

# Be SMART

## Employee Wellness Champion Program

### Annual Report

#### *2017-2018*



Photo: Kickball District Champions from Melrose Elementary



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## Introduction

*The following report is an excerpt from the Annual Employee Wellness Report that is presented to the board on an annual basis.*

### **Be SMART Employee Wellness Program**

Pinellas County Schools highly values the health and well-being of every staff member. As part of the Be SMART Employee Wellness Program, PCS plans and implements activities and policies that support personal efforts by staff to maintain a healthy lifestyle.

The School Board of Pinellas County is committed to ensuring that adequate resources and funding are provided to ensure a safe and healthy environment for our staff. The board recognizes that a healthy workforce is a key component of student achievement so it encourages all employees to participate in the district wellness program.

Principals and administrators along with their designated Employee Wellness Champion provide the leadership and support necessary for program success.

### **Vision**

100% productive, healthy and happy employees.

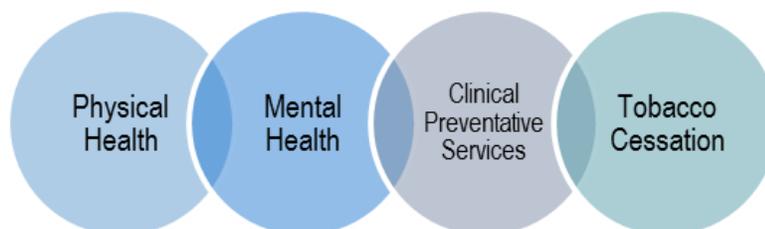
### **Mission**

To promote a culture that supports and encourages safe and healthy behaviors, employee engagement and a balanced state of wellbeing. The districts' wellness initiatives will inspire and empower employees to take responsibility for their own health and safety which is vital to their ability to contribute to the work and mission of PCS.

### **Overall Goals**

- Increase preventative screening rates among employees and dependents.
- Decrease the number of employees who are overweight or obese
- Increase engagement in Go365 incentive program
- Reduce the percentage of employees who self-report having elevated stress levels
- Reduce the percentage of employees who report using tobacco

The District's programs will fall into four categories, which were determined based on employees' interests and greatest health risks:



## Wellness Champion Program Overview

## Program Summary

### DISTRICT STRATEGIC PLAN

#### Goal 3

Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff and community resulting in individual employee learning, student achievement and overall school improvement.

#### Action Item

8. Enhance the Employee Wellness Program to encourage and reward employee participation in preventive screenings, fitness and nutrition/weight loss programs and carrier provided clinical programs.

#### Board Policy 8510

1. The District is committed to providing healthy schools, by supporting wellness, good nutrition, and regular physical activity as a part of the total learning environment.
2. The Superintendent shall establish a School Health Advisory Committee (SHAC) to align and coordinate District efforts to ensure a healthy learning environment and promote lifelong wellness.

The Superintendent will direct the School Health Advisory Committee (SHAC) to develop, implement, monitor, and review District-wide procedures on wellness, physical activity and nutrition.

VII. HEALTH PROMOTION FOR STAFF (This section aligns to Module 7, Healthy School Program Assessment.) A. Pinellas County Schools highly values the health and well-being of every staff member and will plan and implement activities and policies that support personal efforts by staff to maintain a healthy lifestyle. B. The district shall establish and maintain an Employee Wellness Committee composed of at least one district staff member, School Health Advisory Committee Revised 6/23/2016 24 member, dietitian or other health professional, Health Plan representative, Employee Assistant Plan (EAP) representative, and risk management team member. C. The Employee Wellness Committee shall be a subcommittee of the SHAC. The Employee Wellness Committee is responsible for designing the district's Strategic Wellness Plan and for developing, promoting and evaluating the annual (operating) Wellness Plan. The plan shall be based on input solicited from school staff members and shall outline ways to encourage healthy eating, physical activity and other elements of a healthy lifestyle among the school staff. D. The Employee Wellness Committee shall distribute its operating plan to the SHAC annually. E. All worksites will select an "Employee Wellness Champion" to facilitate the Be S.M.A.R.T., Pinellas County Schools Wellness Program, offered by Risk Management Department, be a member of a school's Healthy School Team, and update the Healthy Schools Program Assessment, Employee Wellness section two times each year.

# 2017-2018 Program Highlights

## **STRATEGIC HIGHLIGHTS**

145 Employee Wellness Champions at 99% of eligible worksites

125 Biometric Screenings events were conducted at 85% of eligible worksites.

2774 employees received a Biometric Screening as of June 2018.

25.6% engagement rate in Go365 as of June 2018, an 11% increase from June 2017

1,409 employees received a mammogram through the Tampa Bay Mobile Mammography.

## **OPERATING HIGHLIGHTS**

Launched Mobile Mammography in June 2017 through Tampa Bay Mobile Mammography

Launched an Eat Right For Life Program and Registered Dietitian seminars.

Provided Colorectal Cancer Screening Kits to 850 employees

Hired a new Employee Wellness Coordinator, Caleigh Bean

## **LOOKING AHEAD**

The 2017/2018 Employee Wellness District strategic Plan Form can be viewed in Appendix II.

# Program Details

## GOAL #1: INCREASE PREVENTATIVE SCREENING RATES AMONG EMPLOYEES AND DEPENDENTS.

Programs, activities, interventions completed to meet this goal:

- On-site Humana Patient Advocate encouraged preventive screenings through site visits and other forms of communication
- Encouraged Employee Wellness Champions to participate in the health observance month associated with each screening by distributing communications and materials.
- Communicated the importance of preventative screenings through newsletter articles.
- Mobile Mammography bus visited 117 sites and screened 1409 employees.
- In March 2017, 850 EZ-Detect Colon Cancer Screening Kits were distributed through a district-wide campaign
- Continued promotion of Go365 which encourages and rewards preventive screenings
- 1861 employees received a flu vaccine, a 14% increase from 2016/17.

## GOAL #2: DECREASE THE NUMBER OF EMPLOYEES WHO ARE OVERWEIGHT OR OBESE.

Programs, activities, interventions completed to meet this goal:

- Held weight management, healthy eating, and physical activity workshops at worksites through our onsite Employee Wellness Champions
- 275 staff participated in a county-wide kickball league, organized in collaboration with Tampa Bay Club Sport
- 24 employees participated in the Blood Pressure Control Program offered through the YMCA beginning in Fall of 2017
- 125 employees are enrolled in the Diabetes CARE program and are up-to-date on their requirements as of June 30, 2018.
- At 70 worksites 1500 employees participated in the Eat Right For Life Challenge that focused on nutrition education and change.

### GOAL #3: INCREASE ENGAGEMENT IN GO365 INCENTIVE PROGRAM

Programs, activities, interventions completed to meet this goal:

- 125 Biometric Screenings events were conducted at eligible worksites
- 2774 employees received a Biometric Screening as of June 2018,.
- As of 6/31/18, PCS had a 25.6% engagement rate in Go365, an 11% increase from June 2017. Note: The Go365 plan year runs from September 1 to August 31.
- On-site overview visits from Go365 Humana Reps.

### GOAL #4: REDUCE THE PERCENTAGE OF EMPLOYEES WHO SELF-REPORT HAVING ELEVATED STRESS LEVELS

Programs, activities, interventions completed to meet this goal:

- From 10/10/2016, the on-site EAP Representative conducted the following:
  - 82 (60%) site visits
  - 38 (27%) training/workshops on a variety of topics with a total of 1752 participants
- Six online EAP courses were offered for component points. Below are the courses offered and the total number of participants:
  - Applying Emotional Intelligence in the Workplace: 162
  - Appreciating Personal Differences: 163
  - Conflict Intervention: 139
  - Managing Change: 100
  - Managing stress: 140
  - Motivating Employees: 72
- 6% utilization rate in EAP (Clinical & Balancing Work/Family Life Cases) (8/01/16 – 5/31/17)
- 50% EAP impact rate (Total PCS employees impacted with clinical, training & outreach services) (8/01/16 – 5/31/17). An increase of 12% from the 2015/16.
- Training & Onsite Crisis Response Information (8/01/16 – 5/31/17):
  - Onsite hours increased by 92% from this time last year; going from 106 hours to 203 hours
  - The number of participants increased by 66% going from 1,840 to 3,050
- Top presenting problems for the 2016/17 school year were: Emotional, Family, Relationship

### GOAL #5: REDUCE THE PERCENTAGE OF EMPLOYEES WHO REPORT USING TOBACCO

Programs, activities, interventions completed to meet objectives:

- In partnership with AHEC and Tobacco Free Florida, promotion of free community classes to all PCS employees and family members.
- Promotion of free nicotine replacement therapy, health coaching, and cessation courses through Humana.

## OPERATING BUDGET

### Operating Budget

Humana provides PCS with \$500,000 annually to support health and wellness. The Annual Wellness Budget is as follows:

Salary & Resources	125,000
Employee Wellness Champions	100,000
Written Materials	35,000
Screenings	25,000
Marketing & Communications	25,000
Programming & Incentives	115,000
Humana Go365 Support	75,000
	<hr/>
	500,000

The budget will be adjusted annually as needed. Continued funding is subject to negotiations with our health care provider.

# Communication

Below is a sample of communication materials used to promote our programs:

## SMART START

### JANUARY 2018

**SMART START Newsletter**  
 January 2018

It's a New Year! Get healthier and maximize your points with Go365™ Recommended Activities. Go365 can help you take steps to better health—starting today—with Recommended Activities.

Your personalized Go365 Recommended Activities may include:

- Reach or stay at a healthy weight by eating a more nutritious diet
- Lower your blood pressure
- Make healthier lifestyle choices, such as quitting smoking
- Exercise regularly

Make the most of your Recommended Activities. You're challenged to complete your Recommended Activities in a certain timeframe. When you do, you'll earn extra points!

Sign in to your Go365 account at [Go365.com](http://Go365.com) > select "Activities" in the top blue banner bar > click on "Recommended"

**Mobile Mammography is coming to you!**

**No More Excuses!**

- 40 or older, 1 yr from last mammogram, no prescription
- Under 40 requires a prescription
- Billed directly to major insurance, no charge for 3D

Question? Contact Gina DeOrsey at x1317 or at [pcsdorsey@pcsb.org](mailto:pcsdorsey@pcsb.org)

Make your appointment today at [www.pinellasmammo.com](http://www.pinellasmammo.com)

## HEALTH FAIR

### FEBRUARY 2018

OPEN TO ALL PCS EMPLOYEES AND FAMILY MEMBERS!

## PCS Health and Wellness Fair

Saturday, February 3, 2018  
 9am—2pm  
 Pinellas Park High  
 6305 118th Ave. N, Largo, FL 33773

Chance to WIN \$100 Gift Card Every Hour!

**FREE SCREENINGS—Earn Go365 Points for select screenings**

- Go365 biometric screenings
- Mobile Mammography Bus (reserve your time slot at [www.pinellasmammo.com](http://www.pinellasmammo.com))
- Vision
- Skin Screenings
- Vein Screening (Wear shorts/loose pants that can be rolled up)

**PRIZES AND GIVEAWAYS**

- Vendor giveaways and prizes!
- Chance to WIN 3 Medium Children's Bikes!

**FOOD / TRUCKS**

- Healthy options
- Kid friendly options
- Local Farmer's Market

**LOCAL VENDORS**

- Horace Mann
- MetLife
- American Cancer Society
- American Heart Association
- LifeLink
- YMCA
- Tobacco Free Florida
- Taoist Tai Chi Society
- Busch Gardens
- AAA
- PCSO K-9 Demonstration
- And much more!

**ACTIVITIES FOR KIDS**

- Face painting
- Children's football obstacle course (10:00) Every child receives a medal
- School Safety Bus

**ACTIVITIES FOR ADULTS**

- Chair massages
- Fitness demonstrations

Wear your favorite Team's Jersey

Humana

## TOBACCO CESSATION

### SPRING 2018

### Quit Tobacco Your Way

Stress causing you to smoke? Think again, smoking is actually adding to your stress. Recent studies have shown that tobacco and the nicotine found within do not reduce stress. Quite the opposite, in fact. While it probably goes against everything you know and love about tobacco products, nicotine has actually been shown to increase stress rather than reduce it.

Quitting tobacco isn't easy. Finding help should be. PCS offers free tools and services to help you get started. Just pick the one that's right for you and get the support you need to begin your life, tobacco free. No judgments. Just help.

**HOW TO QUIT?**  
 Quitting is different for everyone. Area Health Education Centers (AHEC) partners with Tobacco Free Florida, Florida Health, and the Centers for Disease Control and Prevention to provide local group single sessions or 6 week classes. For a full schedule and more information, visit [www.ahcetobacco.com](http://www.ahcetobacco.com)

**FREE NICOTINE REPLACEMENT THERAPY**  
 Smoking cessation medications are covered 100 percent when they are prescribed. This means no copayments, coinsurance or deductibles when prescriptions are filled by the pharmacies in our plan's pharmacy network.

**HEALTH COACHING WITH GO365**  
 Certified health coaches are available to speak with you on a wide variety of topics—such as smoking cessation—to provide motivation, help you develop a plan for change, and support your efforts to live a healthier life. Call 1-866-671-4536, or sign up through Go365.

**LIVING FREE COURSE**  
 The Living Free course is an online self-management tool guiding you to quit smoking offered through your Go365 recommended activities.

**HealthAdvocate**  
 Always at your side

The HealthAdvocate Employee Assistance Program (EAP) provides between 1 and 8 free counseling sessions per year per issue, including quitting tobacco, for employees and their household members. Please call the free and confidential 24 hour Careline at 1-877-340-0865 for assistance.

**GROUP CLASSES NOT FOR YOU?**  
 There are other ways to quit!

**PHONE QUIT**  
 Talk to a quit coach today to begin your journey to be tobacco free.  
 Call 1-877-UCAN-NOW (1-877-822-6669)

**WEB QUIT**  
 For the do-it-yourselfers there's web quit...An online resource that gives you access to tools, tips and support to help you quit tobacco.  
 Visit [tobaccofreeflorida.com/quityourway](http://tobaccofreeflorida.com/quityourway)

**April Schedule for Classes**  
[Quit Your Way: 6 Week Cessation Class](#)  
[Quit Your Way: Single Session Class](#)

## FLU SEASON

### SPRING 2018

### Get the FLU SHOT not the flu!

This flu season is one of the worst seasons in almost a decade. Experts anticipate the season can last through spring, so it's not too late to receive a flu shot. It takes about 2 weeks to fully kick in. This vaccine will protect you against certain strains of the flu virus and will also strengthen your immune system, decrease the chance of contracting the flu, and decrease the severity of the flu, if contracted.

An annual seasonal flu vaccine is the best way to reduce your risk of getting sick with seasonal flu and spreading it to others. When more people get vaccinated against the flu, less flu can spread through that community.

Humana members can go to their Primary Care Physician, or to any pharmacy counter and it will be billed directly to Humana under their pharmacy benefit at no cost to the member. Go to the pharmacy counter, not the pharmacy clinic.

**Not insured through Humana? You can still get a flu shot at local pharmacies.**

**FLU OR COLD?**

Flu season is in full swing. If you are feeling under the weather, check your symptoms with this chart, adapted from the Centers for Disease Control and Prevention (CDC).

Flu symptoms tend to come on very quickly and usually include a fever and chills. If you think you have the flu, go to your doctor as soon as possible. Some medications, like Tamiflu, can only be used in the first 48 hours of symptoms.

Signs and Symptoms	Influenza (flu)	Cold
Symptom onset	Abrupt	Gradual
Fever	Usual	Rare
Aches	Usual	Slight
Chills	Fairly common	Uncommon
Fatigue/weakness	Usual	Sometimes
Sneezing	Sometimes	Common
Sore throat	Sometimes	Common
Chest discomfort, cough	Common	Mild to Moderate
Headache	Common	Rare

Cover your nose when you cough.  
 If you're sick, avoid public gatherings.  
 Wash your hands.  
 Avoid touching your eyes, nose or mouth.

## DINING WITH DIABETES

### SPRING 2018

### Attention Diabetics!

If you are a diabetic who is interested in learning about healthy cooking, there is a new course available just for you! Dining with Diabetes is a 4 week course led by a Registered Dietitian who will provide participants with:

- Healthy meal preparations with live cooking demonstration!
- Food samples of healthy, tasty food!
- Learn skills to cook your favorite foods with more healthy ingredients!

Dates: February 20th, February 27th, March 6th, and March 13th.  
 Time: 5:00pm – 6:30pm  
 Where: Largo Administration Building, Room B213  
 301 Fourth St. SW, Largo, FL 33770

**Register now! Limited space available.**  
 To see if you qualify and to register for this course please contact:  
 Gina DeOrsey at 727-588-6137 or [pcsdorsey@pcsb.org](mailto:pcsdorsey@pcsb.org)

## COLORECTAL CANCER AWARENESS

### SPRING 2018

### MARCH IS COLON CANCER AWARENESS MONTH

**Colon Cancer Facts:**

- Colorectal cancer is the 2nd leading cause of cancer related deaths in the United States.
- It can be successfully treated when detected early via screenings.
- There are often no signs or symptoms of colon cancer, which is why it's so important to get your preventative screenings.

**FREE AT HOME SCREENING KIT AVAILABLE**

**How to request an EZ-Detect kit?**

The PCS Employee Wellness Team is offering all employees a FREE at home screening test. This is an easy to use at home kit that detects blood in your stool (no handling of sample), with easy to read results within a few minutes. This screening kit does not replace a doctor recommended colonoscopy. If you would like to receive an EZ-Detect Colon test kit, please email Dawn Handley at [dhandley@pcsb.org](mailto:dhandley@pcsb.org) with your name, work site and the number of kits you would like. You will receive the kit(s) via pony within 7-10 days of your request. Detailed instructions will be included as well as information about risk factors, symptoms and prevention of colon cancer. Your name will be entered into a weekly drawing throughout the month of March for gifts and one "Squatty Potty" winner per week. You will be notified via email if you are a winner.

**Why get screened?**

### IT'S YOUR BEST CHANCE TO STOP COLON CANCER BEFORE IT STOPS YOU.

\*The colonoscopy procedure is covered by Humana PCS insurance, however there may be office visit charges dependent upon your plan. If you have the HMO Staff plan you will need a referral from your primary to see a gastroenterologist. If you have the OHSR or HPOS plan, you can call a participating gastroenterologist directly. For questions about your coverage, please reach out to Janet Lang, PCS Humana On-Site Account Advisor, at [jangal@humana.com](mailto:jangal@humana.com).

Employee Wellness Champions, located at 95% of PCS worksites, are instrumental in assisting in the delivery of comprehensive onsite wellness programs to our employees. At the beginning of the year, each worksite has the option to be surveyed to determine their specific wellness interests. The Employee Wellness Champion builds a program that meets the interests of the staff while also meeting the requirements of the Employee Wellness Champion Program.

Below is an overview of the Employee Wellness Champion program and the activities they completed throughout the year. Wellness Champions are given the opportunity to earn up to \$450 per year and have a wellness budget which varies depending on the size of their worksite.

## 2017/18 WELLNESS CHAMPION PROGRAM SUMMARY

Total Number of Champions	145
Total Activities Submitted	1,002
Average Activities per Champion	6.9
Total Number of Programs	699

## Program details

Employee Wellness Champions had the option of choosing from the following programs:

Biometric screening	Fitness/movement activity
Go365 overview	Participate in a 5k race
Go365 challenge (weight loss or step)	CPR/First Aid training
EAP presentation	Nutrition presentation/training
Stress/mindfulness activity	Team building with art or music
Financial wellness presentation	Mobile Mammography Bus
Horticulture & gardening presentation	Miscellaneous
Kickball	

A complete list of programs by worksite are on the following pages.

# Appendix I: Employee Wellness Champion Activities by Worksite

Below is a list of programs completed by worksite. The number of participants are shown in parentheses (X):

## **Administration Building**

- Financial (Valic) Presentation (32)
- Financial Presentation (36)
- EAP Presentation (27)
- Eat Right For Life Presentation (29)
- Eat Right For Life Presentation (37)
- Biometric Screening (130)

## **Anona Elementary**

- Biometric Screening (16)
- Fitness/Movement activity (15)
- Hydration Challenge (25)
- Mobile Mammography (7)

## **Azalea Middle**

- Biometric Screening (17)
- Mobile Mammography (20)

## **Bardmoor Elementary**

- EAP Presentation (17)
- Mobile Mammography (8)
- Biometric Screening (18)

## **Bauder Elementary**

- EAP Presentation(40)
- Nutrition Challenge (15)
- Walking Challenge (10)
- Weight Loss Challenge (16)
- Biometric Screening (19)

## **Bay Point Elementary**

- Mobile Mammography (12)
- Walking Challenge (10)
- Walking Challenge (8)
- EAP Training (45)
- Team Building with Art (16)

## **Bay Point Middle**

- Nutrition/Weight Loss Challenge (12)
- Staff bowling (22)
- Fitness/Weight Loss Challenge (13)
- Biometric Screening (27)
- Team Building (20)

## **Bay Vista Fundamental**

- Mobile Mammography (12)
- Biometric Screening (27)

## **Bayside High—NONE**

## **Bear Creek Elementary**

- Biometric Screening (4)
- Weight Loss Challenge (9)
- EAP Presentation (40)

## **Belcher Elementary**

- Biometric Screening (29)
- Mobile Mammography (30)

## **Belleair Elementary**

- EAP Presentation (26)
- Step/Weight Loss Challenges (15)
- Chair Massage (15)
- Biometric Screening (37)
- Team Building with Art (10)
- Nutrition Presentation (11)
- EAP Training (13)

## **Bernice Johnson Center**

- EAP Presentation (15)
- Team Building with Art (9)
- Nutrition Presentation (10)
- Fitness/Movement Activity (5)
- Biometric Screening (8)
- Eat Right For Life Challenge (20)
- Team Building with Art (6)
- Horticulture & Gardening (5)
- Earth Day Scavenger Hunt (3)

## **Blanton Elementary**

- Walking Challenge (17)
- Fitness/Movement Activity (31)
- Hydration Challenge (35)
- Mobile Mammography (12)
- Biometric Screening (34)
- Sun Safety Oath (45)

### **Boca Ciega High**

- Walking Challenges (40)
- Weight Loss Challenge (14)
- Biometric Screening (35)
- Team Building/fitness (6)
- Breast Cancer Awareness Activity (5)
- Mobile Mammography (20)
- Team Building with Art (11)
- Eat Right For Life (20)

### **Brooker Creek Elementary**

- Biometric Screening (17)
- EAP Presentation (31)
- Breast Cancer Awareness activities (45)
- Walking Challenge (19)
- Handwashing Education (Total Staff)
- Salad Day (31)
- Nutrition Presentation (Total Staff)
- Mobile Mammography (11)
- Fitness Challenge (14)
- EAP Training (37)
- Eat Right for Life (14)
- Hydration Challenge (12)
- Nutrition Presentation (34)

### **Calvin Hunsinger Exceptional Center**

- Biometric Screening (38)
- EAP Presentation (44)
- Nutrition Activity (40)
- Mobile Mammography (10)
- Nutrition Activity (30)
- Hydration Challenge (30)

### **Campbell Park Elementary**

- Biometric Screening (19)
- Go365 Overview (40)
- Nutrition Presentation (8)
- Eat Right for Life Challenge (40)

### **Career Academies of Seminole**

- Mobile Mammography (1)
- Chair Massage (4)
- Horticulture & Gardening Presentation (16)
- Chair Massage (5)

### **Carwise Middle**

- Biometric Screening (30)
- Walking Challenge (14)
- Team Building with Music (105)
- Walking Challenge (15)

### **Clearwater Adult Education Center**

- Mobile Mammography (7)
- Biometric Screening (10)

### **Clearwater Fundamental**

- Team Building (45)
- Biometric Screening (24)
- Nutrition Presentation (26)
- Team Building with Art (15)
- Eat Right for Life (31)

### **Clearwater High**

- Step Challenge (8)
- Mobile Mammography (10)
- Biometric Screening (25)
- Eat Right for Life (32)
- Step Challenge (20)

### **Clearwater Intermediate**

- Pinellas County Sheriff Presentation (32)
- Biometric Screening (28)
- EAP Presentation (23)
- Mobile Mammography (8)

### **Coachman Bus Compound**

- Biometric Screening (30)
- Financial Presentation (23)
- EAP Presentation (12)
- Team Building with Art (15)

### **Coachman Service Center**

- Stress Management Activity (60)
- Mobile Mammography (25)
- Biometric Screening (150)
- Nutrition Activity (15)
- Nutrition Presentation (30)
- Eat Right for Life (40)
- Nutrition Presentation (40)

### Countryside High

- Team Building with Art (30)
- Fitness Activity (21)
- Nutrition Presentation (15)
- Biometric Screening (37)
- Nutrition Presentation (10)
- Mobile Mammography (11)

### Cross Bayou Elementary

- Walking Club (30)
- Nutrition Presentation (20)
- Biometric Screening (43)
- EAP Presentation (60)
- Nutrition Activity (80)

### Curlew Creek Elementary

- Fitness Program (8)
- Walking Challenge (9)

### Curtis Fundamental

- Biometric Screening (21)
- Chair Massage (10)
- Breast Cancer Awareness Activities (30)
- Fitness Challenge
- Team Building with Art (28)
- Nutrition Presentation (15)
- Soup Day (20)
- Yoga (12)
- Team Building with PE (9)
- Kayak and Paddle Board (6)

### Cypress Woods Elementary

- Biometric Screening (28)
- Weight Loss Competition (20)
- Walking Group
- Nutrition Presentation (14)
- Mobile Mammography (8)

### Disston Annex

- Biometric Screening (15)
- EAP Presentation (12)
- EAP Presentation (13)
- Financial Presentation (19)
- EAP Presentation (17)

### Dixie Hollins Adult Education

- Team Building (48)

### Dixie Hollins High

- Biometric Screening (35)

### Douglas L. Jamerson Elementary

- Step Challenge (16)
- Biometric Screening (32)
- Fitness Challenge (10)
- Nutrition Activity (30)
- Team Building (40)

### Dunedin Elementary

- Mobile Mammography (15)
- Eat Right For Life (16)
- Nutrition Event (30)
- Team Building with Art
- Biggest Loser Competition (18)
- Biometric Screening (31)

### Dunedin High

- Mobile Mammography (20)
- Biometric Screening (34)

### Dunedin Highland Middle

- Step Challenge (10)
- Mobile Mammography (10)
- Biometric Screening (28)
- Breast Cancer Awareness Activity (120)

### East Lake High

- Biometric screening (28)
- Fitness Activity (5)
- Mobile Mammography (8)
- Nutrition presentation (8)
- Chair massage (8)
- Eat Right For Life (25)

### East Lake Middle Academy of Engineering\*

- Mobile Mammography ( )

### Educational Alternative Services

- Biometric Screening (8)
- UF/IFAS Extension Presentation (53)
- EAP Presentation (54)

### **Eisenhower Elementary**

- Biometric Screening (31)
- Team Building with Art (10)
- Walking challenge (20)
- Nutrition presentation (10)
- Mobile Mammography (12)
- Eat Right for Life (36)

### **Fairmount Park Elementary**

- Go365 Presentation (8)
- Biometric Screening (14)
- Step Challenge (12)
- Mobile Mammography (10)

### **Forest Lakes Elementary**

- Eat Right For Life (34)
- Water Challenge (24)
- Biometric Screening (24)
- Mobile Mammography (14)
- Team building with gardening (30)

### **49th Street Bus Compound**

- Biometric Screening (28)
- EAP Presentations (16)
- Nutrition Presentation (17)
- EAP Presentation (35)

### **Frontier Elementary**

- Biometric Screening (17)
- Walking Challenge (15)

### **Fuguitt Elementary**

- Nutrition Activity (48)
- Biometric Screening (31)
- CPR/First Aid Training (21)
- Mobile Mammography (13)
- Eat Right For Life (28)

### **Garrison Jones Elementary**

- Biometric Screenings (21)
- Walking program (8)
- Mobile Mammography (5)
- Chair massages (15)

### **Gibbs High**

- Biometric Screening (20)
- Walking program (12)
- Team Building with Art (25)

### **Gulf Beaches Elementary**

- Team Building (17)
- Weight Loss Challenge (12)
- Walking Challenge (13)

### **Gulfport Elementary**

- Biometric Screening (20)
- Team Building with Art (14)
- Mobile Mammography (14)
- EAP Presentation (15)

### **Gus A. Stavros Institute**

- Biometric Screening (5)
- Team Building—Scavenger Hunt (21)
- Identity Theft Prevention (15)
- Mobile Mammography (10)

### **Hamilton Disston Academy**

- Wellness presentation\*

### **High Point Elementary**

- EAP Presentation (68)
- Weight Loss Challenge (18)
- Biometric Screening (29)
- Eat Right For Life (25)
- Weight Loss Challenge (13)

### **Highland Lakes Elementary**

- Team Building with Art (18)
- EAP Presentation (43)
- EAP Presentation (56)
- Team Building with Art (15)
- UF/IFAS Presentation (5)

### **James B. Sanderlin Elementary**

- Biometric Screening (50)
- Diabetes Walking Challenge (5)
- Mobile Mammography (24)
- Meditation Class (6)
- Eat Right For Life (23)

### **John Hopkins Middle**

- Biometric Screening (25)
- Nutrition Presentation (7)
- Nutrition Presentation (20)
- Eat Right For Life (12)

### **John M. Sexton Elementary**

- Biometric Screening (31)
- EAP Presentation (47)
- Mobile Mammography (10)
- Eat Right for Life (17)

### **Kings Highway Elementary**

- Biometric Screening (27)
- Mobile Mammography (7)

### **Lake St. George Elementary**

- Biometric Screening (28)
- Step Challenge (17)
- Eat Right For Life (30)
- Mobile Mammography (12)

### **Lakeview Fundamental Elementary**

- Biometric Screening (16)
- Walking team (7)
- Go365 App Presentation (22)
- Go365 Review (25)

### **Lakewood Elementary– None**

### **Lakewood High**

- Biometric Screening (18)
- Nutrition Presentation (20)
- Mobile Mammography (8)
- Nutrition Presentation (20)
- Yoga (12)
- Nutrition Presentation (27)

### **Largo High**

- Breast Cancer Awareness Activity (100+)
- Biometric Screening (27)
- Wellness Presentation and Massages (45)
- Weight Loss Challenge (36)
- Mobile Mammography (12)
- Health Presentation (12)

### **Largo Middle**

- Mobile Mammography (9)

### **Lealman Ave. Elementary**

- Biometric Screening (20)
- Mobile Mammography (10)

### **Lealman Bus Compound**

- Biometric Screening (10)
- EAP Presentation (8)
- Mobile Mammography (10)
- Nutrition Presentation (10)
- Team Building with Art (12)
- Team Building with Nutrition (10)

### **Lealman Intermediate**

- Weight Loss Challenge (10)
- Biometric Screening (13)
- Mobile Mammography (15)

### **Leila G. Davis Elementary**

- Yoga (6)
- Nutrition Presentation (4)
- Mobile Mammography (17)
- Walking Challenge (11)

### **Lynch Elementary**

- Biometric Screening (26)
- Mobile Mammography (10)
- Nutrition Presentation (18)

### **Madeira Beach Fundamental**

- Biometric Screening (39)
- Go365 Overview (3)
- Fun Run –5K (15)
- Nutrition Presentation (6)
- Fitness Activity (20)
- Step Challenge (21)
- Eat Right for Life (14)
- Mobile Mammography (15)

### **Marjorie Rawlings Elementary**

- Biometric Screening (22)
- Mobile Mammography (20)
- Team Building with Art (18)
- Walking Challenge (16)
- Walking Challenge (15)

### **Maximo Elementary**

- Step Challenge (18)
- Biometric Screening (21)
- Mobile Mammography (4)
- Nutrition Activity (100)
- Hydration Education (100)

### **McMullen Booth Elementary**

- Biometric Screening (32)
- Team Building with Art (10)
- Mobile Mammography (20)
- Nutrition Activity (40)
- Nutrition Activity (41)
- CPR/First Aid Training (8)

### **Meadowlawn Middle—NONE**

### **Meadowlawn Service Center**

- Biometric Screening (18)
- EAP Presentation (14)
- UF/IFAS Extension Presentation (16)

### **Melrose Elementary**

- Kickball League (15)
- Mobile Mammography (6)
- Biometric Screening (19)
- EAP Presentation (22)

### **Midtown Academy-None**

### **Mildred Helms Elementary**

- Biometric Screening (22)
- Walking Challenge (9)
- Mobile Mammography (13)
- EAP Presentation (43)
- Step Challenge (21)

### **Morgan Fitzgerald Middle**

- Biometric Screening (40)
- Walking Challenge (15)
- Eat Right For Life (21)
- Walking Challenge (18)

### **Mount Vernon Elementary**

- Biometric Screening (20)
- EAP Presentation (8)
- Mobile Mammography (9)
- Step Challenge (16)

### **New Heights Elementary**

- Biometric Screening (25)
- Walking Club (18)
- Walking Challenge (18)
- Mobile Mammography (36)
- Eat Right For Life (28)

### **Nina Harris Exceptional Center**

- Water Challenge (54)
- Biometric Screening (50)
- Breast Cancer Awareness Activity (All staff)
- Eat Right For Life (25)
- Mobile Mammography (17)

### **North Shore Elementary**

- Biometric Screening (22)
- Team Building with Art (11)
- Team Building with Music (11)
- Mobile Mammography (10)

### **Northeast High**

- Biometric Screening (27)
- Mobile Mammography (21)
- Team Building with Art (10)
- EAP Presentation (20)

### **Northwest Elementary**

- Biometric Screening (22)
- EAP Presentation (50)
- Team Building with Art (10)
- Mobile Mammography (13)
- Pre-K 5K (10)
- Eat Right for Life (9)

### **Oak Grove Middle**

- Biometric Screening (24)
- Mobile Mammography (12)
- Eat Right for Life (26)
- Nutrition Activity (50)

### **Oakhurst Elementary**

- Mobile Mammography (15)
- Healthy Eating Program (5)
- Biometric Screening (21)

### **Oldsmar Elementary**

- Fitness/Movement Activity (10)
- Nutrition Presentation/Activity (30)
- Mobile Mammography (10)
- Team Building with Music (10)
- Walking Challenge (30)
- Balance Discussion/Team Building (40)

### **Orange Grove Elementary**

- Biometric Screening (18)
- Kickball Game (17)
- Step Challenge (8)
- Weight loss challenge (8)

### **Osceola High**

- Biometric Screening (44)
- Mobile Mammography (13)
- Team Building with Art (13)
- Step Challenge (22)
- Step Challenge (15)
- Nutrition Presentation (19)
- Eat Right For Life (18)
- Step Challenge (15)

### **Osceola Middle**

- Biometric Screening (25)
- Volleyball Game (18)
- Team Building (35)
- Mobile Mammography (8)

### **Ozona Elementary**

- Eat Right For Life (28)
- Breast Cancer Awareness (15)
- Mobile Mammography (8)
- Nutrition Challenge (33)

### **Palm Harbor Community School**

- Breast Cancer Awareness Day (11)
- Biometric Screening (5)
- Nutrition Activity (10)
- EAP Presentation (10)
- EAP Presentation (10)

### **Palm Harbor Middle**

- Biometric Screening (26)
- Mobile Mammography (13)

### **Palm Harbor University High**

- Biometric Screening (15)
- Step Challenge (15)
- Nutrition Presentation (5)
- Step Challenge (20)
- Mobile Mammography (16)

### **Pasadena Fundamental**

- Biometric Screening (30)
- Team Building with Art (15)
- Mammography (13)
- EAP Presentation (31)

### **Paul B Stephens Exceptional Center**

- Biometric Screening (71)
- Chair Massage (15)
- Mobile Mammography (25)
- Chair Massage (14)
- Hydration Challenge (40)

### **Perkins Elementary**

- Biometric Screening (32)
- Team Building with Art (10)
- Nutrition Presentation (13)
- Mobile Mammography (17)
- Eat Right For Life (13)

### **Pinellas Central Elementary**

- Biometric Screening (20)
- Eat Right For Life (18)
- Nutrition Presentation (12)

### **Pinellas Gulf Coast Academy**

- Biometric Screening (10)
- Walking Challenge (10)
- Eat Right for Life (10)
- Walking Challenge (11)
- Nutrition Activity (13)

### **Pinellas Park Elementary**

- Eat Right For Life (30)
- EAP Presentation (4)
- CPR/First Aid Training (5)

### **Pinellas Park High**

- Biometric Screening (50)
- Step Challenge (12)
- Team Building (22)
- Breast Cancer Awareness Activities (75)
- Weight Loss Challenge (14)

### **Pinellas Park Middle**

- Biometric Screening (34)
- Eat Right for Life (30)
- EAP Presentation (25)
- Nutrition Activity (30)

### **Pinellas Secondary**

- Biometric Screening (24)
- Nutrition Activity (30)
- Eat Right for Life (16)
- Team Building with Art (11)

### **Pinellas Technical College—Clearwater**

- Biometric Screening (33)
- EAP Presentation (11)
- Eat Right For Life (15)
- Mobile Mammography (3)
- Financial Presentation (10)

### **Pinellas Technical College—St. Pete**

- Biometric Screening (24)
- Walking Challenge (10)
- Nutrition Activity (15)
- Nutrition Presentation (75)
- Eat Right For Life (12)
- Mobile Mammography (10)
- Team Building with Nutrition (6)

### **Plumb Elementary**

- Nutrition Presentation (11)
- Biometric Screening (28)
- Eat Right For Life (20)

### **Ponce de Leon Elementary**

- Biometric Screening (21)
- Eat Right for Life (18)
- Mobile Mammography (11)
- Team Building with Art (10)

### **Private Schools**

- Biometric Screening (18)
- EAP Presentation (13)
- Sustainability Presentation (15)
- Meditation Class (4)

### **Psychological Services**

- Breast Cancer Awareness Activities (7)
- Step Challenge (8)
- Eat Right For Life (16)
- Step Challenge (10)

### **RL Sanders Exceptional Center**

- Biometric Screening (22)
- Kickball League (15)
- Mobile Mammography (15)
- Walking Challenge (19)

### **Ridgecrest Elementary**

- Biometric Screening (16)
- Eat Right For Life (20)
- Mobile Mammography (20)
- EAP Presentation (60)

### **Safety Harbor Elementary**

- Biometric Screening (24)
- Breast Cancer Awareness Activities (total staff)
- Team Building with Art (50)
- Mobile Mammography (12)
- Team Building with Music
- Exercise Activity

### **Safety Harbor Middle**

- Biometric Screening (22)
- Step Challenge (11)
- Nutrition Activity (60)
- Mobile Mammography (16)
- Nutrition Activity (75)

### **San Jose Elementary**

- Biometric Screening (17)
- Mobile Mammography (7)
- Chair Massage (12)

### **Sandy Lane Elementary-None**

### **Sawgrass Lake Elementary**

- Mobile Mammography (9)
- EAP Presentation (40)
- Step Challenge (12)

### **School Social Workers**

- Nutrition Presentation (7)
- Nutrition Activity (37)
- Eat Right For Life (46)
- Nutrition Presentation (12)

### **Seminole Elementary**

- Nutrition Presentation (34)
- Mobile Mammography (10)
- Weight Loss Challenge (15)
- Fitness Program (5)

### **Seminole High**

- Go365 Overview (102)
- Mobile Mammography (20)
- Eat Right For Life (28)
- Biometric Screening (18)
- EAP Presentation (20)
- Plank Challenge (10)
- Team Building with Art (12)

### **Seminole Middle**

- Biometric Screening (16)
- Kickball Team (14)
- Mobile Mammography (6)
- EAP Presentation (55)
- Yoga Class (10)

### **Seventy Fourth St. Elementary**

- Biometric Screening (13)
- Alliance for Healthier Generation Survey (46)
- Stress Management Presentation (60)
- Plank Challenge (19)
- Mobile Mammography (9)

### **Shore Acres Elementary**

- Biometric Screening (14)
- Mobile Mammography (18)
- Eat Right For Life (17)
- Team Building with Art (13)
- Nutrition Presentation (13)
- Field Day (48)
- Team Building with Art (20)

### **Skycrest Elementary**

- EAP Presentation (56)
- EAP Presentation (16)
- Mobile Mammography (9)
- Eat Right For Life (13)
- Yoga (12)
- Go365 Overview (15)

### **Skyview Elementary**

- Biometric Screening (20)
- Walking Challenge (25)
- Jog-a-Thon (14)
- Mobile Mammography (8)
- Summer Self Care Activity (28)

### **Southern Oak Elementary**

- Biometric Screening (25)
- Mobile Mammography (5)
- Team Building with Music (20)
- Team Building with Art (20)
- "State of Our Wellness Address" (70)

### **St. Petersburg High**

- Biometric Screening (42)
- Eat Right for Life (24)
- Weight loss Challenge (28)
- Mobile Mammography (18)

### **Starkey Elementary**

- Biometric Screening (28)
- Weight Management Challenge (20)
- Step Challenge (6)
- Eat Right For Life (17)
- Step Challenge (6)

### **Sunset Hills Elementary**

- “Kick a Bad Habit” Challenge (16)
- Nutrition Challenge (18)
- Mobile Mammography (10)
- Walking Challenge (12)

### **Sutherland Elementary**

- EAP Presentation (35)
- Biometric Screening (23)
- Financial Presentation (8)
- Mobile Mammography (14)
- Nutrition Activity (35)

### **Tarpon Springs Bus Compound-None**

#### **Tarpon Springs Elementary**

- Biometric Screening (33)
- Team Building with Art (18)
- Nutrition Presentation (25)
- Weight Loss Challenge (13)
- Mobile Mammography (20)

#### **Tarpon Springs Fundamental**

- Biometric Screening (14)
- Plank Challenge (17)
- Nutrition Presentation (22)
- Step Challenge (12)

#### **Tarpon Springs High**

- Biometric Screening (27)
- Go365 Overview (4)
- Mobile Mammography (12)
- Eat Right for Life

#### **Tarpon Springs Middle**

- Yoga (8)
- Mobile Mammography (10)
- Weight Loss Challenge (12)
- Fitness Activity (9)

#### **Thurgood Marshall Fundamental Middle**

- Biometric Screening (24)
- Step Challenge (23)
- Step Challenge (9)
- Mobile Mammography (9)
- Step Challenge (15)

### **Title I Office**

- Go Red/Heart Health Awareness (14)
- Team Building (14)
- Walking Challenge (8)
- Fitness Challenge (10)

### **Tomlinson Adult Center**

- Nutrition Presentation (10)
- Biometric Screening (10)
- EAP Presentation (4)
- Kickball Team (17)
- Eat Right For Life (8)

### **Tyrone Middle**

- Biometric Screening (24)
- 5k (35)
- EAP Presentation (10)
- Step Challenge (20)

### **Vehicle Maintenance**

- Biometric Screening (15)
- Eat Right for Life (18)
- Mobile Mammography (5)
- Nutrition Presentation (20)
- EAP Presentation (11)

### **Walsingham Elementary**

- Biometric Screening (2)
- Nutrition Presentation (8)
- Mobile Mammography (8)
- Eat Right For Life (15)
- Team Building with Art (10)
- Skin Cancer Awareness (5)

### **Walter Pownall Service Center**

- Nutrition Presentation (25)
- Biometric Screening (107)
- EAP Presentation (20)
- Sheriff Presentation (22)
- Eat Right for Life (23)
- Horticulture & Gardening (19)
- Retirement Presentation (28)
- Walking Challenge (15)
- Sustainability Presentation (10)



# Appendix II: 20108/2019 Employee Wellness Strategic Plan