  3-4 times per year

- **AODA Trials**
  Cigarette, alcohol, and marijuana

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**Elementary Wellness Programs**

Each school included improved family wellness as a goal through their Partners for Community Action Teams. The physical education team helped to promote the efforts and included lifelong
wellness and fitness as a part of their curriculum. Teachers continue to focus on making healthy choices for “brain food breaks” and also explored healthier options for classroom celebrations.

We are making a move toward non-food rewards for contests. Classes are now earning extra recess or “gym jams,” rather than food, as incentives.

Teachers and parents across the district are finding new ways to promote healthy activities. Canterbury continues their running club each morning. Highland View’s Movin’ Miles continues to promote healthy eating and exercise. At College Park students take monthly all school walks and have included incentives for students choosing to walk or bike to school.

All three schools have also taken part in some or all of the activities below.

Quarter One
- Family Picnics to Kick off Wellness Theme
- Greater Promotion and participation in Community Step Up to Better Health Walk/Run

Quarter Two
- Get Fit Get Active Contest for all Schools sponsored by Radio Disney which promotes healthy food and activity choices. Students complete a calendar over a month period showing the healthy choices they made. Canterbury students were one of the state winners of the Radio Disney Dance Party!

Quarter Three
- Physical Education Department had students complete Fitness Logs and held a contest for the class with the greatest participation. Teachers stressed the importance of making healthy food choices and getting exercise. Winning classes earned extra recess and/or gym time.
- Elementary schools participated in the “Nourish” event. The student participation helped promote the event and encouraged attendance.

Quarter Four
- During Drug Awareness Week the elementary students focus on making healthy choices. Encouraging positive choices at an early age gives students the confidence needed to continue healthy choices later in life.

**College Park Elementary**
- **Family Fitness Picnic (Quarter One)**
  To kick off wellness and promote the walk/run
- **Get Fit Get Active (Quarter Two)**
  Radio Disney contest to promote activity
- **Fitness Night at School (PTO Planned) (Quarter Three)**
  To kick off Movin’ and Munchin’ (nutrition and activity)
- **Return of morning walks (Quarter Four)**

**Canterbury Elementary**
- **Running Club**
  For the students before school every morning
### Movin’ Miles – November to March
Once a month after school activity where staff works with kids to promote healthy eating and exercise.

### Teacher/Student Discussion – year round
All teachers discuss with children healthy choices for Brain Break and snacks.

### Fun/Run Walk and Olympic Day-June
One day event in June each year.

### Family Zumba – April
This is being scheduled for the third week in April. We are having a Zumbatonic instructor (Zumba for kids) come in for a session for families to do together.

### Healthy Choices Week – April
We will have activities for students all week centered around Health and Wellness. Things include healthy Bingo, extra recess one day, all school walk . . .

### Dig-it Club – May to October
Highland View is developing a Dig-it Club to work in our school garden one day a week after school. This promotes the exercise of working in the garden as well as growing healthy snacks that will be eaten at Highland View.

### Healthy Snacks at the Sock Hop in January
Every grade level decided on a healthy snack to make for the Sock Hop. Under adult supervision, students prepared these healthy snacks that were given away at the Sock Hop in lieu of the candy that as sold in the past. These recipes were then sent to the community cookbook and two were selected for inclusion.

### Jump Rope for Heart
How to keep the heart healthy is introduced to students through exercises such as jump roping and good nutrition. In the month of February students were involved in health related activities related to nutrition and risk factors that could make us unhealthy.

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### STUDENT BASED PROGRAMMING

**Peers with Impact**
This will be the eleventh year that students from Greendale High School will be participating in the Peers with IMPACT program. Peers with IMPACT is a peer-to-peer alcohol, tobacco and other drug (ATOD) abuse prevention, education program of IMPACT. The mission is to develop leadership skills among high school and middle school youth in promoting healthy lifestyle choices and preventing alcohol, tobacco and other drug use among youth.
IMPACT partners with schools to provide the Peers with IMPACT program. Students in 9th - 12th grade are recruited and then trained to become Peer Educators who specialize in presenting factual, age-appropriate information about alcohol, tobacco and other drugs to elementary and middle school youth. These students are selected according to their commitment to live a healthy lifestyle and their desire to serve as positive role models for their peers. By giving classroom presentations, high school students, known as Peer Educators, become drug-free role models to younger students by reinforcing the benefits of living a healthy life. Peer presentations offer a vehicle for Peers to give attractive alternatives to negative choices and dispel the myth that most high school students smoke, drink or use other drugs. Through the support of this program, Peers identify themselves as part of the solution in preventing substance abuse among other youth; thus, giving them an important voice in solving community problems. In addition, local middle schoolers are supported as they transition to high school.

**Tobacco Fighters Program**

Tobacco Fighters is a joint program of the Greendale Health Department and the Greendale School District. The Health Department employs the advisor and pays for advisor time. The Greendale School District provides administrative and secretarial support, materials and supplies. Through this partnership we are able bring this service learning program to Greendale Middle School.

Students volunteer their time to learn about tobacco prevention and control. They then apply this information by planning activities and programs that are carried out at the Middle School and in the community. Tobacco Fighters meets weekly throughout the year and is open to all middle school students.

Tobacco Fighters have the opportunity to continue their involvement in tobacco and AODA prevention at Greendale High School by becoming involved in and Peers with Impact. FACT (Fighting Against Corporate Tobacco), and TATU (Teens Against Tobacco Use).

**Teens Against Tobacco Use (T.A.T.U.)**

T.A.T.U. is also a joint Health Department/School District program. As with Tobacco Fighters, the Health Department employs the advisor and the School District provides support.

T.A.T.U. is a program that allows GHS teens to mentor youngsters about the consequences of tobacco use and secondhand smoke exposure and to act as role models for a tobacco-free lifestyle. Evidence suggests that peer-let programs such as TATU are more effective in reducing tobacco use among youth. Being a teen mentor also reinforces the decision to remain tobacco free.  

*T.A.T.U. presents their tobacco prevention program to all district and St. Al’s fourth and seventh graders, reaching approximately 400 youngsters every year.*

**Tobacco Education Program**

The Tobacco Education Program educates students who have been cited by the police for tobacco use. Cited students can elect to take this education program and upon satisfactory completion, have their fine “forgiven.” This program is funded by the Greendale Health Department and benefits Greendale students. We work closely with the Greendale Police Liaison Officer. This program reaches students at a “teachable moment” and encourages them to quit using tobacco. Greendale students are referred to the Greendale “Not On Tobacco” quit smoking program.
**FACT (Fight Against Corporate Tobacco)**

FACT is a youth-led campaign seeking to empower teens to make informed choices about tobacco by learning the facts about how the industry targets them. FACT empowers and encourages youth to take action in their school, their community, and their state.

High school students are generally aware of the health implications of tobacco use. This highlights the importance of peer-led programs such as FACT, which reach students through activism and messages of manipulation by Big Tobacco.

The only tobacco prevention education high school students receive is in 9th grade health class. If students take health in the summer after 8th grade, they receive no tobacco prevention education in high school. Smoking rates are highest among seniors, thus a program like FACT, which reaches students at all grade levels is particularly important.

**Illinois Teen Institute (ITI)**

Illinois Teen Institute (ITI) is a youth leadership opportunity that works to create a partnership of youth and adults from all walks of life to train and empower teens to educate their peers about the prevention of substance abuse and other addictive behaviors. It teaches the teens to lead by example by accepting individual differences and advocating for healthy decision-making in communities.

**Snowflake**

The students who attend the ITI conference in the summer work to create an event called Snowflake for the 7th and 8th graders. Snowflake is a night of fun activities, a guest speaker presentation and small group discussion of various topics related to leadership and substance abuse behaviors. Middle schoolers will learn lessons on the use of alcohol and drugs, peer pressure and making good decisions from high school student facilitators.

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**STUDENT MEDICAL/NURSING SERVICES**

Mrs. Kathy Andrzejewski, RN, Greendale School District Nurse, serves as the health professional for the student community and provides the following services:

- Classroom educational programs including Human Growth and Development for all district 5th grade girls, a special educational program for all 6th grade students on inhalants during drug-free week, and a state-mandated program on Shaken Baby Syndrome Prevention for all district 7th and 10th grade students.
- Participation in the High School “Reality Store” project in March, 2012.
- Participation in the School Age Parent program with 1:1 attention to pregnant students at GHS. Additionally, assisted in the development of a school-based curriculum for a student who will be a parent before the end of the school year at GHS.
- Facilitator for NOT (smoking cessation) classes at GHS.
- Membership in the GAP committee and the IEQ committee.
- Participated in the planning of the “Nourish” event at GHS.
- Assistance with annual school board policy review of health related and medication policies.
- Supervision of the secretaries in student immunization compliance (99.42% compliance in 2011/2012).
- Involvement in IEPs of students with special health needs and creation of emergency
plans for students as needed.

- Plans and prepares for Summer School nursing coverage.
- Provides consultation service for the Park and Rec before and after school care program.
- Staff and teacher education on emergency and other medication administration and safety procedures for students with complex health needs.
- Supervised all staff involved in the administration of medication and ensured that involved staff have taken a DPI approved training course. In addition, in the 2011/2012 school year, all professional staff and selected paraprofessional staff were given emergency epi pen training review.
- Training of staff in delegated nursing procedures and quarterly (minimum) supervision and evaluation of staff performing delegated nursing procedures.
- Hearing and vision screening of students are performed when requested. In addition, with the assistance of a dedicated volunteer, all students in grades 2, 4 and 6 were screened for vision. In 2010/2011, only grade 6 was mass screened.
- Training of Health Room volunteers on an annual basis.
- Attendance at the annual 7th grade Outdoor Education experience to provide health supervision and medication management for those present.
- Provides education and support for families and staff regarding communicable disease in the school community. Works closely with the Greendale Health Department in the event of an outbreak of a communicable disease.

In the Greendale School District, our nurse to student ratio is approximately 1:5,000+ (one half time nurse for the district). The State of Wisconsin average nurse to student ratio is 1:2,359. (Source: WI DPI school nurse consultant). The school board should be aware that GSD has 50% less staff than the average Wisconsin district.

**GOALS TO CONTINUE WITH...**

**Parent involvement:** Parents are asked to play a larger part in the health and wellness education of their children. While we have begun to have discussion with parents and families, we need to do more to engage parent, family and community participation to improve student nutrition and fitness development and opportunities within our school and community setting. Parents are looking toward the school for more education. This will be the major focus in health and wellness for the 2012-2013 year. Mindy Anderson, leading the Partners for Community Action effort, will be part of this.

**STAFF HEALTH PROGRAMS**

The comprehensive staff health promotion program is nine years old. Each year new elements are added to continue to appeal to and assist staff with their efforts to improve their level of health. Staff is able to measure their progress through their annual onsite health assessment measuring the standard lipid panel levels, weight, body fat and the health assessment they complete.

The goals of the program are:

- Promote good healthcare consumer skills by increasing awareness of resources to help make good medical decisions, such as the onsite Nurse Practitioner, the EAP, the Nurse
On Call Line, the medical self-care book given to each staff member, and the monthly newsletters from WELCOA for each staff member, as well as the numerous websites to obtain further information in conjunction with their health plans. UnitedHealthcare has a very comprehensive website to assist staff in managing their health and to compare costs and quality when seeking care. United Behavioral Health assists clients with finding appropriate mental health care, a growing area of need and driver of costs.

- Encourage sound management of chronic conditions with disease management programs available in their health plans, for asthma, heart disease, diabetes, and hypertension.
- Focus attention on prevention of disease by offering a variety of wellness activities and educational sessions addressing GSD’s major risk factors, weight, physical activity, diet and LDL cholesterol levels.
- Moderate cost increases in health insurance below the national averages (called Trend in the business).
- Overarching goal is a healthy, productive workforce with the energy to produce outstanding learning and achievement for staff and students.

HEALTH PROMOTION PROGRAM

1) **Partners in Health** - offering to lower premium costs to employee by committing to live a healthy lifestyle- no smoking or use of tobacco, exercise at least three times weekly, take the onsite blood screening/health assessment, use seat belts, follow sound disease management program if needed, and take all age and gender appropriate health screenings annually. Employee saves 3% of the premium, equating to over $600 annually. Most staff members have signed on and complete the program.

2) **Nurse Practitioner Program** - works 8 hours/week on Mondays and Fridays at GHS or other sites as needed. These services are contracted through Aurora Health Care. Usage of the program has been steady and growing. Staff had (121) visits so far this year,

3) **Employee Assistance Program** - Aurora Health Care provides a comprehensive program at no cost to the employee allowing for face visits with Masters Degreed counselors about issues such as relationship difficulties, financial problems, substance abuse, elder care or child care, legal issues or other issues. Referrals are made regularly by supervisors for their employees to the program, as EAP is a resource for employees to use. About (20) visits, both employee and employer initiated, have occurred this year.

4) **On site Health Screenings/ HRAs/Flu Shots** - convenience of these services has led to high use of them. Most staff participates in the programs. This year UHC paid the cost of all shots and health screenings for staff.

5) **Health Club Partners** - Area health clubs offer a discounted rate to staff.

6) **Health and Benefits Fair** - is offered at the beginning of the school year, offering a wealth of information to staff concerning their benefits and the wellness program at GSD.
HEALTH PREMIUMS

Historical Total Family Health Premiums at GSD

WEAIT
2004-05 ......................$1430/$1334 (POS/Select)
2005-06 ......................$1511/$1406 (POS/Select)
2006-07 ......................$1621/$1480 (POS/Select)
2007-08 ......................$1688/ $1498 (POS/Select)
2008-09 ......................$1847/ $1639 (POS/Select)
2009-10 ......................$1746 (Trust Preferred)

UHC
2006-07 ......................$1261
2007-08 ......................$1451
2008-09 ......................$1639
2008-09 ......................$1520
2009-10 ......................$1869 (Traditional)/ $1272 (High Deductible)
2010-11 ......................$1624 (GEA) / $1600 (non GEA)/ $1148 (High Deductible)
2011-12 ......................$1649 (Traditional)/ $1278 (High Deductible)

2011-2012 Total Annual Family cost:
UHC Traditional..............$19,788
UHC High Deductible.........$15,340 + $3500 (HRA) = $18,848

Family Plan Employee pays (of above cost):

Traditional Plan..............$2,478
High Deductible..............$2,035

PREMIUM PERCENTAGE INCREASES

WEAIT
2004- 7.0%
2005- 5.5%
2006- 8.8% (The WEA school pool running 18% for 2006)* (GSD went experience rated)
2007- 2.9%
2008- 9%
2009- 2% decrease by changing plans to Trust Preferred

UHC
2007- 14%
2008- 15%
2009- 14%
2010- 14%
2011- (10.5) %
2012- 2.1% (Traditional)/ $11.5% (High Deductible)
The UHC group was approximately (67) staff, a small group, making it subject to greater fluctuations with high claims than a larger group, until Oct 1 when the entire group was moved to UHC. The larger group now in UHC should help moderate increases.

Over the past eight years of focus on the health of the group, the annual increase has averaged approximately 3.35%, using the rate of increase of the most highly populated plan offering.

Of major note this year is that all staff now pay either a 10% or 13% premium depending on their commitment to living healthy. Act 10 allowed for these changes outside of collective bargaining. Act 10 has opened up the health insurance marketplace for schools. Competition among insurance companies is healthy but alone will not lead to rate stabilization. Increasing consumerism, transparency in pricing, payment for services based on health outcomes vs. services received, and improvement of the health of the population will make more impact.

70% of the GSD population now resides in the UHC High Deductible Plan as of September 1, 2011. Many teachers moved from the Traditional Plan to save themselves added costs.

GSD continues to offer a Health Reimbursement Account to staff of $1750 (single) and $3500 (family). The employees pay the first $250/$500 (s/f) of medical costs.

The viability of continuing the HRA at this level will be assessed when renewal rates are known (July of 2012). GSD will work with our agent, Craig Johnson, a well-respected Greendale resident, on the renewal. Craig has been our agent for eight years for health insurance, and the past three for dental insurance.

While the percentage paid by staff has gone up for some employees, it still is far under the 20-25% of medical premium paid by most workers in Wisconsin.

**RESULTS FROM 2011-12 HEALTH SCREENING**

(64) males and (129) females took the screening. The average age of this group is (41). The major risks of the group are, in descending order:

- Body Mass Index (Strictly a height to weight ratio)
- Body composition (Body fat measurement indicates how much of total weight comes from fat as opposed to lean mass. This is better indicator of health than body mass index)
- Blood Pressure (Measurement of blood pressure against artery wall)
- HDL Cholesterol (High density lipoprotein (HDL) is the “good” cholesterol because it removes excess cholesterol from the body. Higher levels are preferable)

Points of Interest:

- Total Cholesterol: Females have a higher risk
- HDL Cholesterol: Males have a higher risk
- Ratio of TC to HDL: Males have a higher risk
- Blood Pressure: Males have a higher risk
- Body Fat Percentage: Males have a higher risk
The risk for higher Glucose levels, a marker for Diabetes, shows the 55-64 age group with the higher risk (3.3% at risk).

- Surprisingly the 18-24 age group has the highest risk for HDL Cholesterol Levels.
- The 45-54 age group has the highest risk for a poor Total Cholesterol Level/HDL.

Recommendations from the screening include:

1. Focus on educational programs to improve nutrition and healthy eating.
2. Implement a walking program, more on-site programming and/or personal training.
3. Focus on stress management techniques.

In a comparison of the GSD group compared to national averages we fare well, with lower than average risks in all areas screened. However, GSD must continue to work on reducing health risks in the workforce to continue to moderate our costs and to produce a healthy workforce.

<table>
<thead>
<tr>
<th></th>
<th>Percent of US Population at Risk</th>
<th>GSD Percent at Risk</th>
</tr>
</thead>
<tbody>
<tr>
<td>High Cholesterol</td>
<td>16%</td>
<td>5.7%</td>
</tr>
<tr>
<td>Pre-Diabetic</td>
<td>25.9%</td>
<td>3.1%</td>
</tr>
<tr>
<td>Hypertension</td>
<td>32.1%</td>
<td>9.3%</td>
</tr>
<tr>
<td>Overweight/Obese</td>
<td>66.6%</td>
<td>55.6%</td>
</tr>
</tbody>
</table>

**MENTAL HEALTH NEEDS**

- The National Survey on Drug Use and Health found 5.1% of all adults in the US reported they had an unmet need for mental healthcare.
- The Center for Mental Health Services estimates that 2/3rd's of children/adolescents who need mental health services do not receive them.
- There is a significant opportunity for employers in the area of medical-behavioral treatment integration. Patients with serious medical conditions likely will have a mental health condition as well and visa versa. Opportunities to reduce costs and improve outcomes exist by providing integrated treatment.
- GSD is addressing this need to the extent possible today by use of the EAP program, use of behavioral health counseling through the health plans, and by offering educational sessions on site for staff.

**FUTURE DIRECTIONS**
Wellness programs are gaining in sophistication. Medical and health markers checked are moving beyond weight, body fat and blood lipid levels. Now included may be strength, flexibility and balance. These measurements can forecast future well-being as aging progresses because they are very important to mobility and overall health.

Some programs are moving away from annual health assessments and testing of the group to longer times in between tests. Instead they are focusing on the programming that will help reduce most health risks, which almost always includes increasing activity levels and better nutrition. Strategies to increase strength, flexibility and balance as well as reducing stress are finding favor. On-site daily yoga anyone?

GSD will complete a survey with staff this year to continue to address the needs of our group and move our group up another notch with regards to health.

A continued focus is making the services convenient and at low cost. GSD recently upgraded a facility that can be used by staff (and students) at Greendale Middle School. Ways to engage staff in using the facility are under discussion.

Attachment