



# The Importance of Investing in School Employee Wellness

# WHOLE SCHOOL, WHOLE COMMUNITY, WHOLE CHILD MODEL



For more WSCC information, visit: <https://www.cdc.gov/healthyschools/wsc/index.htm>

# PURPOSE

- Share the benefits of school employee wellness, including the return on investment for absenteeism;
- Share information about the health of school employees;
- Share the impact COVID-19 has had on school/district; and
- Determine next steps for investing in the health of our school employees.

# BENEFITS OF SCHOOL EMPLOYEE WELLNESS

- Improved student health and academic outcomes
- Decreased employee absenteeism, presenteeism, and the cost of substitutes
- Increased employee retention/reduce employee turnover
- Enhanced recruitment of prospective employees

# BENEFITS OF SCHOOL EMPLOYEE WELLNESS

- Lower healthcare costs, insurance premiums, and worker compensation and disability claims
- Improved employee health, including reduced stress and substance use
- Improved employee engagement and morale
- Increased employee energy, productivity, and performance

# RETURN ON INVESTMENT (ROI) FOR ABSENTEEISM



For every \$1 spent on employee wellness, an employer can save \$2.73 **AND** reduce absenteeism.

# OUR ROI FOR SCHOOL EMPLOYEE WELLNESS

## **Health care costs/Absenteeism/Presenteeism:**

Projected costs with no wellness program:

[INSERT COSTS]

Savings from reducing obesity = [INSERT]

Savings from reducing smoking = [INSERT]

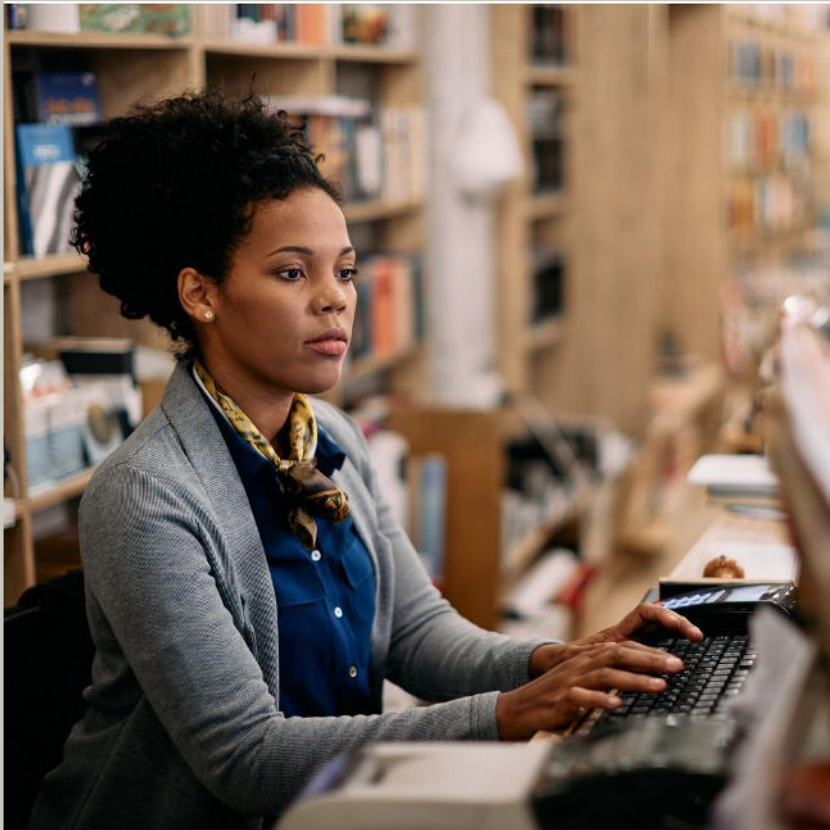
Savings from wellness programs = [INSERT]



# THE HEALTH OF OUR SCHOOL EMPLOYEES

Insert the following about your school/district:

- Employee absence data
- Health care costs
- Workers' compensation
- Employee health conditions/behaviors





# THE IMPACT OF COVID-19

## **Declining Workforce**

- 44% of public schools report full- or part-time teaching vacancies
- 49% of public schools with full- or part-time non-teaching vacancies (i.e custodial, transportation, and nutrition staff).

## **Stress and Burnout**

- 80% of teachers reported feeling burned out

## **Low Morale**

- Educators thinking of leaving the profession earlier than planned
- Increased from 37% in August of 2021 to 55% in February 2022

# LET'S INVEST IN SCHOOL EMPLOYEE WELLNESS

**Insert Your Ask Here:**

*“We spend 83% of our budget on personnel. We invest in maintaining our buildings and vehicles, so why wouldn't we invest in maintaining our greatest resources—our people?”*

*“When we look to the fiscal lens we're saving money, along with committing to the health and wellness of employees, so it is a win, win all the way around.”*

*“Our employee wellness program energizes employees, enables positive relationships, and ultimately contributes to a more dynamic learning environment for students.”*

# RESOURCES

- A Toolkit for Supporting the Implementation of School Employee Wellness (SEW)- SOPHE 2023
- Healthy School, Healthy Staff, Healthy Students: A Guide to Improving School Employee Wellness – NACDD 2018
- Whole School, Whole Community, Whole Child (WSCC) Model

