

2.6 No-Cost Success Stories



Performance Objective for School Principals

the people

Maine School Administrative District #11 (MSAD #11) is made up of the Central Maine communities of South Gardiner, Gardiner, West Gardiner, Randolph, and Pittston. MSAD #11 employs approximately 300 teachers, staff, and administrators. District-wide there are a total of 2,400 students. As part of the Coordinated School Health Program, a Wellness Team was formed with a mission to promote staff and student health.

the need

School Principals and leadership agree that they should lead by example for the district toward improving the health of staff and students.

the idea

The MSAD #11 administrative team voted unanimously to create a performance objective that would require administrators to find creative ways to support and encourage healthy lifestyles among staff and students. This performance objective would become part of every administrator's yearly evaluation. Each year when the Superintendent conducts evaluations of building principles, the Principals must demonstrate how they promoted or encouraged healthy behaviors. Specifically written into the evaluation is the promotion of physical activity, nutrition, and tobacco use prevention and cessation.

the idea at work

The idea for an administrator performance objective was generated from a meeting between the School Health Coordinator (SHC), the Superintendent, and the Assistant Superintendent regarding the need for administrators to take a more active role in health promotion. The SHC recommended that a performance objective related to health promotion be included on the yearly administrative evaluation. The Superintendent liked the idea and pitched it to administrators at the next meeting. In March of 2003, the administrative team voted unanimously to approve the addition. Furthermore, to encourage administrators to take action, a list of strategies to use in promoting health

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Performance Objective (continued)

improvement was generated and distributed. These strategies are listed on the next page.

the cost

There were no continuous costs related to the addition on the evaluation, which makes it a perfect example of a creative, low- or no-cost idea employers can implement to support the well-being of their employees. In most cases, it has been easy to promote the importance of health in a manner that doesn't cost money. For example, one Principal often ends the daily announcements by making a health-related quote. Another Principal now holds a healthy breakfast for staff that he cooks himself. Though this required a bit of funding, the costs were seen as worthwhile.

the results

Principals now consider health promotion as part of their daily jobs. The MSAD #11 staff is reaping the benefits of including health and well-being of staff and students as a priority among administration. Matt Houghton, Principal at Laura E. Richards School, says, "By modeling health, it has more value. I have seen a 100% increase in staff awareness about the importance of physical activity and nutrition because of the goals we established." Other school leaders have taken the initiative to consider employee health an important part of the learning process. Barbara Evan, Principal at Pray St. School, says, "Physical health supports mental health; mental health supports the ability to learn. Administrators need to be an advocate for health."

contact(s)

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MSAD #11 Performance Objective Administration Scoring Rubric

| <i>Exploring</i> | <i>Transitioning</i> | <i>Transforming</i> |
|---|---|--|
| Administrator occasionally discusses physical activity and nutrition with the staff and students. | Administrator encourages staff and students to find ways to become physically active and make healthy food choices. | Administrator actively supports and models healthy behaviors related to physical activity and nutrition. |

| Resource List for Administrators to Support Teachers | Resource List for Administrators to Support Students |
|--|--|
| <ol style="list-style-type: none"> 1. Sit for 60, move for 3 2. Walking routes around halls, number of steps 3. Encourage use of stairs rather than elevators 4. Make contact with local gyms 5. Seasonal incentives “Walking through Winter” 6. Smoking cessation programs 7. 5-minute walks with students 8. Walking meetings with staff 9. Staff activities before/after school 10. Veggie snack cart in teachers’ room 11. Health month 12. Health thought of the week 13. Building teamwork around incentive programs 14. Monday is walk with the Principal day! 15. Health thought on every agenda 16. Walking routes around town including steps and mileage 17. Become an active member of the Wellness Team 18. Volunteer to serve on the Community Health Advisory Board 19. Promote way in which you model a healthy lifestyle | <ol style="list-style-type: none"> 1. Five minutes of walking during class 2. Weekly health messages 3. Health month/week 4. Healthy snacks in vending machines 5. Veggies available for snacks 6. Hiking classes 7. Visiting physical education/health classes 8. Walking to school 9. Promotion of extracurricular activities 10. Walking routes around halls 11. Celebrate healthy triumphs 12. What does my Principal do for physical activity? 13. What will your Principal have today for a healthy lunch? 14. Celebrating students’ achievements around physical activity and nutrition 15. Become a member of the Wellness Team 16. Volunteer to serve on the Community Health Advisory Board 17. Discuss with students ways in which you promote a healthy lifestyle |

Note: This list is only a resource guide. There are many other ways you may promote health in your school. Please see the School Health Coordinator if you would like to discuss any of the above.