



Purpose



Social



Financial



Community



Physical

WEST ORANGE-COVE CONSOLIDATED ISD

NORTH EARLY LEARNING CENTER HEAD START

06CH010172-02

Health and Wellness Plan

Vision and Mission Statement

The health and wellness program at North Early Learning Center Head Start is to:

- Provide healthy lifestyle education and support to staff, families, and community members
- Assist staff, families, and community members in leading healthier lifestyles
- Increase program engagement and productivity
- Manage health care costs

North Early Learning Center Head Start will create a culture of wellbeing where commitment to the development of the whole person includes providing comprehensive programs that support and encourage good health and healthy lifestyles.

Program Goals

1. Inspire Team Members to lead healthier lifestyles by increasing participations in current wellness programs, services, and monthly challenges
2. Develop framework for supporting a culture change to a focus on overall health and wellness
3. Control health care and absenteeism costs for North Early Learning Center Head Start staff members
4. Engage staff, families, and community members in becoming better health care consumers while increasing work place productivity
5. Improve retention by increasing morale, enhancing teamwork, and providing a culture where team members truly enjoy their work

Eligibility

Primary: All active full-time employees

Secondary: All currently enrolled students, families, and local community members

Tactics we will use to obtain the above goals

Goal 1: Inspire employees to lead healthier lifestyles by increased participation in current wellness programs

- Introduce new health and wellness programs to all staff, enrolled students and families
- Include wellbeing information and resources to assist in leading healthier lifestyles on current campus website
- Highlight current wellness programs offered to full-time staff through a wellness resource guide
- Partner with community businesses to implement and execute a comprehensive communication plan segmented to the least engaged and at risk or high risk audiences, which will increase participation and engagement

Goal 2: Develop framework for supporting culture change to a focus on health and wellness

- Create a wellness committee with representatives from staff, families, and community members
- Define wellbeing to all staff members, families, and community members highlighting the benefits of increasing health and wellness in all 5 areas; career, social, community, physical, and financial.
- Determine potential changes to office food choices, meetings and celebrations
- Strategic alignment to relationship with specific community groups (i.e. local food bank)

Goal 3: Control Health Care, productivity, and absenteeism costs for North Early Learning Center Head Start and staff

- Full analysis on top ten issues by dollars and prevalence and then categorize solutions by time, cost, and impact
- Partnership within appropriate groups specific to policy changes that support engagement, work/life, flexibility, and stress management
- Analysis on time-of and absenteeism, provided local and state sick leave, and workers comp
- Develop strategic wellness interventions to address top cost drivers – may include safety objectives

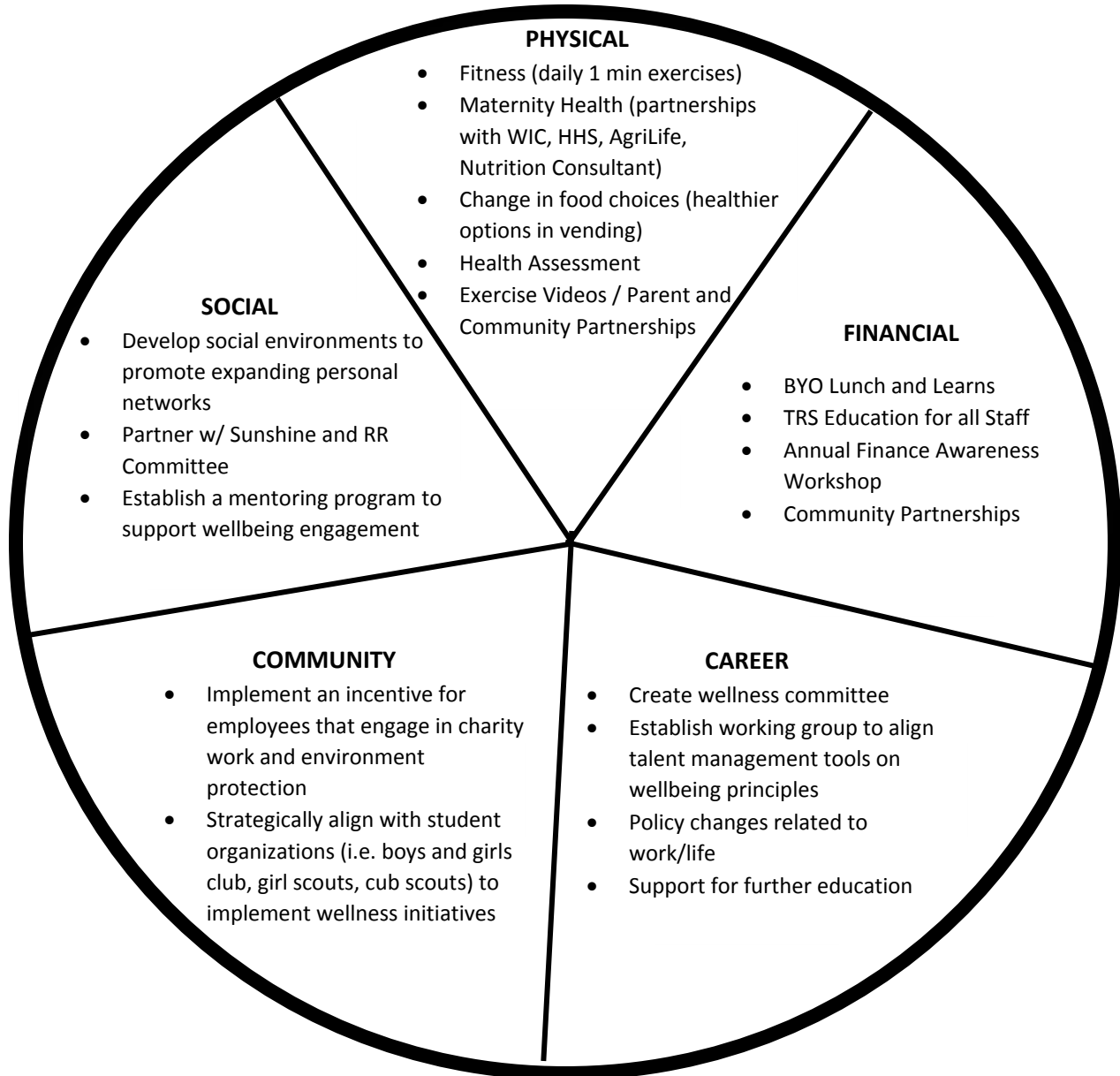
Goal 4: Engage Team Members in becoming better health care consumers and increasing work place productivity

- Partner with appropriate committees on employee engagement initiatives
- Partner and develop plan with wellness committee on results of work environment in relationship to stress management and productivity increases

Goal 5: Improve overall health and wellness of local community

- Increased communication and engagement in all current wellness programs
- Create and provide health assessment on campus website
- Finalize and implement incentive strategies for healthy behaviors

FIVE PILLARS OF WELL-BEING



Data

The following areas are opportunities for North Early Learning Center Head Start – we will implement focused wellbeing strategies to address each:

- **Pregnancy and Childbirth:** increase communication and engagement in the Healthy Pregnancy Program
- **Obesity and Diabetes:** partnership with AgriLife to bring education onsite to address both
- **Depression and Mental Health:** increase communication and engagement in the health and wellness program

Key Stakeholders

Leadership Team

- Director announces health and wellness program concept and discusses short- and long-term changes to North Early learning Center Head Start
- Committee members provide monthly articles / blogs on website regarding current wellness progress
- Wellbeing modeled personally at all levels

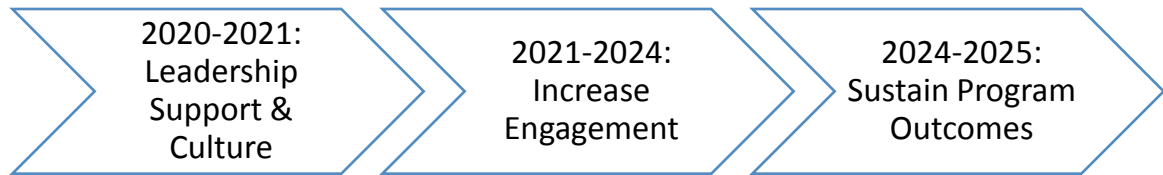
Wellness Committee

- The wellness committee is chosen via staff volunteers
- The wellness committee will meet monthly in person to discuss and review upcoming plans

The responsibilities of the wellness committee include:

- Solicit input and feedback from co-workers about the wellness program
- Review survey results and make recommendations for newsletter articles, training, and incentive programs
- Review evaluations from wellness events and consider feedback in planning future programs and events
- Help “spread the word” in promoting wellbeing activities and events, acting as a wellness champion
- Attend appropriate wellness events to learn and network with other representatives involved in wellness
- Participate in, and assist as appropriate, with wellness programs and events

POTENTIAL 5 YEAR OUTLOOK



Key Activities

- *Leadership is in alignment with the program vision*
- *Leadership program announcement*
- *Middle management support*
- *Begin wellness champion program*
- *Communicate pillars of wellbeing*
- *Incentive plan to focus on screenings and health*
- *Results-base incentives*
- *Wellness vision fully implemented*