

Zeeland Public Schools



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How it started.....

- Similar Struggles
 - Short-staffed
 - Need for positive workplace
 - Physical / health demands of jobs
 - DOT physicals
 - Kitchen - physically demanding
- Goals
 - Form healthy habits
 - Friendly competition between departments
 - Increase morale
- Connect with Rhonda
 - [ZPS Workplace Wellness Survey](#)
- Committee Meetings



Our first year!



- Step Up Challenge
 - 4 week challenge
- Celebration Wellness Luncheon
 - MESSA provided prizes
 - Speaker, Rhonda
 - Lunch
- Love & Lean 5k run/walk for mental health
 - Buses & Bites Team Shirts
- [Participation Survey](#)
- [Year End Survey](#)



This year....

- Reviewed feedback from survey with wellness committee
- BTS meeting for Support Staff
 - Motivational and encouraging
 - Recognize and celebrate differences between support staff and teaching staff
 - Lunch and fellowship
- Monthly Wellness Challenges
 - Three challenges every month: area of focus: Mental health, nutrition, & physical education
 - Example: [November Wellness Flyer](#)
 - Focused on more self driven challenges vs group participation



Our Challenges...

- Fundraising
- Time Constraints and Busy Schedules
- Lack of Leadership Support
- Coordinating with Multiple Departments
- Diverse Needs and Interests of Staff
- The right people at the table



Feedback

What do you think the committee did well?

I have enjoyed the different challenges. It makes me aware that I need to take care of myself better or try different things. I also am not a winter walker but the Step into the new year has challenged me to just do it. Thanks for all you do to help us be healthy!

Step Up was fun! Made me really try harder to get fit.

“I think any competition between employees keeps everyone accountable and makes it a fun competition.”



How do we keep this sustainable?

- Encourage staff ownership and involvement in planning
 - Can we build this into a position?
- Use feedback to continuously improve and adapt challenges
- Continue conversations for leadership support & buy-in
- Integrate wellness into our departments culture
- Offer diverse and flexible activities
- Promote small, achievable goals



Thank You!