



WASBO 2022



Introduction

- Kalise Horst, CWP:15 years experience in education
 - Wellness Coordinator for the Middleton-Cross Plains Area School District
 - Wellness Consultant for Steeping Wellness
- Allen J. Jaeger CEBS: 20+ years as Independent Advisor
 - AI and USI as a whole work with over 125 Wisconsin School Districts
 - Evidence Based Process vs. Product based promotion

Wellness in Your District: Happier, healthier workforce

- We will review key pillars of a strategic and data based process to achieve your desired direction and ultimately long term results!
- The result of the process affords the ability to better manage areas of focus, direction, and how that translates to customized considerations.
- The saying is true, we can do anything but we can't do everything. Identifying the process, building priorities and leading the narrative accordingly.
- Tying in key areas: Behavioral health / Environment / Finances / Family Planning / Resource Groups

Wellness Role in a Successful Foundation

Engagement (communicate/educate continuously)

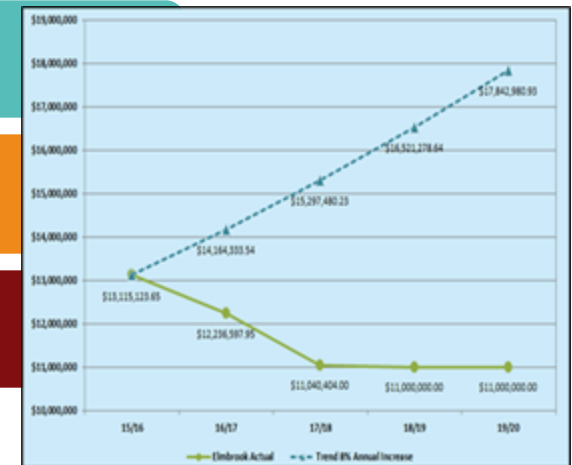
- All constituents: leadership/staff/board/providers/payors

Transparency/consumerism

Primary care focus (Population Health Management)

Value-based purchasing

Strong pharmacy partner



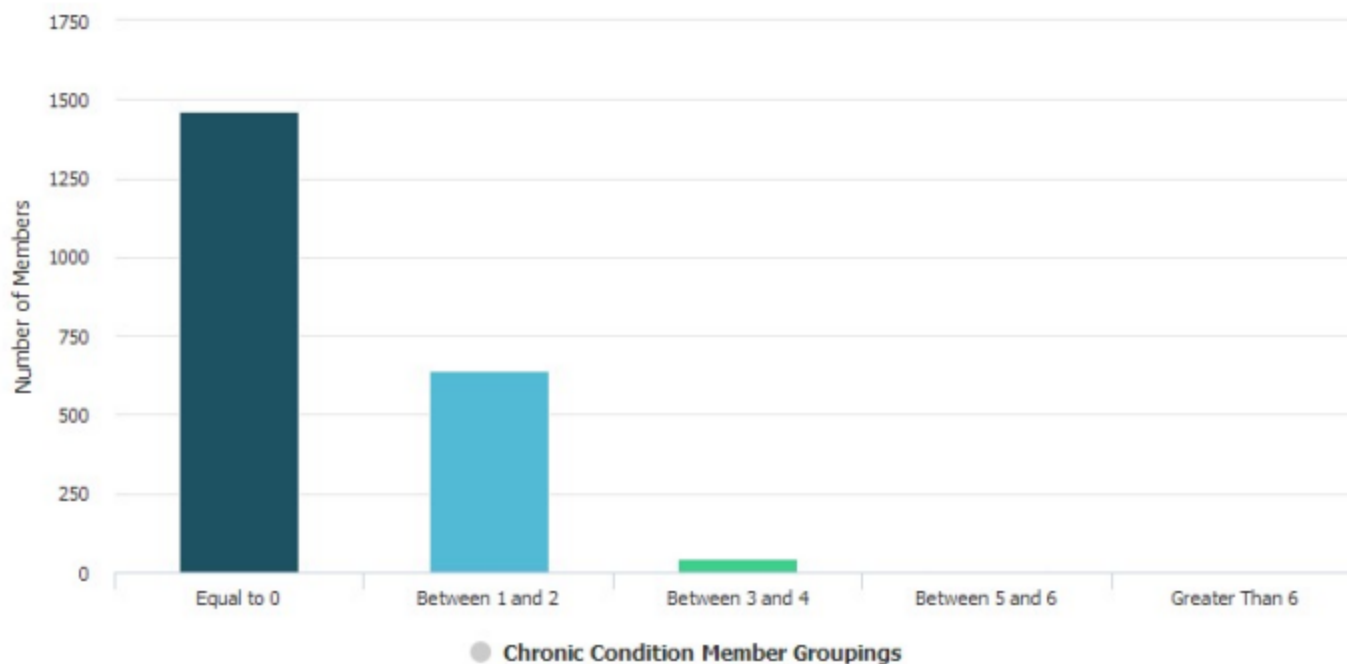
Ongoing journey to continuously stay ahead of the curve.

It may be simple, but not necessarily easy!

Objective: Keeping the healthy, healthy!

Chronic Condition Count

A chronic condition is an alteration in the structures or functions of the body that is likely to last longer than twelve months and is likely to have a negative impact on health or functional status.



Data Point: Preventative Screening Summary 9/1/2021-8/31/2022

Adult Preventive Screening						
Adult Screenings	Eligible Members	Participating Members	Number of Claims	Non-		
				Participating Members	Participation	Payments
Abdominal Aortic Aneurysm Screening	73	0	0	73	0.00 %	\$0.00
Breast Cancer	900	229	282	671	25.44 %	\$95,284.66
Cervical Cancer Screening	1,479	184	284	1,295	12.44 %	\$37,953.03
Colorectal Cancer Screening	1,370	55	91	1,315	4.01 %	\$82,959.51
Diabetes Screening	1,374	71	73	1,303	5.17 %	\$2,816.79
Lipid Disorder Screening	1,631	187	190	1,444	11.47 %	\$15,126.98
Osteoporosis Screening	49	2	3	47	4.08 %	\$542.98
Preventive Care Visit	3,021	785	825	2,236	25.98 %	\$243,652.00

Data Point: Care Compliance Summary

Care Compliance Summary - Overall												
Disease	ACG Guideline	Total			Members Not Compliant				Members Meeting Guideline		%	
		Members	RUB	PRI-B	PRI-L	NC-RUB	NC-PRI-B	NC-PRI-L	Guideline	Compliance		
Asthma	Primary treatment medication, to include inhaled corticosteroids, immunosuppressive monoclonal antibodies, leukotriene modifiers, mast cell stabilizers, methylxanthines.	287	2.41	1.43	1.77	21	2.57	2.92	3.62	266	92.68 %	
Bipolar Disorder	Prescription therapy, including anti-convulsants, anti-psychotics.	14	3.14	2.52	3.12	9	3.22	2.76	3.42	5	35.71 %	
Congestive Heart Failure	ACEI/ARB, aldosterone receptor blockers, beta-blockers, diuretics, inotropic agents, vasodilators.	3	4.67	10.60	13.14	2	5.00	11.18	13.86	1	33.33 %	
Depression	Anti-depressant medications.	830	2.42	1.36	1.68	66	2.95	1.90	2.35	764	92.05 %	
Diabetes	Diabetic management medications, including insulins, meglitinides, miscellaneous antidiabetic agents, non-sulfonylureas, other anti-hyperglycemic agents, sulfonylureas, thiazolidinediones.	164	2.79	2.71	3.36	71	2.85	3.07	3.80	93	56.71 %	
Disorders of Lipid Metabolism	Maintenance medications to include bile acid sequestrants, cholesterol absorption inhibitors, fibric acid derivatives, HMG-CoA reductase inhibitors, miscellaneous antihyperlipidemic agents.	275	2.56	1.69	2.10	75	2.49	1.36	1.69	200	72.73 %	
Glaucoma	Ophthalmic glaucoma agents	31	3.06	2.11	2.61	16	3.25	2.42	3.00	15	48.39 %	
Human Immunodeficiency Virus	HAART - Highly Active Antiretroviral Therapy	1	3.00	4.69	5.82	0	0	0	0	1	100.00 %	
Hypertension	ACEI/ARB, aldosterone receptor blockers, anti-adrenergic agents, beta-blockers, calcium channel blockers, diuretics, vasodilators.	443	2.52	1.70	2.11	38	2.84	2.29	2.83	405	91.42 %	
Hypothyroidism	Thyroid management regimens.	168	2.39	1.45	1.79	28	2.25	1.05	1.30	140	83.33 %	
Ischemic Heart Disease	Antianginal agents, beta-blockers, calcium channel blockers.	31	3.10	2.78	3.44	10	3.60	2.56	3.18	21	67.74 %	
Osteoporosis	Hormone therapy.	19	2.84	1.44	1.79	6	3.33	1.51	1.88	13	68.42 %	
Parkinsons Disease	Anticholinergic antiparkinson agents, dopaminergic antiparkinsonism agents, adrenergic bronchodilators, immunosuppressive monoclonal antibodies.	20	2.80	1.77	2.20	3	3.67	2.67	3.31	17	85.00 %	
Rheumatoid Arthritis	Disease-modifying antirheumatic drugs (DMARDs) and immunologic agents.	49	2.84	4.05	5.02	5	3.20	3.96	4.91	44	89.80 %	
Schizophrenia	Anti-psychotics.	3	3.67	5.03	6.24	2	4.00	6.86	8.50	1	33.33 %	
Seizure Disorders	Anti-convulsants.	63	2.70	1.84	2.29	7	2.71	1.17	1.46	56	88.89 %	
Transplant Immuno-suppression	Immunologic agents.	10	3.20	5.53	6.86	1	3.00	1.67	2.07	9	90.00 %	
Diabetes - HbA1c	Diabetics, aged 18 to 75, having an HbA1c test.	71	2.77	2.79	3.45	28	2.39	2.56	3.18	43	60.56 %	
Diabetes - Retinal Screening	Diabetics, aged 18 to 75, having an eye screening for diabetic retinal disease.	81	2.88	3.07	3.81	35	2.49	2.42	3.00	46	56.79 %	
Diabetes - Nephropathy Screening	Diabetics, aged 18 to 75, having a Nephropathy Screening test.	81	2.88	3.07	3.81	42	2.67	2.87	3.56	39	48.15 %	

Data Point: Preventable Conditions

- Total Plan Payment for this time period: \$16,400,885

	Number of Services	Total Charges	Plan Payment
Cancer			
Nose, Mouth, & Throat Cancer	4	\$408.34	\$408.34
Digestive System Cancer	184	\$56,378.79	\$55,481.57
Lung Cancer	166	\$69,532.22	\$69,212.22
Skin Cancer	251	\$218,191.07	\$216,759.27
Mesothelioma	0	\$0.00	\$0.00
Bladder & Urinary Cancer	56	\$49,124.55	\$48,944.55
Total	661	\$393,634.97	\$390,805.95
Cardiovascular			
Stroke	87	\$58,331.47	\$57,835.94
Heart Disease	88	\$105,465.26	\$105,704.54
Heart Attack	1	\$221.56	\$201.56
Vascular Diseases	11	\$2,023.04	\$1,983.04
Total	212	\$165,099.79	\$170,586.48
Diabetes			
Diabetes	575	\$72,984.99	\$69,005.87
Diabetes in Pregnancy	76	\$23,079.60	\$22,843.28
Total	651	\$96,064.59	\$91,849.15
Musculoskeletal & Neurological Conditions Due to Injury			
Upper Extremity	239	\$71,973.81	\$76,045.52
Neck & Back	164	\$59,883.31	\$62,421.14
Other Muscular Joint Injuries	43	\$3,194.65	\$2,759.31
Total	446	\$135,051.77	\$141,225.97
Respiratory			
COPD	30	\$6,661.19	\$6,394.99
Asthma	137	\$37,666.71	\$36,047.01
Total	167	\$44,327.90	\$42,442.00
Weight Related Conditions			
Obesity	92	\$15,692.47	\$14,674.33
GERD & Reflux	66	\$17,922.35	\$17,240.64
Osteoarthritis	1	\$285.33	\$265.33
Total	159	\$33,900.15	\$32,180.30
Grand Total	2,296	\$868,079.17	\$869,089.85

Steps of Wellness



BUILD UPON CURRENT
PROGRAMMING



ENGAGE WITH PRIMARY
CARE PHYSICIAN



INCREASE PREVENTATIVE
CARE ADHERENCE

Objective of Wellness Program



Prioritize Health



Establish Provider
Relationship



Identify undiagnosed
or unmanaged
conditions



Manage claim trend

*Please note that the slice of the pie between noon and 3:00 PM could be considered as a representative of our current practices

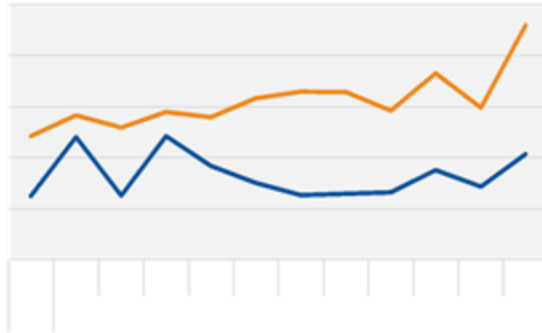
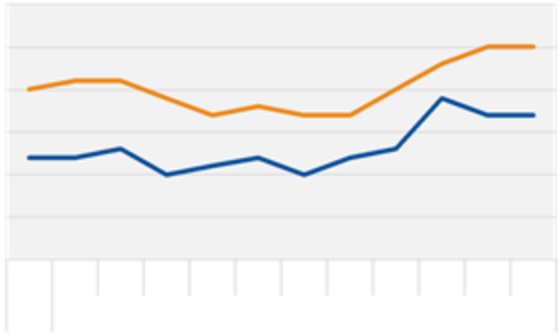
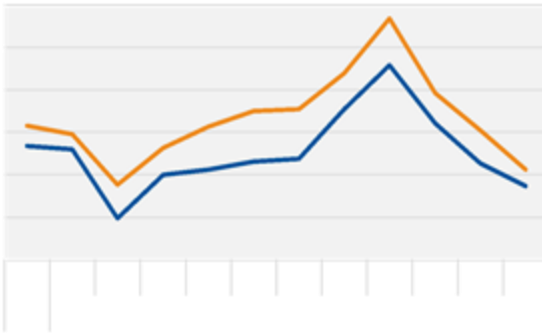
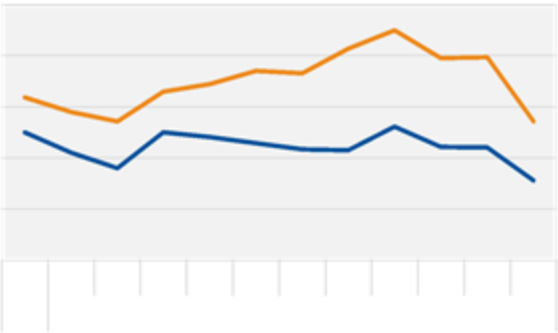
Why Preventive Care

Regular preventive care is critical to maintaining good health and managing health care spending.

- Engaging with your Primary Care Physician helps to provide valuable information.
- Can help you avoid serious health conditions; focus on medical and lifestyle management.
- Can help manage existing diagnosis of chronic condition.
- Reduce the number of unknown health risks which also reduces the likelihood of a catastrophic health event.

Evidence Supporting the Value of Preventive Care

A view of 857,000 individual adults (January 2021 - December 2021)



— Preventive visit within last 12 months

— No preventive visit within last 12 months

We looked at utilization differences between adults who had a preventive office visit in the last 12 months, and those adults who did not

- There is no question about the relationship (and possibly causality!) between preventive care and IP / ER usage.
- The group of adults who had no preventive visit in the last twelve months were also younger by two years, which suggests our estimates are conservative.
- The predicted risk for the group with preventive visits was higher, which means the ER and IP visits for the non-compliant adults was unexpected.
- Prevention saves trips to the hospital.

²502,000 without preventive care visits; 355,000 with a preventive care visit in the last 12 months

The Value of Adult Preventive Care

Based on the relationship we studied between improved Inpatient and Emergency Room performance and higher preventive care use, we've concluded:

For every 10% in additional Adult Preventive Care Visit compliance, we expect you to avoid:

4.0% of Annual Inpatient Hospital Costs¹

1.0% of Emergency Room Visits

¹Based on Inpatient Days (Total admissions times the average length of stay per visit)

Physician Engagement

Connecting members to primary care is the best first step to improved healthcare and management of chronic conditions.

METRICS	Sample Projected Trends of Entire Adult Population			
	PRE-USI	Year 1	Year 2	Year 3
Adult well visits/standard blood panel	30%	60%	70%	78%
Diagnosed with high blood pressure	20%	25%	28%	30%
Diagnosed with high cholesterol	12%	14%	16%	18%
Diagnosed with diabetes	7%	8%	9%	10%

- USI demonstrates that with **meaningful incentives**, 50-80% of the population will actively engage a primary care physician (PCP).
- Year-over-year increases in disease prevalence are due to the diagnosis of asymptomatic illness that, if left unmanaged, lead to catastrophic claims.
- Primary care is the most economical entry point to address these conditions

*Case data accessed from USI's proprietary 3D Analytics Tool

Cancer Care Management

Why preventive care matters

CANCER TYPE & SCREENINGS		ESTIMATED IMPACT		
CANCER TYPE	RECOMMENDED SCREENINGS ^{1,2,3} & COST OF SCREENING	*AVG. COST TO TREAT CANCER	*5-YR SURVIVAL RATES ¹⁰	
			Stage 1	Stage 4
Colon Cancer	Colorectal Screening: \$925 (Ranges from \$23 - \$1,742) ⁵	\$40-80K ^{6,7}	Approximately 91%	Approximately 14%
Prostate Cancer	Prostate-Specific Antigen (PSA): \$41 (Ranges from \$15-\$54) ⁵	\$99,394 ⁸	Approximately 100%	Approximately 30%
Cervical Cancer	Cervical Screening: \$38 (Ranges from \$26-\$48) ⁵	\$118,000 ⁹	Approximately 92%	Approximately 17%
Breast Cancer	Mammogram: \$291 (Ranges from \$169 - \$368) ^{4,5}	\$140,955 ⁴	Approximately 100%	Approximately 22%

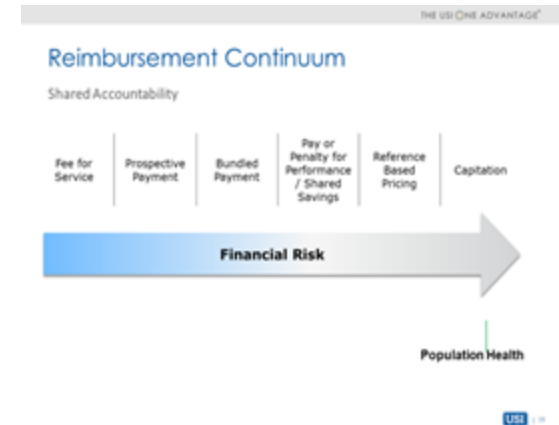
- [1. American Cancer Society Estimated Costs and Insurance Coverage for Cancer Screening](#)
- [2. American Cancer Society Early Screening Guidelines](#)
- [3. CDC Cancer Screening Recommendations](#)
- [4. Breast Cancer Cost Variations](#)
- [5. Projections of the Cost of Cancer Care in the United States: 2010–2020](#)
- [6. Cost Effectiveness Of Colorectal Cancer Interventions](#)
- [7. Economic burden of illness associated with localized prostate cancer in the United States](#)
- [8. Cost-Effectiveness of Cervical Cancer Interventions](#)
- [9. https://www.diabetes.org/resources/statistics/cost-diabetes](https://www.diabetes.org/resources/statistics/cost-diabetes), accessed January 8, 2021.
- [10. https://www.cdc.gov/diabetes/pdfs/data/statistics/national-diabetes-statistics-report.pdf](https://www.cdc.gov/diabetes/pdfs/data/statistics/national-diabetes-statistics-report.pdf)

Process to Achieving CPI / Outperforming Trend through a happier and healthier workforce

▪ **Objectives:** Collaborative Approach to Lower Trend / Improve Population Health

▪ **Process:** Proven over past 20 years of highest satisfaction / lowest cost

- **Build Provider Engagement**
 - Creating Awareness Price is an obstacle (choice / price)
 - Building greater focus on Primary Care Engagement
 - Explained Timing of Upcoming Request (service / pricing)
- **Build Staff Engagement:** Survey to understand staff (needs / wants / etc.)
 - Making staff aware of consumerism
 - Understand areas of match with provider / insurance offering
 - Seek if areas of Primary Care issues / need
 - Build Education Strategy / Follow up
 - Utilizing Technology (Providers and Employer)
- **Apply Analytics to Renewal Negotiations** and/or RFP
 - Providers Aware of Reimbursement Continuum Discussion
 - Actives
 - Retirees (OPEB / Compensation)
 - Review approach for each district individually while negotiating collectively



Tying In Key Areas

Behavioral health

Environment

Finances

Family Planning ?

Resource Groups

Why Wellness?

Student Outcomes: Contributes to an engaged & positive school culture & climate, improved test scores (Harvard research on SEL Student/Teacher literacy)

Staff Outcomes: Connected to recruitment, retention of high quality staff, increased presenteeism, happiness

Budget Savings: Insurance savings, lower premiums, lower attrition rate



Employee Wellness

- Using the data to identify priorities
- Getting them to see you're on their side
- Utilizing the resources you have to the fullest
 - EAP
 - Increasing utilization - communicate often
 - Number drive
 - Health Plan resources
 - Rewards - financial
 - Videos - guided meditation, nutrition how-to's, etc
 - Consumerism - where to go for care
 - Local resources
 - Credit Unions
 - Local fitness centers
 - Employee side-businesses



Building Staff Engagement

- Importance
- During contract time: Our employees are our most valuable resources
- Short, meaningful, continual focus (not just a checklist item)



Staff Engagement: Social + Behavioral Health

- Walking meetings
- Monthly socials
- FUN!

SUNSET RIDGE ELEMENTARY SCHOOL
WALKING ROUTES >>>>
 PATH FOR SNAKING = 14 LAPS FOR 1 MILE PATH FOR LOOPS = 14 LAPS FOR 1 MILE



MIDDLETON-CROSS PLAINS AREA SCHOOL DISTRICT WELLNESS PROGRAM >>>>



CHOOSE YOUR OWN ADVENTURE

TEAM NAME: _____

TEAM MEMBERS: _____

As a team of 3-5 members, you must complete at least four stations during the allotted amount of time. Station numbers and details are provided for each activity.

Equipment:
 A cellphone or iPad with camera (to post on Padlet and to scan QR codes)

<p>Locations & Categories</p> <ul style="list-style-type: none"> • Cafeteria: Social & Fun • LMC: Social & Fun • Art Room: Mindful & Calm • Room 270: Mindful & Calm • Gym: Movement • Stairwell: Movement 	<p>QR Code for Padlet</p>	<p>The station numbers that we completed</p> <table border="1"> <tr> <td><input type="text"/></td> <td><input type="text"/></td> </tr> <tr> <td><input type="text"/></td> <td><input type="text"/></td> </tr> </table>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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STEERING WELLNESS, LLC

Staff Engagement: Utilize Resources

March 2022

3x15 IDEAS FOR WELL-BEING



Feeling overwhelmed? Take a few minutes to try this instant stress relieving stretching routine to feel calm and grounded.

Want to get your blood flowing and increase your energy? Give this 15 minute, no jumping, high intensity interval training workout a try without using any equipment.



Gone Fishin': Take five minutes to connect to yourself with this guided visualization from Dean/SSM.

THREE IDEAS FOR WELL-BEING, 15 MINUTES OR LESS IN LENGTH



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Free BLOOD PRESSURE SCREENINGS

MON, FEB 12 @ DSC, CONF A @ 3:00-4:30
 TUES, FEB 13 @ GCMS MAIN OFFICE @ 3-4:00
 WED, FEB 14 @ DSC, CONF A @ 11:00-1:00
 THURS, FEB 15 @ DSC, CONF A @ 3:15-4:15



whether you're on our insurance or not,
 drop in to discover your numbers

*OPEN TO SPOUSES AND DEPENDENTS AS WELL

Low	Normal	Pre-hypertension	Stage 1	Stage 2
40-90	91-120	121-140	141-160	161-180
40-60	61-80	81-90	91-100	101-120



Middleton-Cross Plains Area School District
 Inclusive. Innovative. Inspiring.

SAVE THE DATE

FLU SHOT CLINIC

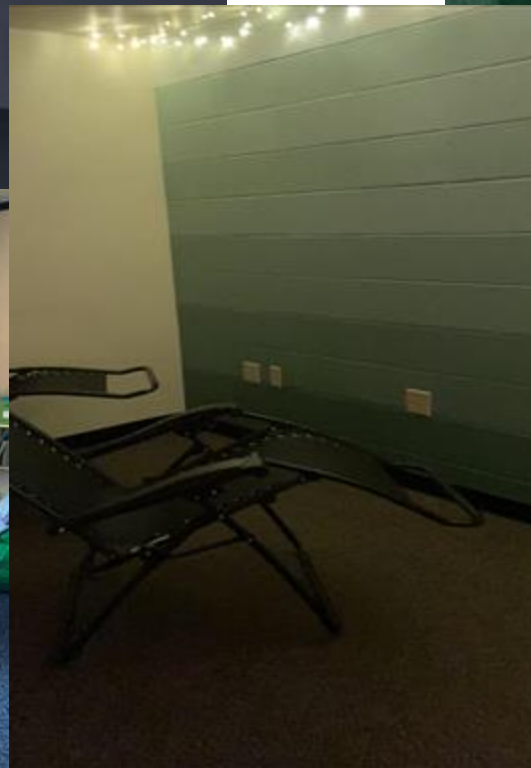
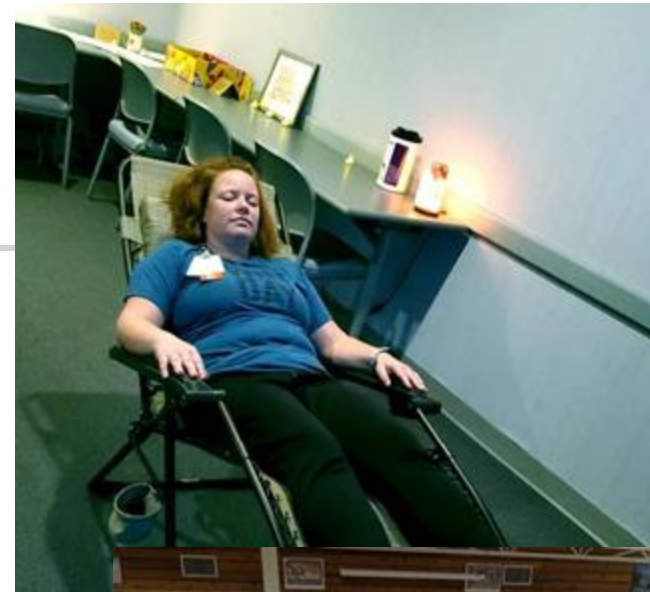
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 2-4 PM
 MHS COURTYARD

BRING YOUR INSURANCE CARD

Supportive Environments



Supportive Environments



Supportive Environments



37 *days of* **mindfulness**

For a **FREE Headspace** subscription: Click on the link and register using your **DISTRICT** email. Then download the app on your phone and explore.

You can complete this challenge without using the Headspace app. However, we do recommend it as an additional resource to support your well-being.

- Instead of sending a text or email, walk to see that person or call them on the phone.
- Find a park and swing, do the monkey bars, or something playful with the equipment. Feel the joy.
- Body scan: Simply notice how your body feels from toes, up your legs, through your torso, down each arm, to the top of the head.
- Check in with yourself: Simply ask yourself, how do I feel right now? What do I need right now?
- Every time your phone pings with a notification today, let it nagger you to take a deep breath.
- Take 5, deep, slow breaths in through the nose, and out the mouth open as if you're trying to fog up a window.
- Before bed, listen to a podcast or wind down on the Headspace app under "sleep".
- Write a handwritten note of gratitude for a family member, friend or coworker.
- Five Senses: Notice 5 things you can see; 4 things you can feel; 3 things you can hear; 2 things you can smell; 1 thing you can taste.
- Get a short movement break in following one of the exercises under "move" in the Headspace app.
- When you wake up, stand and stretch to the sky side to side, and then to forwards the ground.
- Mindful Eating: Pay attention to the texture, weight & color of food; then smell, then taste and texture in the mouth. Consume slowly.
- Let each time you sit on a chair today be a reminder to lengthen your spine with a deep breath.
- Do something that makes you feel like a kid today. Click on "today" and do the first task to start your day.
- Do not have screen time for two hours before bedtime. Set alarms ahead of time, if needed.
- Put a mark in the headdress when you try that mindful work. Do at least 25 this month to complete the challenge.
- Put on one of your favorite songs. Truly listen and focus on the words the entire length of the song.
- Take ten deep breaths before you walk in the door at home after work.
- Wipe down the kitchen counter and put dishes away before going to bed for a calming moment.
- Each time you walk over the driveway of your work space today, take a deep breath and pause to feel your feet on the ground.
- Enjoy a warm beverage today, really taking in the warmth, scent and taste for at least the first sip.
- Ask someone you don't usually interact with how they are and share vulnerability for the response.
- Before going to bed, let three things limit your today.
- Enjoy a warm beverage today, really taking in the warmth, scent and taste for at least the first sip.

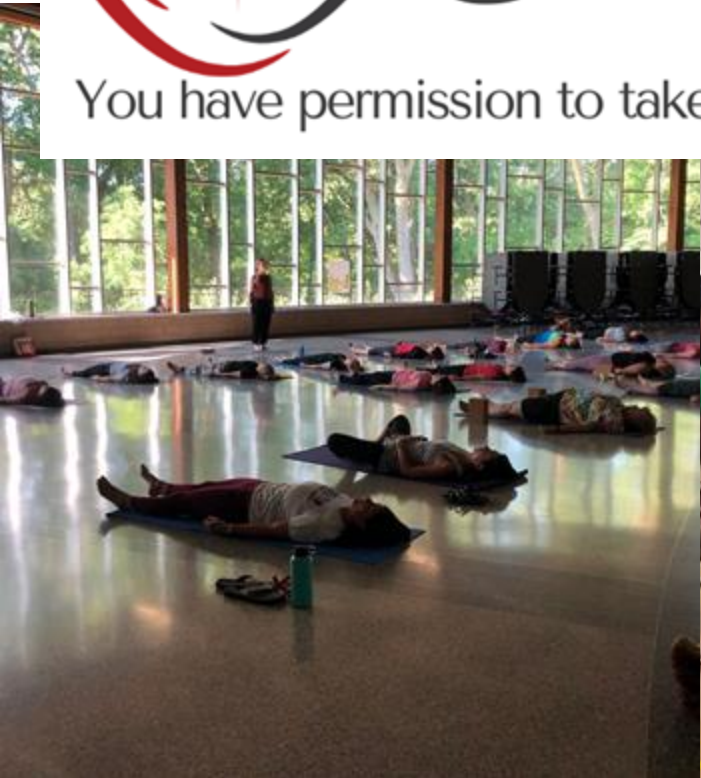
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Physical Well-Being: Permission



3 x 20

You have permission to take care of yourself.



It's the little things...



Take a moment
just to be.

You do so much for others, we invite you to take a deep breath, feel your feet on the ground, and know what a difference you make. Embrace being a human *being* instead of a human *doing*. Just for now.

From the heart,
Kalise, Aly & Angie



Short, Sweet, Consistent

*Take 5
before you Fly*

- 1** What went well today?
- 2** What can you learn from?
- 3** First thing to do tomorrow?
- 4** I'm letting go of...
- 5** Take five deep breaths

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Beautiful job!

Everything will be here when you get back.
For now, go home and enjoy your evening.



IT'S OKAY

- To make mistakes
- To have bad days
- To be less than perfect
- To do what's best for you
- To be yourself



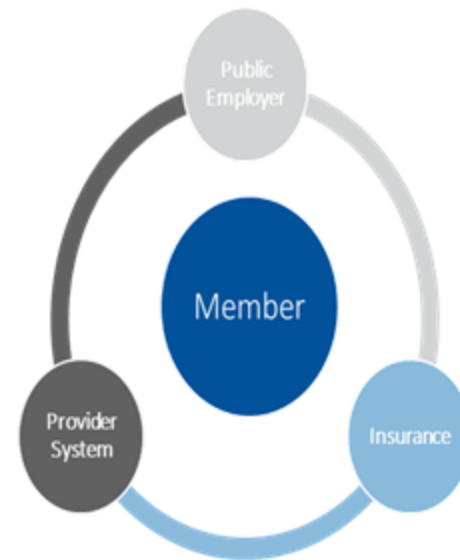
 ONE STEEP *at a time.*



Questions?

Happier, healthier workforce

We will review key pillars of a strategic and data based process to achieve your desired direction and ultimately long term results!



- Tying in key areas: Behavioral health / Environment / Finances / Family Planning / Resource Groups