Date: April 8, 2013
To: John Tharp
From: Erin Green, Director of Business

RE: Greendale 2013 Health and Wellness Board Report

The document which follows details the state of Greendale Schools Staff and Student Health and Wellness Program.

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 2013 top health risks among our staff, as measured by a recent screening of most (199) of our employees in order of priority are:
  ○ Blood Pressure- 56.2% at risk
  ○ Body Composition- 53.8% at risk
  ○ Body Mass Index- 58.7% at risk
  ○ HDL cholesterol-22.7% at risk
  ○ TC/HDL Ratio-20.7% at risk

● 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.

● GSD has made strides in delivering an improved student health and wellness program in the past four years. The hiring of our second medically related staff member via a contract with Aurora Health Care, a (14) hour/week Nurse Practitioner for the staff and 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. The Nurse Practitioner program is in year three of servicing students.

- The Nurse Practitioner (NP) program, in partnership with Aurora Health Care, 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, on-site Mondays, Wednesdays and Fridays. A total of (14) 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. The program is expected to cost approximately $55,000 this year. The NP has seen (366) patient visits and done (356) student visits for school nursing this year, for a total of (722) visits. This is up substantially from last year. The NP will also be able to cover our Summer School program medical needs. Sharon Kulzick is our NP from Aurora. She began her service with us in August of 2012. She has a wonderful skill set and has augmented our program greatly.

- The Aurora NP is also contracted to perform “school nurse” duties for Greendale High School and Greendale Middle School, which involve student health needs as related to education, such as consults with our special education population, immunization records, and other school health needs. By using her for all these purposes, use of her time is maximized. In addition, our NP serves our summer school health needs. As a service to parents, she also performs athletic physicals for students.

- 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 the program has involved (122) families, most of these students with behavioral issues. About 90% of the cases are resolved within the SFAP program. 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. With an increasing focus on the social and emotional needs of students, this resource is a very important one. This is part of educating the “whole child”.

- Student health and wellness is the focus of many programs at GSD which are detailed in this report. This year an effort has been made to enforce the Student Wellness Policy asking parents not to bring in sweet treats for celebrations and holidays, but instead to bring in healthier snack alternatives. As you might guess, there has been feedback pro and con. A survey of parents is planned for this summer concerning the policy. It was expected to take a year at least to ease into this and gain acceptance. Other districts in our state and beyond are adopting similar policies. The health issues that are deriving from the excess of sugars and corn syrups in so many of our foods and drinks are growing. Approximately 40% of our students do not fall into the healthy range according to our Fitness Grams, completed for all students. The Fitness Gram uses various measures to come up with a composite score.
● GSD continues to involve parents and the community in promotion of healthy lifestyles for our students. Nutritional information has gone out to parents this year.

● The NOURISH event will be held May 11, 2013, (Nourish- Mind, Body and Environment) to help educate the public and students on health, wellness and environmental topics. Cookbooks with healthy snack items will be available, produced in our health classes. The ProStart Culinary Arts class will be running a cafe serving healthy, local items. Our goal is to have at least 50% of the produce used in our dishes produced or grown within a 150 mile radius from Greendale.

● The Staff Wellness and Health Promotion program has been copied and implemented in many districts. Ms. Green frequently presents at state conferences on the topic. This year staff personal training, yoga and an eight week incentive program called “N.F.L.” focusing on nutrition, fitness and lifestyle were implemented. The program has been in existence for ten years.

COMMUNITY

Greendale Schools 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 2012-2013 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). The programs are being overseen by Aleks Skibicki, a parent at Highland View.

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 in October and February.

Workshop Sessions Included:

● College Preparedness (Grades 6-12): Know Your Path
● Creating a Safe and Positive School Culture (All Grades)
● Elements of a Positive School Environment
● Getting Your Young Reading into “Just Right Books”
● Homework without Headaches (All Grades)
● I’m Worried About My child
● Parenting with Love and Logic
● Parenting for School Success
● Raising Children with Character (All Grades)
● Surviving the Teen Years (Grade 7-12): The Risks of Texts & Picture Messaging
● Technology in Our Schools (Grades K-5)
● Technology in Our Schools (Grades 6-12): Getting Connected
● Understanding the Gifted and Talented Program
● Understanding the New Standards in Education
● Understanding the Impact of Social Networking at the Middle School Level
● What All Parents Need to Know to Help Their Kids
The community Step Up group (through Greendale Health Department) has partnered with the PTO’s and other organizations at Greendale Schools to expand participation in the FUN Run/Walk held each October. Through this partnership, families, students, district employees and residents are encouraged to participate in this healthy activity. The 2012 run garnered over 600 participants. Additionally, money raised by the event benefits PTO’s and student groups.

Step Up also offers other opportunities to families, employees and residents: a Community Walk each June, the summer Playground Challenge for children through age 10, and provides the Hallway Walkers program free for Greendale residents during the winter. Step Up is also an active participant in the Nourish event.

The 3rd Annual Nourish Expo, May 11th, 2013, sponsored by Greendale’s Wellness and Sustainability Teams and in collaboration with Partners for Community Action, the Greendale Health Department and the Step Up to Better Health Team, will feature vendor/resource booths, exhibits, demonstrations and student projects related to living physically and emotionally healthy and environmentally friendly, sustainable lifestyles. Nourish will also feature a run before the Expo open to the community and students, and a Cafe, run by the ProStart Culinary students, featuring a three course sit down meal. Reservations must be made in advance. The high school graphic arts students are developing the promotional material for Nourish. Lastly, a keynote speaker will address the topic “Food in the Fast Lane”, designed to give useful tips on eating healthy fast food. The 2012 Nourish Event was well attended by students and the community.

**FOOD SERVICE**

A revolution has been quietly going on behind the scenes in the US to bring healthier fare to the school lunch program. Improving child nutrition is the focal point of the Healthy, Hunger-Free Kids Act of 2010. This legislation authorizes funding and sets policy for USDA's core child nutrition programs: the National School Lunch/Breakfast Program. USDA built the new rule around recommendations from a panel of experts convened by the Institute of Medicine —a gold standard for evidence-based health analysis. With an epidemic of childhood and adult obesity in the US, the time is right to reform the school lunch program.

The USDA nutritional standards for school meals include:

- Lowering sodium limits, thus reducing the use of processed foods
- Serving only 1% or skim milk
- Increased serving sizes of fruits with an emphasis on fresh fruit
- Movement toward 100% whole grain products
- No trans fats
- Saturated fat limited to 10% of calories
- Increased portion sizes of vegetables, to include servings of sub-groups of vegetables based on color and nutritional content
- Set caloric minimum and maximums for all meals based on grade level

The Greendale Food Service Department is happy to report that they are one of the few food service departments to recently have their breakfast and lunch menus certified by the USDA.
and Wisconsin Department of Public Instruction. This certification verifies that the menus offered meet all nutritional requirements of the Healthy, Hunger-Free Kids Act!

In order to continue implement major improvement, the District continues to engage Ms. Barbara Nissel from School Operations Services to consult with our on-site manager, Cindy Kacmarcik. The Food Service Program is a proprietary fund and thus must be self-supporting. Great care is taken to meet the USDA guidelines and also provide student acceptable meals. It is the department’s goal to not only provide nutritious meals, but to continue to engage the students and community in a healthy food “revolution” that benefits the well-being and academic achievement of our students.

The Greendale Food Service Department has undertaken the following:

- Offering fresh fruit, vegetables and salad at all meals
- Serving whole grains 100% of the time.
- Locally sourcing product whenever possible, utilizing yield from the Greendale High School Garden
- Utilization of a cooperative bidding process
- Producing more “scratch cooking” meals that are healthy yet tasty for students.
- Increasing options of ethnic foods to serve the growing diversity in our population
- Increasing healthy a la Carte items
- Conducting a student survey for preference
- Preforming efficiency and productivity operational studies
- Creating a Parent Advisory Committee

A typical menu today may include: burritos, corn and black bean salsa, baked mostaccioli, quesadillas, macaroni and cheese, grilled chicken sandwich or salad, flatbread pizza, sweet and sour chicken, chicken chili, tacos and refried beans. The times, they have changed! We ask everyone to be a champion of healthy and nutritious school meals!

### STUDENT HEALTH/WELLNESS ACTIVITIES

- **Mental health counseling** available via social workers Trish Kilpin and Dave Vogt, and GSD guidance counselors.

- **Health counseling and office visits available** via Nurse Practitioner Sharon Kulzick.

- **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.

- **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.

- **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 on-site 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

- **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
  Teens with Impact
  TATU (Teens About Tobacco Use)
  HOSA Club (Health occupations and healthy living focus)
  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.

- **Foods (FACE)**
  Students are involved in a combination of hands-on labs and in-class learning about the USDA Food Guide Plate. Foods classes make 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.

- ProStart Culinary Arts (FACE)
  - Real-Care Baby (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
  Greendale Middle School Physical Education classes are making great strides in incorporating personal fitness into the lives of our students. We have moved focus from team sports to fitness choice activities within lessons, fitness based lessons every Friday, technology inclusion for running and weight lifting programs, fitness weeks, and a strong emphasis on personal wellness and taking responsibility for lifelong fitness.

  We have made strong improvements to our fitness facility by adding many state of the art pieces of equipment including treadmills, spin bikes, and resistance machines. We have worked to make the weight room accessible and comfortable for staff as well as students to use. Before and after school fitness clubs were also piloted this winter by Mrs. Dominguez and Mr. Schroeder and will continue throughout the spring semester. GMS is proud of the efforts made to introduce and model the importance of lifelong health and wellness.

- 6th grade Healthy Choices
  Sixth grade students will cover a variety of health and wellness topics throughout the quarter. These include nutrition, study skills, time management, success in middle school, puberty, alcohol, tobacco, and other drug use, decision-making, and healthy family living. The main goal is for students to take charge of their wellness and be accountable for their health.
• **7th grade Healthy Choices**
  Seventh grade students will learn various strategies to help them live happier, healthier lives! Strategies include communication skills, anger management, stress management, and suicide prevention. We will also cover nutrition, physical activity, bullying, and body image. The main goal is for students to learn how to manage their health and wellness and to apply this in everyday situations.

• **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**
  Open to all 6th, 7th and 8th graders.

• **Drug Free Week – April 22nd - 26th**
  Guest speakers each day at 6th grade
  All school assembly - April 22nd “Your Choice” - Youth speakers that share their stories about how the choices they made affected their lives and their families.

• **Student Activity Nights**
  3 times per year

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

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**
Canterbury offers several opportunities for students and families to focus on health and wellness. A daily Running Club provides students with the chance to engage in movement every morning before school. Students track their laps in order to measure how many miles they walk or run each year. Several classrooms also participate in Adventure To Fitness, which is an online program that focuses on movement breaks throughout the day. Students are engaged through “visits” to locations around the world as part of their exercise with the program. In addition, Canterbury once again won a Radio Disney Dance Party through participation in the Get Active, Get Fit program sponsored by Anthem Blue Cross Blue Shield. The Get Active, Get Fit Program encourages students to track healthy movements every day.
Canterbury is also trying to focus on more lifetime sports in Physical Education classes. For example, a yoga unit was introduced last year and was continued this year. Students have the option of practicing several different aspects of yoga during the unit. As well, Canterbury will be offering a roller-skating unit this year followed by a Canterbury Night at Incredi-Roll. This is being offered as a way to engage whole families in health and wellness. Furthermore, Fitnessgram data for 3rd-5th grade students is being used to set goals for the Canterbury PCA. Lastly, staff is also trying to model healthy behaviors for students. Canterbury entered a team in the Aurora Health Care Nutrition Fitness Lifestyle Challenge and won the competition based on the healthy habits of team members.

**COLLEGE PARK**

College Park kicked off the school year with a family picnic. Families were encouraged to bring a healthy picnic dinner and spend time “playing” as a family on our playground and fields. This event began our focus on students and families remaining active. The Step Up to Better Health Walk and Run had our highest number of participants with many students choosing to run with teachers. In November students participated in the Radio Disney Challenge as we continued to promote exercise.

During the year students shared tips for being healthy in our Weekly Update and during school assemblies. We continued to encourage students to walk or bike to and from school, giving healthy benefits to students and the environment.

In February, Jump Rope for Heart brought a renewed interest in this healthy activity. The yearly event promotes jump roping as an activity during recess and outside of school.

During Drug Free Week our focus will again be “Making Healthy Choices.” Students requested the return of the most creative healthy snack among other activities related to wellness and health.

Our full school, end of the year celebration, will be an all school picnic. Greendale’s Food Services will provide a healthy lunch and students will be able to participate in a number of physical activities during the day.

**HIGHLAND VIEW**

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. Members of the Dig-it Club surveyed the entire student body to determine what types of plants they would like to see planted that would then be healthy snacks once harvested. Additionally, members of the Dig-it Club assisted community members with planting during the Nourish Event last year. Community members could opt to plant a vegetable or flower plant to return to the school garden or plant in their home garden. Highland View’s Movin’ Miles continues to promote healthy eating and exercise, especially through the winter months when students get less exercise outside. Staff meets with students after school monthly, concentrating on activities such as volleyball, basketball and other sports. Movin’ Miles also promotes Jump Rope for Heart as a way to have students exercise and raise money for a good cause.

For Healthy Choices Week (Drug Free Week) Highland View students participate in numerous activities meant to promote a healthy lifestyle and teach students about healthy eating habits. Second graders chart their snacks during the month of March as a way of gauging what types of snacks are brought from home in an effort to promote healthy snacks over processed ones.

For our annual Sock Hop, Highland View students decide on and prepare healthy snacks to be distributed at the dance as a means of offering parents ideas as to what type of creative, healthy
snacks could be brought to school for celebrations or treats. This is always a fun activity for students and they are proud of their work.

Olympic Day is always a big day at Highland View. Students are divided by grade levels and participate in many activities such as sack races, jump roping, hula hooping and so forth. The day kicks off with an all school 2 mile run/walk as a celebration of the beginning of summer.

The PTO at each school has also worked to sponsor healthy activities for school wide events.

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.
- Jump Rope for Heart

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.
- Family Fitness Activities such as Zumbatonic.

**Teens with Impact**
Formerly known as Peers with Impact, the new Teens with Impact is currently in its first year. 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 other youth. Students in 9th -12th grade are recruited and then trained to specialize in presenting factual, age-appropriate information about alcohol, tobacco and other drugs to 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.

The Teens with Impact group will give classroom presentations to the 8th grade students in April and May. By giving classroom presentations, high school students become drug-free role models to younger students by reinforcing the benefits of living a healthy life. Peer presentations offer a vehicle for high school students 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, Teens with Impact members identify themselves as part of the solution in preventing
substance abuse among other youth; thus, giving them an important voice in solving community problems. Three presentations will be made to the middle school students, with one of the presentations given during the 8th grade “shadowing” experience to provide the students with information about what it is like to transition to the 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, grade schools 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 Teens 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-led programs such as TATU are more effective in reducing tobacco use among youth. Being a teen mentor also reinforces the high school student’s 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.

**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 youths 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.

**CGTI (Cebtin Goodman Teen Institute)**
Formerly known as Illinois Teen Institute (ITI), CGTI 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.

**Eggspress Yourself**
The Greendale High School’s Teens with Impact group hosted Eggspress Yourself, an event for 7th and 8th graders at Greendale Middle School. The session was intended to help the younger students “break out of their shells” and prepare for high school. It ran from 3:00 to 7:15 p.m. and had the biggest turnout in three years. Twenty-five high school students led 103 middle school students in games, discussions and activities. They also shared a pizza dinner and listened to a guest speaker.

**Student Wellness Policy**
The Student Wellness Policy was approved last year and implemented this year. One change that has generated controversy is asking parents to refrain from bringing sugary unhealthy items for celebrations. Parents have weighed in on both sides on this. One of our goals in the Strategic Plan is to survey parents concerning the Student Wellness Policy this year.

**SCHOOL NURSING**

Mrs. Kathy Andrzejewski, RN, Greendale School Nurse and Sharon Kulzick, RN, NP, serve as the health professionals for the student community and provide 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. In addition, special classroom presentations are made as requested by classroom teachers on a variety of health-related topics. Classroom educational programs are also offered to help students understand special health needs of their classmates jointly with school social workers.
- Participation in the High School “Reality Store” project
- Participation in the School Age Parent program with 1:1 attention to pregnant students at GHS.
- Membership in the GAP committee and the IEQ committee.
- Assistance with annual school board policy review of health related and medication policies.
- Supervision of the secretaries in student immunization compliance (99.15% compliance in 2012/2013).
- Involvement in IEPs of students with special health needs and creation of emergency plans for students as needed. Creates IHP (Individual Health Plan) for students with medical needs.
- 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.
- Supervises all staff involved in the administration of medication and ensured that involved staff have taken a DPI approved training course. In addition, in the 2012/2013 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 volunteers, all students in grades 2, 4 and 6 were screened for vision. In 2012/2013, all 4K students were screened for vision and hearing.
• 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: 2600 (approximately two part time positions). The State of Wisconsin average nurse to student ratio is 1: 2,359. (Source: WI DPI school nurse consultant).

**Good news!**
Kathy A has received National Certification as a School Nurse. This is an optional certification in Wisconsin and about 40 school nurses in our state have chosen to pursue this certification. Congratulations Kathy A! You are awesome!

### STAFF HEALTH PROGRAMS

The comprehensive staff health promotion program is ten 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 on-site health assessment measuring the standard lipid panel levels, body mass index, body composition and the health assessment they complete.

The goals of the program are:

• Promote good health care consumer skills by increasing awareness of resources to help make good medical decisions, such as the on-site Nurse Practitioner, the EAP, the Nurse On Call Line, 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, BMI, physical activity, blood pressure and 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.

• Fully engage all staff and their families in using all of the provided programs and resources in order to control costs.

• Encourage members to choose the Qualified High Deductible Plan in order to decrease costs to the plan, thereby reducing plan increases in cost. At the present time, many staff have made the switch and only about (20) remain on the Traditional Plan.

• Our program has been duplicated around the state. I have presented in many forums about our program, and provided advice to many.

Elements of the GSD Wellness 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 on-site 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 14 hours/week on Mondays, Wednesdays 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. Our NP has had 366 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. We also use the program for supervisory referrals in cases of staff performance issues.

4 On site Health Screenings/ HRAs/Flu Shots- convenience of these services has led to high use of them. Most staff participate in the programs. This year, again, UHC paid the cost of all shots and health screenings for staff. Staff receive a $75 gift card from UHC for participating in the health assessment.

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.

7 What’s new? This year several new offerings were made available to staff:
   a Yoga sessions- 20 staff have been involved in weekly sessions
   b Personal training group in the staff wellness facility is being done with a trainer from the community, DiAnn Stasik
   c A program called “N.F.L.” took place this winter to engage staff in nutrition, adequate sleep and exercise. About 50 staff members took part in this.
   d CPR/AED training has been offered on-site (after school hours) for interested staff members in cooperation with the Greendale Fire Department. Around 50
staff members have expressed an interest in this life-saving education and classes are on-going to accommodate those interested.

HEALTH INSURANCE PREMIUMS

Historical Total Family Health Premiums at GSD

UHC
2009-10…………………..$1,869 (Traditional)/ $1,272 (High Deductible)
2010-11…………………..$1,624 (GEA) / $1600 (non GEA)/ $1,146 (High Deductible)
2011-12…………………..$1,649 (Traditional)/ $1,278 (High Deductible)
2012-13……………………$1,732 (Traditional)/ $1,343 (High Deductible)

2012-13 Total Annual Family cost:
UHC Traditional……..$20,784
UHC High Deductible…$16,116 + $3500 (Health Reimbursement Acct) = $19,616

Family Plan with Partners in Health Wellness Commitment -Employee pays premium share (of above cost):

Traditional Plan……….$2,078 (annual employee share)
High Deductible……….$1,612 (annual employee share)

Plus: Employee pays $250/$500 deductible + $25 office visit copays/ $100 Emergency Room

PREMIUM PERCENTAGE INCREASES

UHC
2011- (10.5) %
2012- 2.1% (Traditional)/ $11.5% (High Deductible)
2013- 5%

Until 2011 the UHC group was approximately (67) staff, a small group, making it subject to greater fluctuations with high claims than a larger group. The entire group is now part of UHC which will help moderate increases.

Of major note this year is that all staff now pay either a 10% or 13% (High Deductible)/ $15% or 18% (Traditional) 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.

All but approximately (20) staff are in the High Deductible plan. Many teachers moved from the Traditional Plan to save themselves added costs. This is good for “consumerism” making staff pay attention to the actual costs.

GSD continues to offer a Health Reimbursement Account to staff of $1,750 (single) and $3,500 (family). The employees pay the first $250/$500 (s/f) of medical costs. This incents staff to use

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these dollars wisely and not seek care indiscriminately. These accounts belong to the employee and can be use for post-retirement health care costs.

The viability of continuing the HRA at this level will be assessed when renewal rates are known (July of 2013). GSD will work with our agent, Craig Johnson, a well-respected Greendale resident, on the renewal. Craig has been our agent for nine years for health insurance, and the past four for dental insurance.

TOTAL EXPENDITURE ON HEALTH INSURANCE/ HEALTH REIMBURSEMENT ACCOUNTS

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>$3,043,026</td>
<td>$2,952,449</td>
<td>$3,052,711</td>
<td>$3,000,536</td>
<td>$2,997,413</td>
</tr>
</tbody>
</table>

These figures show the bottom line of health expenditures at GSD. It is clear that health care expenditures have been controlled by all of our efforts, including frequent bidding, negotiation, and our wellness programs to keep staff healthy. During this period, national and state health care increases (trend) have averaged 10-12%.

<table>
<thead>
<tr>
<th>DISTRICT</th>
<th>ENROLLMENT</th>
<th>HEALTH CARE COST PER PUPIL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Greendale</td>
<td>2699</td>
<td>$1,207</td>
</tr>
<tr>
<td>Oak Creek</td>
<td>6146</td>
<td>$1,233</td>
</tr>
<tr>
<td>Cudahy</td>
<td>2669</td>
<td>$1,267</td>
</tr>
<tr>
<td>South Milwaukee</td>
<td>3348</td>
<td>$1,365</td>
</tr>
<tr>
<td>Whitefish Bay</td>
<td>2989</td>
<td>$1,373</td>
</tr>
<tr>
<td>Mequon Thiensville</td>
<td>3696</td>
<td>$1,551</td>
</tr>
<tr>
<td>Greenfield</td>
<td>3723</td>
<td>$1,600</td>
</tr>
<tr>
<td>Franklin</td>
<td>4300</td>
<td>$1,673</td>
</tr>
<tr>
<td>Menomonee Falls</td>
<td>4411</td>
<td>$1,677</td>
</tr>
<tr>
<td>Whitnall</td>
<td>2322</td>
<td>$1,737</td>
</tr>
<tr>
<td>Elmbrook</td>
<td>7212</td>
<td>$1,860</td>
</tr>
<tr>
<td>Shorewood</td>
<td>2010</td>
<td>$1,896</td>
</tr>
<tr>
<td>New Berlin</td>
<td>4687</td>
<td>$1,909</td>
</tr>
<tr>
<td>Nicolet</td>
<td>1107</td>
<td>$2,132</td>
</tr>
</tbody>
</table>
RESULTS OF 2012 STAFF HEALTH SCREENING:

(199) staff 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:

○ Our overall wellness score has improved, from 93.4 to 94.6 from last year.
○ Our score on “medication for relaxation/stress” increased.
○ Job satisfaction ratings have fallen from 100% satisfied, to 92.3% satisfied.
○ Lack of sleep is a major concern to health. A much larger percent are getting (6) hours or less of sleep. This finding also was found in our N.F.L. challenge as sleep time was recorded for two weeks. This is clearly an area to work on.
○ 90% of the respondents have never smoked.
○ A high percentage use our on-site flu shot program.
○ The ability to cope with stress is falling from last year.
○ The 45-54 age group has the highest risk for a poor Total Cholesterol Level/HDL.
○ The 18-24 age group has the highest at-risk category for Blood Pressure Risk, a surprising finding.

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 encourage a healthy workforce.

<table>
<thead>
<tr>
<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>
</tr>
<tr>
<td>Pre-Diabetic</td>
<td>25.9%</td>
</tr>
<tr>
<td>Hypertension</td>
<td>32.1%</td>
</tr>
<tr>
<td>Overweight/Obese</td>
<td>66.6%</td>
</tr>
</tbody>
</table>

MENTAL HEALTH

- 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.
• It is clear that stress is a major factor at GSD impacting the health of the group. Our documented lack of sleep is an outcome of that stress (and visa-versa).

• 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 and health programs focusing on our factors, on-site for staff.

• Addressing the “whole child” is a focus of GSD. Use of our student services staff and our SFAP program to provide individual counseling and family therapy is one great resource we offer.

**FUTURE DIRECTIONS**

Health care costs are unsustainable in their present form. The best ways to make a dent in future costs is to keep the workforce as healthy as possible, and slow the natural flow to disease that occurs with age. Wellness programs are gaining sophistication. They are measuring more than BMI, body fat and blood lipid levels. Tests may include strength, flexibility and balance, key factors in maintaining good health.

Programs are moving to “outcome based” incentives, meaning those maintaining their health markers in “healthy” ranges get discounts. A continued focus of GSD’s staff health promotion program is making the offerings convenient, on-site and at low cost.

Another direction we intend on pursuing is have students and staff alike log their exercise activity. What gets measured gets done. Regarding student wellness, ideas in the hopper are having a goal of all students getting one hour of movement each day, 30 minutes at school, and 30 minutes at home. The schools will find creative ways to build this in, and students would then log it.

Another worthwhile idea is to treat our population of students who are not in the “healthy ranges” Fitness Gram to an “intervention”, just as we would for an academic deficiency. The resource period at the high school could be used for those students who need “fitness” intervention. The idea is to zero in on what the students need and provide it.