

Mission:

Forest Lake Area Schools Wellness Program promotes the health, safety, and well-being of all school employees and students; provides the necessary support, coordination and programs that maximizes the talents, interests and personal goals of all individuals; and creates an equitable, accessible, and productive school environment.

Rationale:

Worksite health promotion provides many advantages to an organization. For instance:

1. A majority of adults can be accessed through the worksite.
2. Easy-to-access activities at the worksite make it more convenient for employees to participate.
3. Health promotion information can reach family members through the employee.
4. Support from co-workers can help employees change health behaviors.
5. The work environment can support and promote healthy lifestyles.

The Forest Lake Area Schools Wellness Program operates under the tenets that as health care costs have risen, controlling them by way of prevention-oriented health promotion programs is the most cost effective approach. Daily habits play a major role in health. Helping employees become healthier could generate many payoffs for our school district. For example, health care costs may be reduced by fewer doctor visits and fewer days in the hospital. Other benefits include:

1. Improved productivity

- Reduces absenteeism for illness
- Healthier employees return to work sooner after an illness
- Healthy employees have an increased sense of responsibility to come to work
- Improved morale can increase productivity
- Improved job performance can be demonstrated through a sense of hardiness, high mental concentration and high "time on task"

2. Attract and retain quality employees

- Improved health and increased morale help produce more satisfied and stable employee groups
- Turnover and training costs can be reduced

3. Improve the organizational image

- Organizations with successful health promotion programs are viewed as "employers of choice" within their communities
- Potential employees are attracted to our school district

We believe that the Forest Lake Area Schools Wellness Program will be successful because:

1. Convenience

- Not having to travel to another location saves time and effort
- Some activities are allowed during the work day

2. Value

- Employees believe services provided as a benefit are valuable
- Because of economy of scale, services can usually be obtained below market value cost
- Many activities can be provided at no cost to employees
- The employer and employee may share the costs of services

3. Support

- Co-workers enjoy doing program activities together
- Support for friends and family is critical to long-term behavior change
- Employees can serve as healthy role models for their co-workers
- Employers that provide health promotion programs send a message that they care about their employees' well-being

4. Fun

- Health promotion programs can add fun and reduce stress at the workplace
- Employees never say they don't participate in an activity because it was too much fun!

Goals:

The Forest Lake Area School District believes in the promotion of health and wellness for all students and employees. To reach this goal the Wellness Program is established. We believe health promotion is necessary to ensure:

- Healthier students and employees
- Increase personal productivity
- Boosting morale and providing more effective collaboration between district employee groups
- Improvement in work satisfaction
- More students and employees involved and connected
- A feeling of Forest Lake Schools as a community of learners and educators
- Job satisfaction and enjoyment
- A reduction in the number of serious illnesses, diseases and unhealthy behaviors.

- An increase awareness of the importance of personal health and wellness
- A prevention education model for health
- Helping students and employees maximize good personal lifestyles choices
- Assisting students and employees in identifying various factors influencing current and future levels of wellness.