



# *San Diego Unified School District* **Employee Wellness Program**



# District Wellness Support Team



**Kate McDevitt**  
she/her/hers

District Wellness Supervisor  
Nursing & Wellness Dept.  
San Diego Unified School District



**Andrea Eaton**  
she/her/hers

Employee Wellness Chair +  
Maintenance Senior Coordinator  
Physical Plant Operations  
San Diego Unified School District



**Kat Satterley**  
she/her/hers

Program Manager  
Alliance for a Healthier Generation

# Introduction

- **Context**
  - District Wellness Initiative launched 2016
  - Local/State/National Recognition
  - Our experience can be replicated
- **The Varied Employees of School Districts**
  - Educators
  - Maintenance/construction/landscape staff
  - Bus drivers
  - Nurses
  - Technology
  - Food Services
  - Clerical



# SDUSD Landscape

- **2nd largest district in California**
- **8th largest district in nation**
- **18,886 total active employees**
  - 13,316 are salaried employees
  - 5,570 hourly employees
- **226 total educational facilities**





# Our Superintendent's Priorities

**Equity**

**Belonging**

**Thriving**

*"This year will be about belonging, it will be about equity and it will be about our children and staff thriving,"*

Dr. Lamont Jackson, Superintendent



# WHOLE SCHOOL, WHOLE COMMUNITY, WHOLE CHILD

*A collaborative approach to learning and health*



# DISTRICT WELLNESS INITIATIVE



WELLNESS  
POLICY



DISTRICT  
COUNCIL



HEALTHY SCHOOLS  
PROGRAM



SITE-BASED CENTERS FOR  
WELLNESS (17)



HEALTHY  
EMPLOYEES



CONTINUOUS  
IMPROVEMENT

# Healthy Employees





# District Supports for All Employees

- ❖ **Employee Wellness Sub-Committee**
- ❖ **Quarterly Health Events/Challenges**
- ❖ **Districtwide Staff Appreciation Events:**
  - Fall Welcome Back Staff Wellness Fair
  - Spring Into Wellness Celebration
- ❖ **Monthly Supports:**
  - E-Newsletter
  - Health & Wellness Webinars
  - Wellness Committee Toolkit



# Increasing Access to Staff Wellness Events & Resources

## SELF-CARE APPS

**Insight Timer - Meditation App**  
Categorization for: Sleep & Anxiety  
Insight Network Inc.  
#1 in Health & Fitness  
★★★★★ 4.9 (54.2K Ratings)  
Free. Offers In-App Purchases

**Calm**  
Meditation and Sleep Stories  
Calm.com  
#1 in Health & Fitness  
★★★★★ 4.8 (1.1M Ratings)  
Free. Offers In-App Purchases

**Headspace: Meditation & Sleep**  
Focus, Sleep & Manage Stress  
Headspace Inc.  
#1 in Health & Fitness  
★★★★★ 4.8 (50.1K Ratings)  
Free. Offers In-App Purchases  
<https://www.headspace.com/educators>

**Oak - Meditation & Breathing**  
meditation, breathe, sleep  
Courtney Cicile  
#1 in Health & Fitness  
★★★★★ 4.8 (1.1K Ratings)  
Free. Offers In-App Purchases

**San Diego Unified SCHOOL DISTRICT**

**WELLNESS**  
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**Shine: Calm Anxiety & Stress**  
Meditation & Motivation  
Shine  
#1 in Health & Fitness  
★★★★★ 4.7 (1.1M Ratings)  
Free. Offers In-App Purchases

**Grateful: A Gratitude Journal**  
Focus on what's truly positive  
Insobility LLC  
★★★★★ 4.8 (2.1K Ratings)  
Free. Offers In-App Purchases

**Fitbit**  
Fitbit, Inc.  
#1 in Health & Fitness  
★★★★★ 4.7 (50.1K Ratings)  
Free. Offers In-App Purchases

**MyFitnessPal**  
Calorie Counter & Diet Tracker  
MyFitnessPal.com  
#1 in Health & Fitness  
★★★★★ 4.7 (1.1M Ratings)  
Free. Offers In-App Purchases

**WW (Weight Watchers)**  
#1 in Health & Fitness  
Weight Watchers International, Inc.  
★★★★★ 4.7 (1.1M Ratings)  
Free. Offers In-App Purchases

# WELLNESS

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# SDUSD Staff Wellness Website

## Staff Wellness

Stay up to date with our monthly Staff Wellness Newsletter!



[Finding Calm](#)



[Classes & Webinars](#)



[Mental Health](#)



[Exercise](#)



[Self-care](#)



[Finances](#)



[Grief & Loss](#)



[Healthy Eating](#)



[Staying Connected](#)

## Classes & Webinars



[SDUSD Wellness Center's Chief Counselor](#)



[Viewing Your SDUSD Benefits from Kaiser](#)



[Viewing Your SDUSD Benefits from Kaiser](#)



[Viewing Your SDUSD Benefits from sdusdmember.com](#)



### SDUSD Monthly Staff Newsletter

Want to know what's coming up next? Check out our monthly newsletter. (After clicking, scroll down to see our past issues)

## Kaiser Permanente

Kaiser Videos



[Kaiser Wellness Resources](#)



[SP Center for Healthy Living](#)



[Join a Self-Directed On-Demand Program](#)



[Premium Calm App Benefits for Kaiser Members](#)



[Choose Health Program](#)  
Fitness Care & Wellness Services Discounts



[ClassPass Discount](#)  
(Only Applies to On-Demand Workouts)




[MyCharge App](#)



[Pain & Choice Integrative Wellness Center](#)

# Wellness Committee Monthly Toolkit: Staff



## STAFF WELLNESS

October 2022  
Your monthly resource for staff health and wellness ideas and insights.

### WELLNESS THEME OF THE MONTH: WALKTOBER?

This month, we will be focusing on the importance of physical activity for the body and mind. Physical activity benefits not only your physical health, but your mental health and resilience to stress.

**Lunch and Learn:**  
Suggested presentations from VEBA & Optum to bring to your school staff.

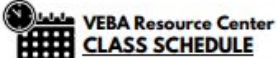
- List of classes/presentations
- Instructions on how to request VEBA services

### UPCOMING EVENTS AND PROGRAMS:


- 10/11 - 10/31: Walktober Challenge
- TBD

### ADDITIONAL RESOURCES

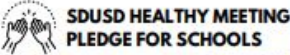
- [Best Hiking Trails in San Diego](#)
- [SD County Parks & Recreation Things to See & Do](#)
- [Walking Groups in San Diego County](#)




### VEBA Resource Center CLASS SCHEDULE





**COME VISIT THE VEBA RESOURCE CENTER!**  
16400 Mission Road, San Diego, CA 92128  
Monday - Thursday  
9am - 12pm, 2pm - 6:30pm



### SDUSD HEALTHY MEETING PLEDGE FOR SCHOOLS



Presented By  San Diego Unified School District

Powered By  HealthCorps



## STAFF WELLNESS

OCTOBER 2022

### MAXIMIZE YOUR MEETINGS

### STAFF MEETING ICEBREAKER: MEANINGFUL PHOTOS

Start off your meetings with this simple activity to spark conversations and build connections among staff.



- Virtual meetings:** As quickly as possible, get up and find a photograph or piece of art that has a positive meaning for you.
- In-person meetings:** In 30 seconds or less, find a photo on your cellphone camera roll that has a positive meaning for you.
  - If a participant does not have a cellphone photo for whatever reason, ask them to think about a photo that they keep on their desk or in their wallet.
- Next, have each staff member take turns sharing about the photo or piece of art they selected and why it is meaningful to them.

### BRAIN BREAK: CROCODILE ARMS

Slow down and enjoy a moment of mind-body connection. Gently read these instructions, or play the video, about halfway through your meeting to recenter your team.



- Sit up tall, with your palms together out in front of you. Rotate your left palm so it is facing up and your right palm facing down.
- Inhale. Keeping your arms extended forward, open your arms. The jaws open wide.
- And exhale. Close your palms to touch. The jaws close.
- Reverse your hands, so your left palm is on top of your right.
- Continue to open and close your arms while you breathe.
- Inhale. Exhale. Reverse your hands.
- Inhale. Exhale. Reverse your hands one more time
- Inhale. Exhale.



SCAN OR CLICK FOR  
A GUIDED VIDEO  
<https://url.com/mrxzk&82>

Presented By  San Diego Unified School District

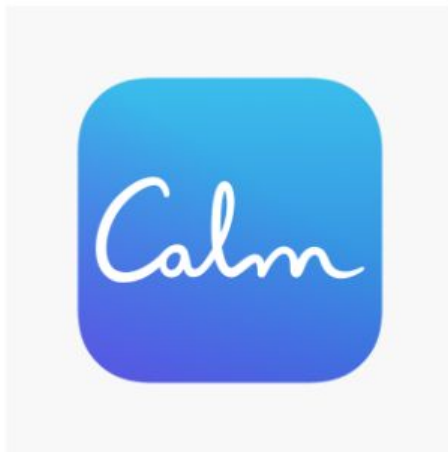
Powered By  HealthCorps

# Resources for Benefitted Employees

## *Highlights from Kaiser & UHC*



[ClassPass Discount](#)



[Premium Calm App Benefit for Kaiser Members](#)

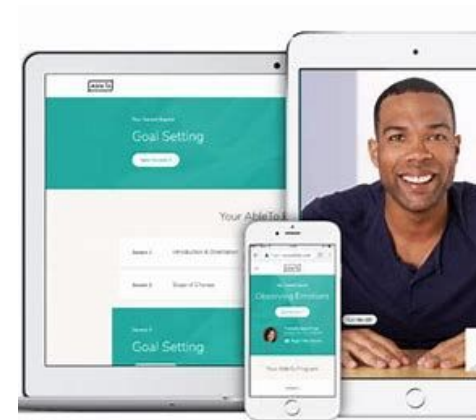
### One Pass Membership

A next generation subscription-based fitness network of gyms and studios th opportunities for people and employers.

Total Fitness	Universal Fitness	Premium Fitness
\$0 Enrollment Fee \$25.00 Monthly	\$0 Enrollment Fee \$59.00 Monthly	\$0 Enrollment Fee \$99.00 Monthly
Core Network of 8,000 locations Multi-location access	Core Network + 1,100 Premium locations Multi-location access	Core Network + 3,000 Premium locations Multi-location access
Change locations anytime	Change locations anytime	Change locations anytime
Change Tiers Monthly	Change Tiers monthly	Change Tiers monthly
<a href="#">Sign Up Now</a>	<a href="#">Sign Up Now</a>	<a href="#">Sign Up Now</a>

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[UHC OnePass Gym & Fitness Center Benefits](#)



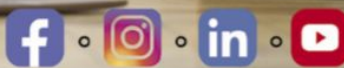
[UHC AbleTo Behavioral Health Coaching](#)



CALIFORNIA SCHOOLS  
**VEBA**  
RESOURCE CENTER

THE VEBA RESOURCE CENTER IS EXCITED TO  
ANNOUNCE OUR NEWLY REDESIGNED WEBSITE  
[WWW.VEBARESOURCECENTER.COM](http://WWW.VEBARESOURCECENTER.COM)

We invite you to visit our new site,  
explore our updated content, and take  
one of our 300+ virtual classes offered  
through the Virtual VRC!



Visit our VRC channels for Well-Being  
Resources and Updates



300+ virtual VRC  
classes open to  
all SDUSD  
students &  
families!

**Our Health Insurance Broker Partnership**  
*California Schools Voluntary Employee Benefits Association (VEBA)*



# VEBA Resource Centers

## Free Supports for Benefitted Employees

- ❖ Cooking & Nutrition Classes
- ❖ Acupuncture & Sound Healing
- ❖ 2 Free Gyms & Fitness Classes
- ❖ Team Building Opportunities
- ❖ Care Navigation



# Personal Wellbeing Matters

VEBA Care Navigators create a tailored plan designed to create personalized health plans, which includes:

- An integrated health and well-being assessment
- A tailored care plan for your overall health and well-being
- Guidance to find appropriate resources
- Motivation support and encouragement to help overcome obstacles
- Follow-up appointments (phone, virtual or in-person) to monitor your progress



Free to benefitted employees: create a tailored health plan!

VEBA Resource Center - Care Navigators





# Our Community Partners



# Our Top 6 Recommendations



# #1: Know your Workforce



LOVE  YOUR HEART  
FREE BLOOD PRESSURE  
SCREENINGS HERE!



# #2: Diversify Communications



- Traditional & Non-Traditional Methods
- Ensuring Internet Access for All
- Administrators' Role
- Site Representatives
- Website

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# #3: Design for Your Population

- ❖ Site Assessments
- ❖ Employee Surveys
- ❖ Map Gap Areas
- ❖ Action Plans
- ❖ End of Year Reflections



# #4 Shared Structure Across the System

## Collective Impact

- Backbone
- Agenda: Wellness Policy
- Continuous Communication
- Shared Measurement
- Mutually Reinforcing Activities



# #4 Shared Structure Across the System

Appointing Wellness leads for each  
site/ department

~

Annual Training Wellness Institute





## #5 Benchmarking Success at all Levels

- School/Site Level
- District Level
- Regional Level
- National Level



# School Level Benchmarking:

Healthier Generation Partnership

Thriving Schools Integrated Assessment

Customized for SDUSD

48 indicators

7 questions on staff wellbeing

## Cultivating Staff Well-Being

SWB-S4 School-level professional learning on staff well-being

SWB-S8 Positive staff relationships promoted by school

SWB-S9 School offers opportunities for staff gratitude

SWB-S11 Space in school for staff breaks

SWB-S12 School offers opportunities for staff physical activity

SWB-S13 School healthy meeting standards

SDUSD-S2 School lactation accommodation room

# School Year 2022-23 31 National Award Winners!



PROUD  
TO BE  
ONE OF

# AMERICA'S HEALTHIEST SCHOOLS

# Regional Benchmarking



## Worksite Wellness Toolkit

For Small and Medium-Size Businesses



LIVE WELL @WORK


Prepared by:



LIVEWELLSD.ORG

In collaboration with:





American Heart Association.  
Well-being Works Better™

**2022**  
**A CULTURE OF HEALTH  
AND WELL-BEING**

**SILVER**

 American Heart Association.  
**2021**  
WORKPLACE  
HEALTH  
ACHIEVEMENT. **GOLD**

 American Heart Association.  
**2020**  
WORKPLACE  
HEALTH  
ACHIEVEMENT. **GOLD**

 American Heart Association.  
**2019**  
WORKPLACE  
HEALTH  
ACHIEVEMENT. **GOLD**

 American Heart Association.  
**2018**  
WORKPLACE  
HEALTH  
ACHIEVEMENT. **GOLD**

 American Heart Association.  
life is why.  
**2017**  
WORKPLACE  
HEALTH  
ACHIEVEMENT.



# #6 Recognize & Celebrate Success





# Our Top 6 Recap

1. Know Your Workforce
2. Diversify Communication
3. Design for Your Population
4. Shared Structure
5. Benchmark Success
6. Celebrate Success

# A Few Suggested Tools

- Your Health Insurance Utilization Data
- American Heart Association Workplace Health Achievement Index
- Alliance for a Healthier Generation Action Center
- County of San Diego LiveWell Recognition Programs



# WELLNESS

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**Thank You.**





# WELLNESS

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Questions?



# Thriving Schools Integrated Assessment

## Thriving Schools Integrated Assessment: District Edition

In partnership with  KAISER PERMANENTE.

### Deepen your understanding

Continue working through your assessment to understand where you're at. Record your progress as you make improvements.

Updated 10 months ago by Sonia K

[CONTINUE ASSESSMENT](#)

### Other Steps

- [Go to Action Plan](#)
- [Download Guide](#)
- [Explore Glossary](#)
- [View Report](#)
- [Invite a Team Member](#)

### Assessment Questions grouped by Topic

Advancing Core Policies and Practices	1/11 Answered	▼
Increasing Family and Community Engagement	0/21 Answered	▼
Improving Nutrition and Food Access	0/27 Answered	▼
Implementing Local School Wellness Policy	0/14 Answered	▼
Enriching Health Education	0/13 Answered	▼

- District & School Team Access
- Evidence-based Best Practices
- Action Steps for Improvement
- Related Resources & Trainings
- Self-Paced & Flexible Experience