Establishing a Staff Wellness Program

Step 1: Seek Support from Program Leaders and the Community

Before developing a staff wellness program, it is important to seek support from program leaders, administrators, and other relevant community leaders. Support from leaders and administrators will help you gain access to the resources and funds necessary for achieving a successful and sustainable wellness program.

To gain this support, present the benefits and potential impact that a staff wellness program has on child health, health-care costs, employee morale, and absenteeism to the relevant stakeholders in your organization. Depending on your program, this might be the school principal and superintendent, the director of your Community Action Agency, or your program’s executive director. Creating an informational flyer or an in-person presentation with important facts and past success stories will help educate leaders on the importance of a wellness program.

When presenting the importance of staff wellness programs to relevant leadership, topics you might discuss are:

- Chronic conditions that result from poor health and wellness, such as heart disease, obesity, stress, and depression (The CDC has valuable information online you can use)

- The impact of staff wellness on child health, such as better modeling of healthy eating, nutrition education for parents and students, and more movement activities in the classroom

- A decrease in an organization’s healthcare costs through a reduction in workers compensation claims and less staff absenteeism

- Improvements in employee interest, eagerness, and engagement, which can increase the quality of the work environment, the quality of staff’s work, and can reduce turnover

- An emphasis on why support from leadership is important to launching this project

- What funding you currently have, how much you will need, and ideas of where to access the remaining funds needed

Ideas for Sharing Information with Leaders and Administrators

Create a PowerPoint presentation with data that demonstrates the need for and impact of a staff wellness program.

Hand out informational flyers to leaders and administrators and then contact them personally to follow-up.

Share a tip sheet that calculates the potential budget savings of a school staff wellness program.