

POLICY

BOARD OF EDUCATION OF ANNE ARUNDEL COUNTY

Related Entries: Policy 800.34

Responsible Offices: DIVISION OF HUMAN RESOURCES

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 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 supports the engagement of parents, 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 directs the Superintendent to 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, 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, intellectual, and spiritual elements.
5. Employees are encouraged to engage in preventive care as well as attend to immediate health needs.
6. State-mandated benefits (such as mental health mandates, mammograms) must 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 will publish 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.