WORK PLANS

Appendix O – Create a Culture of Health

A culture of health starts in communities where healthy choices about what to eat, how much to exercise, or whether to smoke or bicycle or work are easy choices. A culture of health starts where the environments in which we live-our schools, workplaces, and neighborhoods-are health enhancing. All of the outcome measures for goal #1 are centered on private entities and state government entities. One identified gap   
in the information we have about worksite wellness programs and health promotion activities within Mississippi is city and county governments. Over the next year, the Mississippi Business Group on Health and the Mississippi State Department of Health plan to survey local governments   
to evaluate their worksite wellness needs. Based on the results of this assessment, we plan to develop actions to expand wellness and health promotion activities into this sector.

APPENDIX O: Mississippi State Community Scorecard – 2016  
PRIORITY AREA #4: Create a Culture of Health

Goal 4.1 Improve the culture of health in Mississippi workplaces

**Strategic Objective 4.1.1** Increase the number of Mississippi worksites that offer employee wellness programs

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| --- | --- | --- | --- | --- | --- | --- |
| **Measure** | **Baseline** | | **Current/ Date** | **Target** | **Critical Actions/Intervention Strategies** | **Status R/Y/G** |
| Percent of private worksites conducting wellness programs or health promotion activities  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  66.6% | September 29, 2017 | | December 31, 2019:  82% | a. Promote the Recognized Healthy Workplace Program through multiple channels throughout the state  b. Increase the number of applicants to the Healthiest Workplaces Awards by July 2017  c. Share success stories on the MSBGH, MSDH, and MS Business Journal publications and media outlets by August 2017  d. Engage business organizations to promotion and offer learning opportunities on worksite wellness best practices  e. Enhance resource kits on the MSDH and MSBGH websites  f. Prepare promotional campaign and key messages for media by 3/1/17 | G  G  G  G  G  G |
| Organization/ Lead Person: a. Murray Harber, MS Business Group on Health; Victor Sutton, MSDH; b. Murray Harber, Victor Sutton; c. Murray Harber, Victor Sutton; d. Murray Harber, Victor Sutton; e. Buddy Daughdrill, MPHA; Murray Harber, MS Business Group on health; f. Victor Sutton, MSDH; Liz Sharlot, MSDH; Murray Harber, MS Business Group on Health; Buddy Daughdrill, MS Public Health Association, Office of Performance Improvement | | | | | | |

APPENDIX O: Mississippi State Community Scorecard – 2016  
PRIORITY AREA #4: Create a Culture of Health

Goal 4.1 Improve the culture of health in Mississippi workplaces

**Strategic Objective 4.1.1** Increase the number of Mississippi worksites that offer employee wellness programs

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| **Measure** | **Baseline** | **Current/ Date** | **Target** | **Critical Actions/Intervention Strategies** | **Status R/Y/G** |
| Percent of private worksites conducting wellness programs or health promotion activities  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  66.6% | September 29, 2017 | December 31, 2019:  82% | g. Present package at MEC annual conference and other groups, ie: MEC Spring 2017, SHRM May 2017, MBGH October 2017, MASI September 2017, MAPA September 2017.  h. Identify appropriate speakers/champion by July 2016 | G  G |
| Organization/ Lead Person: g. Well-respected employer (TBD); h. Rita Wray; Murray Harber, MS Business Group on Health; Victor Sutton, MSDH | | | | | |
| Percent of private worksites that have formal employee wellness policies  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  30.8% | September 29, 2017 | December 31, 2019:  40.8% | a. Advocate for one policy annually that promotes worksite wellness i.e., MASI – workplace tax credit  b. Compile sample wellness policies to promote to employers by 12/1/17 to place on Uproot website | G  G |
| Organization/ Lead Person: a. Kay Henry, MSDH; Victor Sutton, MSDH; Murray Harber, MS Business Group on Health; b. Brad Martin Murray Harber | | | | | |
| Percent of private worksites that provide healthy alternatives in vending machines  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  41.7% | September 29, 2017 | December 31, 2014:  56.7% | a. Promote healthy vending programs to worksite | G |
| Organization/ Lead Person: a. Katherine Bryant | | | | | |
| Percent of private worksites that offer lactation support for breastfeeding mothers, including time and a private, sanitary space to pump milk at work  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  36.6% | September 29, 2017 | December 31, 2019:  46.6% | a. Compile lactation best practices and place on Uproot website by 12/1/17 | G |
| Organization/ Lead Person: a. Brad Martin | | | | | |

APPENDIX O: Mississippi State Community Scorecard – 2016  
PRIORITY AREA #4: Create a Culture of Health

Goal 4.1 Improve the culture of health in Mississippi workplaces

**Strategic Objective 4.1.1** Increase the number of Mississippi worksites that offer employee wellness programs

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| **Measure** | **Baseline** | **Current/ Date** | | | **Target** | **Critical Actions/Intervention Strategies** | **Status R/Y/G** |
| Percent of private worksites reporting that more than 50% of employees participate in a health and wellness program in the past 12 months  *Data Source: Mississippi Worksite Survey* | December 31, 2014:  55.8% | | September 29, 2017 | | December 31, 2019:  65.8% | a. Compile top five wellness programs available to private worksites and place on Uproot website by 12/1/17 | Y |
| Organization/ Lead Person: a. Brad Martin | | | | | | | |
| Number of state agencies and other state entities classified as comprehensive or better using the CDC Health  Score Card  *Data Source: MSDH Office of Preventive Health* | December 31, 2016:  9 | | | September 29, 2017 | December 31, 2017:  12 | a. SEWP in collaboration with SSEHIP provides four trainings per year to improve application of best practices in workplace wellness.  b. Share success stories to legislature, state leadership, and state employer units annually | G  G |
| Organization/ Lead Person: a. Brad Martin b. OPH OPI | | | | | | | |
| Number of Cities and Counties that achieve Recognized Healthy  Employer status  *Data Source: MS Business Group on Health* | December 31, 2016:  No Baseline | | | September 29, 2017:  1 | December 31, 2017:  5 | a. MSBGH and SEWP work with the MML and MAS to promote Recognized Healthy Employer Program  b. Will secure 5 cities and counties that achieve the Recognized Healthy Employer Status | Y  R |
| Organization/ Lead Person: a. Murray Harber/Victor Sutton; b. Murray Harber; Victor Sutton Office of Preventive Health, MSDH | | | | | | | |

APPENDIX O: Mississippi State Community Scorecard – 2016  
PRIORITY AREA #4: Create a Culture of Health

Goal 4.2 Improve the culture of health in Mississippi academic settings

**Strategic Objective 4.2.1** Increase the percent of school health councils in (full compliance) with composition requirements

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| **Measure** | **Baseline** | **Current/ Date** | **Target** | **Critical Actions/Intervention Strategies** | **Status R/Y/G** |
| Percent of health councils that have members that are child nutrition directors, health professionals, and students  *Data Source: Center for Mississippi  Health Policy* | 2011-2012 School Year: 18% | September 29, 2017 | 2017-2018 School Year: 25% | a. Provide messages to MDE Office of Healthy Schools for school board training by September 2015  b. Provide message to school nurses by September 2016  c. Engage health professional organizations to determine who is interested in serving on school health councils at annual meetings in 2016-2017  d. Map healthcare professionals by December 2016  e. Provide information to parent organizations by August 2016  f. Share information with school administration by August 2016 | G  G  G  G  G  G |
| Organization/ Lead Person: a. Unassigned, MDE; b. Unassigned, MDE; c. Buddy Daughdrill, MPHA; Kay Henry, MSDH; d. Larry Smith, MSDH Office of Performance Improvement; e. Unassigned, MDE; f. Unassigned, MDE | | | | | |

Status will be reviewed using a stoplight approach as follows:

|  |  |  |
| --- | --- | --- |
| Red: Not On Target | Yellow: Falling Behind | Green: On Target |

**COORDINATING CO-CHAIRS:** Paige Ward, MSDH; Rita Wray, Wray Enterprises Inc.; Joshua Mann, UMMC

**PARTNERS AND STAKEHOLDERS:** Buddy Daughdrill, MPHA; Timothy Plummer, U.S. Dept. of Housing and Urban Development; Purvie Green, MDAC; Kay Henry, MSDH; Jim Craig, MSDH; Liz Sharlot, MSDH; Victor Sutton, MSDH; Ellen Jones, MSPHI; Breanne Hancock, MSDH; Thad Waites, Board of Health; Murray Harber, MS Business Group on Health; Ryan Kelly, Mississippi Rural Health Association; Brad Martin, MSDH; Dr. Michael Forster, USM School of Social Work; Laciana McIntyre, Partnership for a Healthy Mississippi; Richard Duggin, Community Counseling Services