

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: ~~Policy 800.34 AE, GAIL-RA, GAIL-RAA~~

Responsible Offices: DIVISION OF HUMAN RESOURCES, FOOD AND NUTRITION SERVICES

STAFF WELLNESS

A. PURPOSE

To ensure that Anne Arundel County Public Schools (AACPS) promotes employee wellness as part of the Coordinated School Health Program.

B. ISSUE

AACPS values its employees and recognizes that staff wellness improves attendance, productivity, motivation, morale, recruitment and retention. Healthy staff results in lower healthcare costs, and reduce turnover, on-the-job injuries, and disability management costs. Moreover, the healthy lifestyle of staff sets a good example for students and, ultimately, enhances the learning process.

C. POSITION

1. The Board of Education of Anne Arundel County (Board) supports the engagement of parents/guardians, students, teachers, food service professionals, health professionals, and other interested community members in developing, implementing, monitoring, and reviewing county-wide staff wellness policies, regulations, and programs.
2. The Board, in partnership with ~~directs~~ the Superintendent ~~to shall~~ develop, implement and promote programs, services and activities, and provide resources in the public schools, which will encourage lifelong habits of healthy lifestyles among staff.
3. AACPS supports collaboration with local partners and stakeholders to conduct a review of the Coordinated School Health Program, including health promotion for staff, and present an annual report to the Superintendent and Board., such as ~~County departments, hospitals, non-profit organizations (e.g. American Cancer Society), healthcare vendor partners, and other businesses/committees, to achieve the goal of a healthy staff.~~
4. AACPS recognizes that the wellness of staff incorporates physical, mental, social, and intellectual, ~~and spiritual~~ elements.

5. Employees are encouraged to engage in preventive care ~~as well as~~ attend to their immediate health needs.
6. Federal and State-mandated benefits (~~such as mental health mandates, mammograms~~) ~~must~~ shall be offered by plan administrators.

~~D. DESIRED OUTCOME~~

~~The AACPS staff wellness program strives for the following outcomes among employees:~~

- ~~1. Improved health and well-being~~
- ~~2. Heightened health awareness~~
- ~~3. Changed health behaviors~~
- ~~4. Improved morale~~
- ~~5. Reduced stress~~

~~The AACPS staff wellness program strives for following benefits to the school system:~~

- ~~1. Reduced claims~~
- ~~2. Reduced on-the-job injuries~~
- ~~3. Reduced disability management costs~~
- ~~4. Reduced absenteeism~~
- ~~5. Reduced turnover~~
- ~~6. Increased productivity~~

~~The staff wellness program represents a joint effort between AACPS and employees to improve employee health status.~~

E. IMPLEMENTATION STRATEGIES

- ~~1. The Superintendent is authorized to will publishdevelop regulations and supporting documents to implement this policy.~~
- ~~2. The Board of Education will seek funding for employee wellness in the budget process.~~

~~F. REVIEW AND REPORTING~~

~~Adequate funding will be provided for representatives from county health agencies and county schools, under the leadership of the Health Council Co-Chairs, to conduct a review of the Coordinated School Health Program, including health promotion for staff, and present a report to the Superintendent and Board of Education every three years.~~

Policy History: Adopted on 07/12/06

Note Previous Policy History: None

DRAFT