

# ENGAGING KEY PARTNERS

## Engaging Key Partners for School Employee Wellness



Gaining buy-in and collaboration from district and school leadership, employees, and other key partners in the community for school employee wellness efforts is an important part of building a sustainable employee wellness initiative. Partners can provide:

- Funding.
- Staffing.
- Equipment and supplies.
- Space.
- Data and evaluation.
- Community support.
- Expertise.
- Influence with other important stakeholders.

Whether your employee wellness initiative is led by a small school-based team or a large district-wide team, partnerships with organizations outside of the school can provide your program with greater reach and more capacity to expand beyond the resources of your school/district, which can lead to greater sustainability.

Determining which partners to approach begins with identifying the health interests and needs of school employees, as well as understanding the major disease risk factors and health conditions in your school's population. Health interest surveys and health risk assessments can help gather this information. Once the employee assessment is complete, the next step is for the district/school to assess their capacity for employee wellness—what can they do, what do they need help with, and what partnerships already exist that can support employee wellness. A consideration when identifying new partners is to ensure that the partners chosen represent the diversity (e.g., race, ethnicity, ages, gender, sexual orientation, job roles, socioeconomic status) of your staff. Invite a diverse group of employees to a planning meeting to discuss community services and leaders or organizations that represent their culture, lifestyles, or shared experiences.

## DEFINING DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)

**DIVERSITY** means the practice of including the many communities, identities, races, ethnicities, backgrounds, abilities, cultures, and beliefs of people.

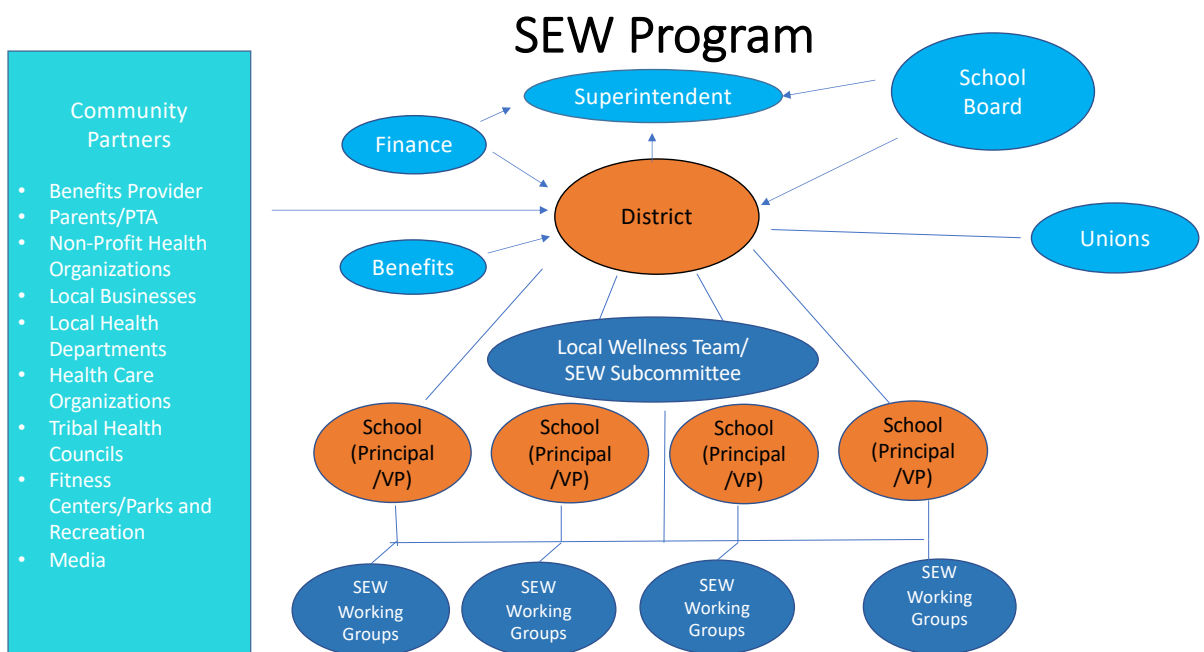
**EQUITY** means the consistent and systematic fair, just, and impartial treatment of all individuals.

**INCLUSION** means the recognition, appreciation, and use of the talents and skills of employees of all backgrounds.

**ACCESSIBILITY** means the design, construction, development, and maintenance of facilities, information and communication technology, programs, and services so that all people, including people with disabilities, can fully and independently use them. Accessibility includes

- The provision of accommodations and modifications to ensure equal access to employment and participation in activities for people with disabilities.
- The reduction or elimination of physical and attitudinal barriers to equitable opportunities.
- A commitment to ensuring that people with disabilities can independently access every outward-facing and internal activity or electronic space.
- The pursuit of best practices such as universal design.<sup>2</sup>

The graphic below provides a snapshot of a school employee wellness initiative. It presents the possibilities of relationships that can develop. Remember, building a sustainable employee wellness initiative takes time. It's ok to start small and build over time.



## Who Are the Key Partners?

This following section contains three tables listing key partners: district-level, school-level and community-based partners, suggested for engagement in employee wellness efforts.

### DISTRICT AND SCHOOL LEVEL PARTNERS

*\*Note that to access tools from the Alliance for a Healthier Generation, you will need to create a free account.\**

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<b>Superintendent</b> Responsible for <ul style="list-style-type: none"> <li>District performance</li> <li>Budget</li> <li>Program and policies</li> </ul>	<ul style="list-style-type: none"> <li>Communicate and model the importance of employee wellness.</li> <li>Allocate resources (staff time, space, and funding).</li> <li>Facilitate changes to policy, practice, and infrastructure.</li> <li>Approve program plans and include employee wellness in their district planning.</li> <li>Offer wellness education during in-service time.</li> <li>Cultivate support for employee wellness with the school board and other partners.</li> </ul>	<ul style="list-style-type: none"> <li>Provide the superintendent with data and <u>return on investment</u> on staff absences, health care costs, and other health data specific to the district/school.</li> </ul> <p><i>Note: Obtain this information from human resources/benefits manager.</i></p> <ul style="list-style-type: none"> <li>Demonstrate how employee wellness helps district goals.</li> <li>Share other employee wellness success stories.</li> <li>If available, provide data to show how employee wellness efforts impact absences, health care costs, employee retention, and other pertinent data.</li> <li>Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Blueprint for Education Employee Well-Being</a></li> <li><a href="#">School Worksite Wellness: Benefits for School &amp; District Leadership &amp; Administration</a></li> <li>↪ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li><a href="#">CDC Work@Health Program</a></li> <li><a href="#">CDC Worksite Health ScoreCard</a></li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>
<b>Chief financial officer</b> Responsible for <ul style="list-style-type: none"> <li>Annual Budget</li> <li>Approves expenditures</li> </ul>	<ul style="list-style-type: none"> <li>Communicates importance of employee wellness to district leadership, school board, and community partners by showing positive impact on health care costs/insurance utilization.</li> <li>Data, including financial costs of substitutes, overall health care costs, and employee training costs.</li> </ul>	Provide program evaluation data to show how district employee wellness efforts have positively affected absences, health care costs, employee retention, and other pertinent data	<ul style="list-style-type: none"> <li>↪ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>
<b>District human resources/benefits managers</b> Responsible for <ul style="list-style-type: none"> <li>Employee benefit programs and costs including health, dental, vision; prescription benefits plans; employee assistance plans; and worker's compensation</li> </ul>	<ul style="list-style-type: none"> <li>Free materials and wellness services (e.g., reduced gym memberships).</li> <li>Information about the benefit design.</li> <li>Staff and financial support.</li> <li>Data about school employee wellness, including absenteeism, injury incidence and workers compensation claims, health care usage / health care costs, employee turnover, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Provide data showing program impact on employee benefit costs and utilization.</li> <li>Invite to be part of the local wellness team.</li> </ul>	<ul style="list-style-type: none"> <li>↪ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>

↪ Visit the document with this title in this series of fact sheets.

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<p><b>Local wellness team/ SEW subcommittee</b> (10–15 members) Responsible for</p> <ul style="list-style-type: none"> <li>Developing and implementing district wellness plan</li> <li>Maintaining district leadership support</li> <li>Developing partnerships</li> <li>Integrating into other committees and district priorities</li> <li>Evaluating school employee wellness efforts and sharing results with district leadership, including the school board and broader community</li> </ul>	<ul style="list-style-type: none"> <li>Recruit employees to partner and participate.</li> <li>Promote policies, systems, and environments so employees feel supported in developing healthy habits.</li> <li>Meet regularly to plan, develop, review, and evaluate activities.</li> </ul>	<ul style="list-style-type: none"> <li>Attend statewide wellness conferences in states where they are offered.</li> <li>Review <a href="#">How District Partnerships Build Stronger Communities</a>.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 65–66)</a></li> <li><a href="#">Wellness Committee Member Recruitment Email</a></li> <li><a href="#">Committee Members and Role Sharing</a></li> <li><a href="#">Sample Agendas: Meetings 1–2</a></li> <li><a href="#">Sample Agendas: Meetings 1–6</a></li> <li><a href="#">Comprehensive Guide to Developing an SEW Program Committee</a></li> <li><a href="#">Wellness Committee Toolkit</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (page 73)</a></li> </ul>
<p><b>District SEW leader/ coleader</b> Responsible for</p> <ul style="list-style-type: none"> <li>Leading wellness team</li> <li>Liaison to administration</li> <li>Developing partnerships</li> <li>Developing and implementing district wellness plan</li> <li>Managing budget</li> <li>Identifying resources</li> </ul> <p><i>Note: This role may receive a stipend or be part of a job description.</i></p>	<ul style="list-style-type: none"> <li>Communicate and model the importance of employee wellness.</li> <li>Look for opportunities to build partnerships in the community.</li> <li>Invite administrators to attend SEW committee meetings and events.</li> <li>Report at least annually to the school board.</li> <li>Identify wellness champions.</li> </ul>	<ul style="list-style-type: none"> <li>Learn what other programs are doing.</li> <li>Visit worksite health-promotion websites.</li> <li>Network with school employee wellness leaders in other school districts.</li> <li>Know the district's mission and goals and relate the school employee wellness program to those goals.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">SEW Leader Job Description (page 18)</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 73–75)</a></li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>
<p><b>School board members</b> Responsible for</p> <ul style="list-style-type: none"> <li>Establishing the vision and goals for the schools in the district</li> <li>Setting the standards of performance for schools and superintendent</li> <li>Performance of the district</li> </ul> <p><i>NOTE: Elected by the community</i></p>	<ul style="list-style-type: none"> <li>Approve program plans.</li> <li>Resources to support programs.</li> <li>Influence the adoption of school policies.</li> <li>Help solicit donations from the community.</li> </ul>	<ul style="list-style-type: none"> <li>Provide data on staff absences, health care costs, and other data specific to the district/school.</li> <li>Demonstrate how employee wellness helps district goals.</li> <li>Share how the program can support student achievement.</li> <li>Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Establishing Support for School Employee Wellness Programs (See Stairway Speech: Investing in School Employee Wellness)</a></li> <li><a href="#">Establishing Support for School Employee Wellness Programs (See PowerPoint)</a></li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<p><b>Unions</b> Responsible for</p> <ul style="list-style-type: none"> <li>• Advocating and protecting employee rights</li> <li>• Supporting employee professionalism</li> <li>• Providing resources for employees</li> <li>• Advocating and supporting a strong educational system</li> </ul>	<ul style="list-style-type: none"> <li>• Advocate for benefits for employees and for employees to have a voice in decisions that affect their work lives.</li> </ul>	<p><i>Note: Notify district leadership before engaging union leaders.</i></p> <ul style="list-style-type: none"> <li>• Highlight how supporting employee wellness supports the union's core mission and how the program can affect health care costs and occupational health and safety.</li> <li>• Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">↪ Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li>• <a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li>• <a href="#">School Employee Well-Being Collaboration Guide</a></li> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>
<p><b>Principal and Assistant/Vice principal</b> Responsible for</p> <ul style="list-style-type: none"> <li>• School performance</li> <li>• Budget</li> <li>• Program and policies</li> <li>• Reports to district</li> </ul>	<ul style="list-style-type: none"> <li>• Communicate and model the importance of employee wellness.</li> <li>• Allocate resources (staff time, space, and funding).</li> <li>• Facilitate changes to policy, practice, and infrastructure.</li> <li>• Approve program plans.</li> <li>• Include employee wellness in planning.</li> <li>• Offer wellness education during in-service time.</li> </ul>	<ul style="list-style-type: none"> <li>• Provide data on staff absences, health care costs, and other health data specific to the district/school.</li> </ul> <p><i>Note: Obtain this information from the human resources/benefits manager.</i></p> <ul style="list-style-type: none"> <li>• Demonstrate how employee wellness helps district/school goals.</li> <li>• Share other employee wellness <a href="#">success stories</a>.</li> <li>• If available, provide data to show how employee wellness efforts impact absences, health care costs, employee retention, and other pertinent data.</li> <li>• Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Blueprint for Education Employee Well-Being</a></li> <li>• <a href="#">School Worksite Wellness: Benefits for School &amp; District Leadership &amp; Administration</a></li> <li>• <a href="#">↪ Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li>• <a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>
<p><b>Local wellness team/ SEW subcommittee</b> (5–10 members) Responsible for</p> <ul style="list-style-type: none"> <li>• Developing and implementing school wellness plan</li> <li>• Maintaining school leadership support</li> <li>• Developing partnerships</li> <li>• Integrating into other committees and school priorities</li> <li>• Evaluating school employee wellness efforts and sharing results with district and school-level leadership, including school board and broader community</li> </ul>	<ul style="list-style-type: none"> <li>• Recruit employees to partner and participate.</li> <li>• Promote policies, systems, and environments so employees feel supported in developing healthy habits.</li> <li>• Meet regularly to plan, develop, review, and evaluate activities.</li> </ul>	<ul style="list-style-type: none"> <li>• Attend statewide wellness conferences in states where they are offered.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 65-66)</li> <li>• <a href="#">Wellness Committee Member Recruitment Email</a></li> <li>• <a href="#">Committee Members and Role Sharing</a></li> <li>• <a href="#">Sample Agendas: Meetings 1–2</a></li> <li>• <a href="#">Sample Agendas: Meetings 1–6</a></li> <li>• <a href="#">Comprehensive Guide to Developing an SEW Program Committee</a></li> <li>• <a href="#">Wellness Committee Toolkit</a></li> <li>• <a href="#">A Practitioner's Guide for Advancing Health Equity: Community Strategies for Preventing Chronic Disease</a> (cdc.gov)</li> </ul>

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<p><b>School SEW leader/coleader</b> Responsible for</p> <ul style="list-style-type: none"> <li>Overseeing SEW team</li> <li>Liaison to administration</li> <li>Developing partnerships</li> <li>Developing and implementing school wellness plan</li> <li>Managing budget</li> <li>Identifying resources</li> </ul> <p><i>Note: This role may receive a stipend or be part of a job description.</i></p>	<ul style="list-style-type: none"> <li>Communicate and model the importance of employee wellness.</li> <li>Look for opportunities to build partnerships in the community.</li> <li>Invite administrators to attend SEW committee meetings and events.</li> <li>Report at least annually to the school board.</li> <li>Identify wellness champions.</li> </ul>	<ul style="list-style-type: none"> <li>Learn what other programs are doing.</li> <li>Visit worksite health-promotion websites.</li> <li>Network with school employee wellness leaders in other school districts.</li> <li>Know the district's mission and goals and relate the school employee wellness program to those goals.</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">SEW Leader Job Description (page 18)</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 73–75)</a></li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>
<p><b>All employees</b></p>	<ul style="list-style-type: none"> <li>Individual skills and resources to help plan and implement programs.</li> <li>Serve as wellness champions.</li> </ul>	<ul style="list-style-type: none"> <li>Use respectful, inclusive messaging.</li> <li>Explain that privacy will be <b>protected</b> and participation is voluntary.</li> <li>Contact employees who have concerns or are not interested in participating.</li> <li>Participation strategies can include <a href="#">Participation Strategies page 77</a>.</li> <li>Invite employees to be part of a district- or school-level employee wellness team/council: <a href="#">Initial Communication Letter to Staff (page 64)</a>.</li> <li>Conduct an employee health interest survey and health risk assessment (address health equity).</li> </ul>	<ul style="list-style-type: none"> <li><a href="#">Employee Wellness Interest Survey*</a></li> <li><a href="#">Employee Health Interest Survey</a></li> <li><a href="#">Health Risk Assessments for Employees*</a></li> <li><a href="#">School Wellness Champion Toolkit*</a></li> <li><a href="#">Taking Action to Improve School Employee Wellness (See Communication Chart)</a></li> <li><a href="#">Health Equity Toolkit (wa.gov)</a></li> </ul>

## COMMUNITY PARTNERS

\*Note that to access tools from the Alliance for a Healthier Generation, you will need to create a free account.\*

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<b>Benefits providers/ insurers</b>	<ul style="list-style-type: none"> <li>• Free program materials and/or wellness services.</li> <li>• Partner to review benefit design.</li> <li>• Data to help plan the SEW initiative.</li> <li>• Staffing.</li> <li>• Financial support.</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborate to gather data that shows program impact on employee benefit costs and health care use.</li> <li>• Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>
<b>Parents/parent teacher association (PTA)</b>	<ul style="list-style-type: none"> <li>• Resources to support programs.</li> <li>• Influence in the adoption of school policies.</li> <li>• Help solicit donations from the community such as water bottles, fitness equipment, and other items useful for the program.</li> </ul>	<ul style="list-style-type: none"> <li>• Attend PTA meetings to share how employee wellness supports the health and success of students, helps the district's bottom line, improves teacher retention, etc.</li> <li>• Highlight employee wellness in school newsletters for the community and parents.</li> <li>• Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">↪ Establishing Support for School Employee Wellness Programs (See Stairway Speech: Investing in School Employee Wellness)</a></li> <li>• <a href="#">Establishing Support for School Employee Wellness Programs (See PowerPoint)</a></li> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>
<b>Nonprofit health organizations</b> (e.g., American Cancer Society, American Lung Association, American Red Cross)	<ul style="list-style-type: none"> <li>• Educational materials and programs that can be used with employees.</li> <li>• Health expertise.</li> <li>• Screenings.</li> </ul>	<ul style="list-style-type: none"> <li>• Based on employee health assessments and interest surveys, contact the health organizations to address employee concerns.</li> <li>• Highlight volunteer health organizations in your community that collaborate for employee wellness in employee communications.</li> <li>• Share program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">↪ Establishing Support for School Employee Wellness Programs (See Stairway Speech: Investing in School Employee Wellness)</a></li> <li>• <a href="#">Establishing Support for School Employee Wellness Programs (See PowerPoint)</a></li> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>
<b>Local businesses</b>  <i>Note: Districts/schools already partner with local businesses in the community and can start with their current partners.</i>	<ul style="list-style-type: none"> <li>• Health expertise.</li> <li>• Access to facilities, equipment, and materials.</li> <li>• Healthy foods.</li> <li>• Donated services, such as printing and goods.</li> </ul>	<ul style="list-style-type: none"> <li>• Develop a shared-use agreement that offers the use of school facilities before or after school hours to local businesses.</li> <li>• Highlight businesses in your community that collaborate for employee wellness in employee communications.</li> <li>• Feature discounts provided by local businesses on district/school web pages.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">↪ Establishing Support for School Employee Wellness Programs (See Stairway Speech: Investing in School Employee Wellness)</a></li> <li>• <a href="#">Establishing Support for School Employee Wellness Programs (See PowerPoint)</a></li> </ul>
<b>Local health departments</b> <i>Note: Frequently partner with school districts to promote and help design health initiatives</i>	<ul style="list-style-type: none"> <li>• Intervention design.</li> <li>• Expertise in data collection and evaluation.</li> <li>• Immunizations (e.g., flu and COVID-19 vaccines) and screenings (e.g., oral health).</li> <li>• Local community health data.</li> <li>• Can be powerful advocates to help make the case to the school board/superintendents.</li> </ul>	<ul style="list-style-type: none"> <li>• Share results of program evaluation data annually.</li> <li>• Provide local health departments with immunization and screening locations at schools to reach school employees and community.</li> </ul>	<ul style="list-style-type: none"> <li>• <a href="#">Baseline Assessment Tool*</a></li> <li>• <a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors (pages 71–80)</a></li> </ul>

Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<b>Health care organizations</b> (e.g., hospitals, federally qualified health centers, local physician practices, dental centers, mental health providers)	<ul style="list-style-type: none"> <li>Health expertise.</li> <li>Health screenings and assessments.</li> <li>Health fairs.</li> <li>Educational workshops on stress, weight management, medical care, etc.</li> </ul>	<ul style="list-style-type: none"> <li>Provide health care partners with data to show efficacy and effectiveness of employee wellness efforts.</li> <li>Highlight the involvement of health care organizations and services provided in employee communications.</li> <li>Invite representatives from health care to be part of a district- or school-level employee wellness team/council.</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness</a>   National Association of Chronic Disease Directors (pages 71–80)</li> </ul>
<b>Tribal health councils</b>	<ul style="list-style-type: none"> <li>Local data, assessments, strategies, and resources to promote the health of tribal members.</li> <li>Communicate with tribal jurisdiction and provide community support for employee wellness initiatives.</li> </ul>	<ul style="list-style-type: none"> <li>Use a tribal liaison to increase cultural competence and tailor employee wellness efforts for greatest impact.</li> <li>Provide tribal health councils with information about planned employee wellness efforts.</li> <li>Share results of program evaluation data annually.</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness</a>   National Association of Chronic Disease Directors (pages 71–80)</li> <li><a href="#">Tribal Health</a>   CDC</li> <li><a href="#">Connect with Tribal Health Councils</a>   NMAHC (<a href="http://nmhealthcouncils.org">nmhealthcouncils.org</a>)</li> <li><a href="#">American Indian tribal governments</a>   MN Dept. of Health (<a href="http://state.mn.us">state.mn.us</a>)</li> <li><a href="#">Urban Indian Health</a>   Urban Indian Health Institute (<a href="http://uihi.org">uihi.org</a>)</li> </ul> <p><b>Indigenous health resources</b></p> <ul style="list-style-type: none"> <li><a href="#">Resource Library</a>   Johns Hopkins Center for Indigenous Health (<a href="http://jhu.edu">jhu.edu</a>)</li> </ul> <p><b>Working with tribes training</b></p> <ul style="list-style-type: none"> <li><a href="#">National Indian Health Board   Working with Tribes Training</a> (<a href="http://nihb.org">nihb.org</a>)</li> </ul>
<b>Fitness centers/parks and recreation</b>	<ul style="list-style-type: none"> <li>Discounts for centers and parks.</li> <li>Instructors for classes.</li> <li>Health assessments or biometric screenings.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a shared-use agreement that offers the use of school facilities before or after school hours to local businesses.</li> <li>Feature classes/passes provided on district/school web pages.</li> <li>Highlight the involvement of these organizations and services provided in employee communications.</li> </ul>	<ul style="list-style-type: none"> <li>→ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> </ul>



Who	What they can provide (How they can help)	Ways to engage	Helpful tools
<b>Media</b>	<ul style="list-style-type: none"> <li>Free publicity through articles or interviews about the benefits of SEW activities.</li> </ul>	<ul style="list-style-type: none"> <li>Share media articles and interviews about employee wellness in employee communications.</li> <li>Share information and data with media outlets to increase awareness and reach and to show efficacy and effectiveness of employee wellness efforts.</li> </ul> <p><i>Note: Any media and its content should be inclusive of all employees (e.g., teachers, food service, administrative).</i></p>	<ul style="list-style-type: none"> <li>→ <a href="#">Establishing Support for School Employee Wellness Programs</a> (See Stairway Speech: Investing in School Employee Wellness)</li> <li><a href="#">Establishing Support for School Employee Wellness Programs</a> (See PowerPoint)</li> <li>→ <a href="#">Taking Action to Improve School Employee Wellness</a> (See Communication Chart)</li> <li><a href="#">Baseline Assessment Tool*</a></li> <li><a href="#">Healthy School, Staff, &amp; Students: A Guide to Improving School Employee Wellness   National Association of Chronic Disease Directors</a> (pages 71–80)</li> </ul>

---

<sup>1</sup>OEA Choice Trust, *Blueprint for Education Employee Well-Being*. Retrieved from Oregon Education: Association (Tigard, OR: OEA Choice Trust, February 28, 2022), <https://oeachoice.com/wp-content/uploads/2022/02/Blueprint-2-28-22.pdf>.

<sup>2</sup>“Fact Sheet: President Biden Signs Executive Order Advancing Diversity, Equity, Inclusion, and Accessibility in the Federal Government,” The White House, June 25, 2021, <https://www.whitehouse.gov/briefing-room/statements-releases/2021/06/25/fact-sheet-president-biden-signs-executive-order-advancing-diversity-equity-inclusion-and-accessibility-in-the-federal-government/#:~:text=Today%2C%20President%20Biden%20signed%20an%20Executive%20Order%20to,reflect%20the%20full%20diversity%20of%20the%20American%20people.>