



Excellence

IN RISK MANAGEMENT

2017 Recipient

Establishing Risk Management as an Organizational Priority

New Fairfield Public Schools

Background

Superintendent of Schools Dr. Alicia Roy recognized that the New Fairfield Public Schools needed a shared vision, clear goals, and mutual accountability for risk management and safety throughout the district. Realizing that leadership plays a vital role in the risk management process, the leadership team assumed important roles:

- The Superintendent of Schools provides risk management program oversight.
- The Director of Buildings and Grounds is responsible for facility inspections and assessments, as well as employee training and development of corrective actions.
- School nursing staff coordinates injury responses and reporting.
- The School Business Manager organizes injury reports for committee analysis by event, injury type and financial impact.

The leadership's systematic approach helped gain employee buy-in to the program's value. Their analysis of exposures and loss data drove change in both administrative policy and employee attitudes toward workplace safety. The team performed facility inspections and assessments, implemented employee training programs, and corrected hazards.

Lessons Learned & Results

The long-term improvements from the change in the New Fairfield Public Schools safety culture are:

- Heightened hazard awareness.
- Greater employee understanding of safe workplace procedures and practices.
- Better accident reporting with better corrective solutions and a shared vision.

The Schools' Workers' Compensation loss costs were reduced by 83% and Workers' Compensation loss frequency by 53% over four years. The schools' efforts translate into a \$1 million reduction in Total Cost of Risk.

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