

6-Week

HEALTHY WEIGHT CHALLENGE



EMPLOYEE WELLNESS GUIDE

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Questions?

Contact your
Program Coordinator:

Sara Falk: (904) 390-2077

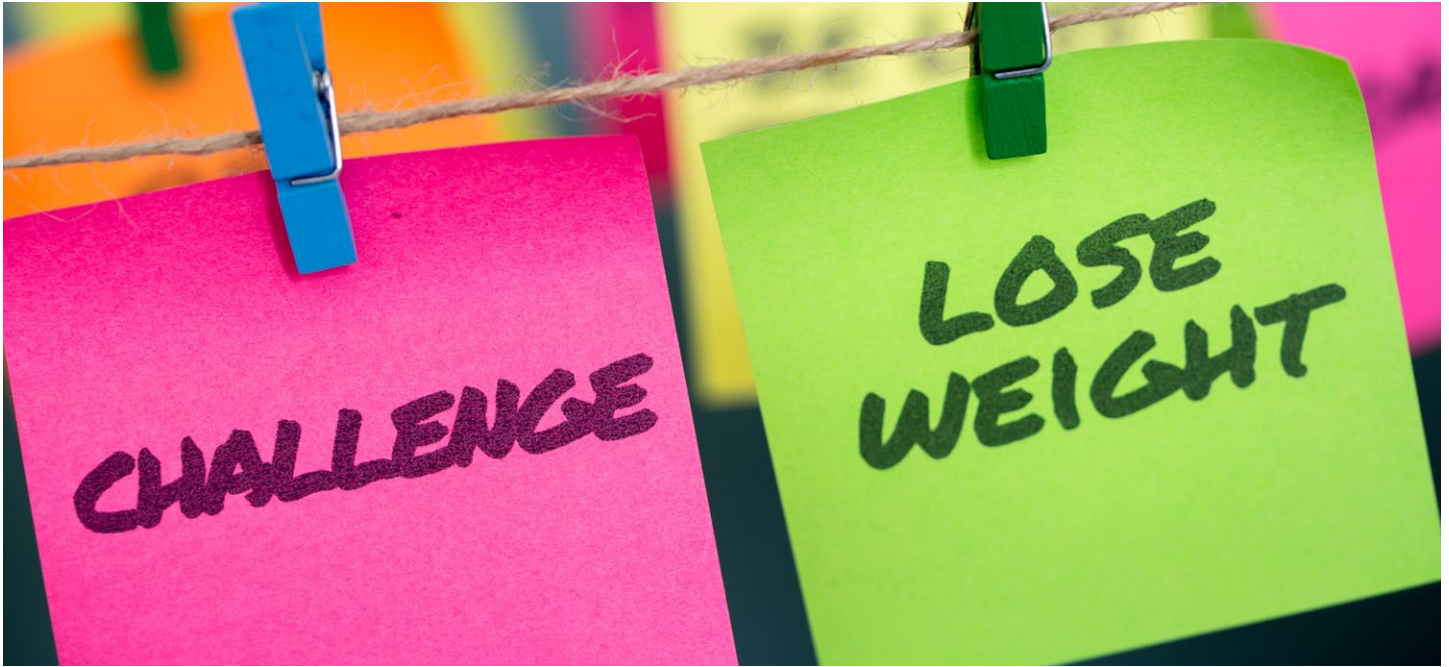
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[@DuvalSchoolsHR](https://www.instagram.com/DuvalSchoolsHR)



Welcome



Welcome and congratulations on joining the 6-Week Healthy Weight Challenge!

This program is designed to encourage healthy, long-term, and sustainable weight loss through a combination of nutritious, well-balanced meals as well as regular heart-healthy exercise. The goal over the next 6 weeks is to help you get in tune with what motivates you, and to teach you simple (yet effective) healthy lifestyle skills that can be continued beyond our time together.

As a participant, you will be competing against yourself and your co-workers to see who can meet their goals every week. At the end of 6 weeks, individuals who met their goals each week will be named Healthy Weight Champions!

Each week, challenge survey links will be sent to your DCPS email address. Complete the challenge survey to be entered into a weekly drawing for 1 of 5 \$25 gift cards. At the end of the challenge, participants who complete all 6 weekly surveys will be entered into the grand prize drawing for 1 of 3 \$100 gift cards.

DCPS is committed to helping you achieve your best health. Rewards for participating in this wellness program are available to all employees. If you think you might be unable to meet a standard for a reward under this wellness program, you might qualify for an opportunity to earn the same reward by different means. Contact us at wellness@duvalschools.org and we will work with you (and, if you wish, with your doctor) to find a wellness program with the same reward that is right for you in light of your health status.

This guide should be used for informational purposes only, and should not be construed as medical advice. Please consult a doctor with any questions and before making changes to your lifestyle.

Program At-A-Glance

Dates & Times

The challenge will begin January 8th and will end February 16th.

The program consists of weekly videos, emails, social media posts, and other wellness activities to keep you and your co-workers encouraged along the way.

Daily Affirmations

Each week, we will provide you with a positive affirmation that we encourage you to repeat every morning when you start your day. Positive affirmations are a form of self-care, and promote feelings of self-love. Practicing daily positive affirmations can help you overcome fear and self-doubt. Daily positive affirmations help you believe in yourself and what you are capable of achieving.

Weekly Activities

As a participant, you will be asked to complete the weekly challenge survey that will be sent to your DCPS email address. Complete the activities by Friday of each week, and you will be entered into both the weekly and grand prize winner raffles! **Winners will be announced each Wednesday via email.**

All information will be collected confidentially and used solely for the Healthy Weight Challenge. Only your name will be shared with co-workers and fellow competitors for recognition in reaching your goals each week.

JAN 8 - 13	Week 1: Getting Started
JAN 15 - 19	Week 2: Eating Healthy
JAN 22 - 26	Week 3: Adding Movement
JAN 29 - FEB 2	Week 4: Finding Accountability
FEB 5 - 9	Week 5: Loving Your Body
FEB 12 - 16	Week 6: Maintaining Motivation

Those who successfully complete all six weeks, will be entered to win the grand prize drawing for 1 of 3 \$100 gift cards!

Week 1: Getting Started



Daily Affirmation:

I have the power to make good choices for my health.

Before starting any new fitness, nutrition, or weight-loss plan, it is a good idea to understand your current health and fitness level. In Week 1, we will be identifying your baseline starting points and motivations for a healthy lifestyle change.

Activities Due



Winner Drawn



Register for [Better You Strides](#) to complete your online health assessment. On the Go? Try it out on the AlwaysOn mobile app!



Track "[Weight Loss & Mood Tracker](#)"

Stay focused, and achieve your goals. Use this tool to track your weekly weigh-ins. Take note of how you are feeling each week as you progress through your weight loss journey. NOTE: this is for your personal use and is not something you need to submit to DCPS Wellness.

Reflect "What Does Health Mean to You?"

Think about what you can do to achieve this. Jot down 2-3 words, a quote, or mantra that inspires you to achieve your own definition of health.

Complete the weekly challenge survey sent to your DCPS email by Jan. 16th in order to be entered into the raffle. Winner will be announced on Jan. 17th.

Want to inspire others?

Take a photo of yourself with your mantra and share it with keyt@duvalschools.org. It will be posted on the HR Social media page to motivate your co-workers! **#HealthyWeightChallenge**

Resources

Assessing your Health & Fitness Level

- o **Know your numbers** – There are upcoming onsite biometric screening events throughout the month of January. Check the monthly [Employee Wellness Newsletter](#) for locations and times. It is completely FREE to employees!
- o **Talk to your doctor** – It is always good to get your Annual Physical. Impress your doctor by letting them know you are starting a new nutrition/fitness plan!

Setting Healthy Weight-loss Goals

Losing unwanted weight, eliminating bad habits, and improving heart health are the goals, but how can you do it efficiently and safely?

- o **According to the CDC**, you should try to lose about 1-2 pounds per week. You may lose more at first, but do not become discouraged if weight loss slows as weeks go on.
- o Focus on long-term success. Shedding extra weight and keeping it off is far more impressive than large, temporary weight loss. Learn more about [setting healthy goals](#).

JANUARY 15 – 19

Week 2: Eating Healthy



Daily Affirmation:

I choose nutritious foods that fuel my body.

Activities Due

JAN
19

Winner Drawn

JAN
24

A well-balanced diet fuels your body with the vitamins, minerals, and nutrients it needs. In addition, eating healthy can help you fight off chronic conditions, boost your immunity, give you energy, improve your sleep, and support brain function! Making sure that you are getting your daily dose of essential macronutrients, such as fats and carbohydrates, is crucial to your overall health.

In Week 2, we learn how to meal plan and shop for foods that fuel our bodies while staying on a budget.

Watch "[Healthy Grocery Shopping on a Budget \(15 minutes\)](#)"

Have you ever said to yourself, "I'd eat healthier if healthy foods were not so expensive?" You are not alone. Join us for a presentation about how to shop healthy for your body and your budget. You will learn: the best deals in each food group; what foods are most expensive; how meal planning saves money; food shopping money-saving tips; healthy, inexpensive meal ideas; and apps and websites for even more ways to economize.

Complete the weekly challenge survey sent to your DCPS email by Jan. 23rd in order to be entered into the raffle. Winner will be announced on Jan. 24th.

Want to inspire others?

Take a picture of a healthy meal you made this week and share it with keyt@duvalschools.org. It will be posted on the HR Social media page to motivate your co-workers!
#HealthyWeightChallenge



Remember: Stay Hydrated!

Water is vital to your health. It can help you lose weight & reduce fluid retention.

Resources

Free Food & Activity Tracking Apps

App	Platform
MyFitnessPal	Online or Mobile App
Fit Day	Online or Mobile App
MyPlate	Online or Mobile App

Quick Tips

- o [Try meal prepping](#) - When you cook a meal, make extra servings to freeze or eat for lunch the next day. Share your favorite recipes with the DCPS community! **#HealthyWeightChampion**.
- o Do not skip meals or deprive yourself of food. A huge part of creating a healthier life-style includes making good food decisions (not simply eating less!). For healthy recipes, check out nutrition.gov.
- o Mindful eating is a loving and non-shaming approach to eating. [Learn mindful eating techniques.](#)

Week 3: Adding Movement



Daily Affirmation:

I honor my body by moving it in ways that feel good to me.

Activities Due



Winner Drawn



Spring into the new year by incorporating physical movement into your routine! Running, swimming, walking, weighted exercise, kayaking, yoga, and cycling are just a few of the many ways to get yourself moving. This week, choose one (1) of the following videos and squeeze in a quick workout to feel the benefits of physical movement for yourself!

📺 Watch "[Walking For Your Health \(16 minutes\)](#)"

Walking is an easy, fun, and low-cost activity you can do no matter your age. And the health benefits will keep you going! Learn how walking can improve your mood, promote better sleep, reduce your risk of heart disease, and lower your stress. This video will cover setting goals, selecting correct walking shoes, avoiding injuries, and staying motivated. Bonus: go for a walk while listening.

- OR -

📺 Watch "[Strength Training Simplified \(13 minutes\)](#)"

Learn about the benefits and components of strength training then get ready to move! This session will provide you with a strength workout that you can do anytime, anywhere – using just your body weight! Throw on something comfy and try this quick workout.

Complete the weekly challenge survey sent to your DCPS email by Jan. 30th in order to be entered into the raffle. Winner will be announced on Jan. 31st.

Step it Up!

Share a picture or video of you exercising with keyt@duvalschools.org. It will be posted on the HR Social media page to motivate your co-workers! **#HealthyWeightChallenge**

Resources

Find a balance that works for you! Here are some Discounted or [Free Workout Plans](#), including beginner-level, at-home, and bodyweight exercises.

- [Fitness Your Way](#) gives you access to multiple gyms and virtual fitness classes, all with one membership.
- [Florida Blue Retail Centers](#) are offering free virtual fitness classes! Free virtual fitness classes via Facebook Live. Follow @FloridaBlueHealth and get a quick workout in today!
- [Check out Blue365](#) for discounts on fitness devices and at-home equipment!

The 3 Components of an Exercise Program

- **Aerobic exercise** - try to get 20 minutes of aerobic training a day 3-5x per week. Examples of aerobic activity include walking, running, biking, swimming, and dancing.
- **Strength training** - try to get 2 strength training workouts per week. The more lean muscle mass you have, the more calories you burn while at rest.
- **Flexibility** - an important but often neglected element of exercise programs. Stretching increases your flexibility and decreases your risk for injury. Strive to stretch for a few minutes each day (even while at your [desk](#)!)

Week 4: Finding Accountability



Daily Affirmation:

I choose to surround myself with people who support me in achieving greatness.

Achieving your health goals takes time, hard work, and commitment.

Research shows you can lose 3X more weight with support than dieting on your own. Arming yourself with the right people can increase your ability to succeed and help see you through tough and trying moments.

An accountability partner can look and feel different for everybody. It can be a friend, a family member, a group of likeminded individuals, or even a health professional. This week, you will discover resources to help you in finding accountability.

Activities Due

FEB
2

Winner Drawn

FEB
7

📅 Register for "[Headspace Health](#)"

Your mental health is just as important as your physical health. Get support in reaching your mind + body goals by connecting with your dedicated coach. Available virtually, on-demand, and via text to help you set and stick to your well-being goals. If you are looking for additional support, employees receive 16 visits with a licensed therapist or psychiatrist, all at no cost to you. Get started today by visiting:

work.headspace.com/dcps/bundled. NOTE: This is in addition to your EAP benefit.

Complete the weekly challenge survey sent to your DCPS email by Feb. 6th in order to be entered into the raffle. Winner will be announced on Feb. 7th.

Who's your accountability partner?

Share a picture of you and your accountability partner with keyt@duvalschools.org. It will be posted on the HR Social media page to motivate your co-workers! **#HealthyWeightChallenge**

Resources

- **ThinMD Med Spa** - in partnership with DCPS and Florida Blue, you have access to medically supervised weight loss programs at exclusive rates. Start today for as low as \$19.60 per month!
- **Solera** - if you are at risk for diabetes, we provide you access to leading programs such as WW (Weight Watchers® Reimagined), Betr Health, as well as local community programs. Solera is available at no additional charge to Florida Blue members who qualify. Visit gosolera.com/dcps to learn more and enroll!
- **Next Steps Health Coaching Program** - Florida Blue's Better You Registered Nurses offer FREE individual health coaching to help you with healthy eating habits, stress, exercise, tobacco cessation, and more! To enroll and find more information, please email nextsteps@floridablue.com.
- **Diabetes Management Program** - If you have a diagnosis of diabetes and would like clinical support in managing your condition, Florida Blue has a program for you! Bonus: you will receive FREE diabetes medications and supplies. To learn more about program requirements and eligibility, please email Jennie Cruz at jennie.cruz@floridablue.com.

DID YOU KNOW? All DCPS Employees Have Access To Discounted YMCA Memberships.

- Find a community of like-minded individuals by taking group fitness classes, or sign up for 1-on-1 personal training. Just show your ID badge or proof of employment at any **First Coast YMCA** location and receive \$10 off any membership type and \$0 joining fee!

Week 5: Loving Your Body



Daily Affirmation:

I am loving my body into a healthier version of myself.

Activities Due



Winner Drawn



When you are losing weight, it is especially important to treat your body with love and compassion. While easier said than done, it can be helpful to remember that it is possible to develop a loving relationship with your body while making changes to your exercise and eating habits.

A good place to start is to consider how you speak to yourself. Be mindful about the words you choose when you talk about, think about, touch, or look at your body. Each time you notice negative self-talk, take a moment to appreciate yourself for choosing to create a healthy lifestyle. This week, take a loving approach to weight loss and discover tools to help you build a healthy body image.

Meditate “[Meditation for a healthy body image \(10 minutes\)](#)”

Through meditation, we can rewrite the stories we have been telling ourselves about our body image and learn to befriend our body. By intentionally spending time with our mind, we can increase self-compassion, find acceptance, and build the strength and confidence to start loving ourselves, however we look and feel. Let us learn how to accept our body, and create a kinder relationship with ourselves and our mind.

Reflect “[What Does Health Mean to You?](#)”

Start by creating a list of the things that you love about your body. What does your body allow you to do with your life? Reflect on how you can celebrate your body today.

Complete the weekly challenge survey sent to your DCPS email by Feb. 13th in order to be entered into the raffle. Winner will be announced on Feb. 14th.

Resources

Developing self-love benefits from daily, sustained practice. Here are simple ways to incorporate a healthy dose of self-love into your daily routine.

- o **Mirror work** - It is a generalization, but everyone looks in the mirror daily. This can be a very negative experience for many people because of the unkind inner dialogue you hear. Do not listen to those words. Instead, when you look in the mirror, look yourself in the eyes and say “I love you.” Do it, even if you feel silly! You can also put up a few notes on your mirror with positive, loving reminders.
- o **Mindful movement** - Moving your body in a mindful way is much different than exercising or working out. This is not about forcing yourself to do something you hate. This is about tuning in to your body and asking yourself what you need. Find a way to move that makes both your body and mind feel good. Maybe an outdoor walk or a yoga class is what you are looking for?
- o **Breathe** - We live in such a fast-paced environment. During your day, give yourself permission to take a couple minutes to just breathe. Take 10 deep breaths and check in with your body. Allow yourself to re-center and refocus before you move on with your daily tasks.

Week 6: Maintaining Motivation



Daily Affirmation:

I am capable of achieving anything I set my mind to.

**Final activities deadline
for entry in the Grand
Prize Winner Raffle**



Wow! You made it all this way! Do you notice the difference?

A healthy body is a happy body. Keep going strong and you will keep feeling good! In this final week, we will revisit the reasons why you started this challenge in the first place. You will also learn about the DCPS resources to help you in this next phase of your weight loss journey!

📺 Watch “[Master Your Motivation: Seven Strategies to Reach Your Goals \(35 minutes\)](#)”

If you have attempted to lose weight, eat better, exercise, manage stress, or make other improvements in your health in the past, you may have experienced setbacks or been frustrated by what feels like the inevitable come-and-go nature of motivation. This presentation will help you define your powerful motivators for change and leave you with 7 practical strategies that will empower you to consistently make choices to reach your personal health goals.

? Reflect “[My Healthy Weight Challenge Experience](#)”

Tell us about your experience! How do you feel? What did you like the most? What did you find to be most impactful? Check your email for the link to the “[My Challenge Experience Survey](#)”.

Complete all 6 weekly challenge surveys sent to your DCPS email by Feb. 20th in order to be entered into the grand prize raffle. Grand prize winners will be announced on Feb. 21st.

**Do not miss your chance to be entered into
a drawing for 1 of 3 \$100 gift cards!**

Resources

Congratulations on 6-weeks of mindful eating, moving your body, and reciting your daily affirmations. Keep the momentum going! Check out these other healthy weight resources available to ALL employees:

- **Wellness Perks** - an incentive program that rewards you for healthy behaviors, such as participating in this Healthy Weight Challenge! Other rewardable activities include getting your annual wellness exam and completing your online health assessment. Each time you complete an activity, you will receive points on the [Better You Strides portal](#). Once you have 100 points, you will be entered to win fun prizes! Redeem your points today by visiting [Better You Strides](#).
- **2024 First Coast Games** - Represent Team Duval and join the YMCA’s First Coast Games! Join us for intramural sports such as soccer, volleyball, football, and so much more! All activities encourage physical movement through fun and competitive sports, games, and activities. [Click here](#) to register and learn more!
- **Gate River Run** - Whether you are walking or running, this race is a great way to keep you motivated and in shape. For those who are new to running, check out this [Couch to 5k Training Guide](#) and make a plan to start today!

Notices

NOTICE REGARDING WELLNESS PROGRAM

The Healthy Weight Challenge is a voluntary wellness program available to all employees. The program is administered according to federal rules permitting employer-sponsored wellness programs that seek to improve employee health or prevent disease, including the Americans with Disabilities Act of 1990, the Genetic Information Nondiscrimination Act of 2008, and the Health Insurance Portability and Accountability Act, as applicable, among others. If you choose to participate in the wellness program you will be asked to complete a voluntary health risk assessment or "HRA" that asks a series of questions about your health-related activities and behaviors and whether you have or had certain medical conditions (e.g., cancer, diabetes, or heart disease). You are not required to complete the HRA or to participate in other medical examinations.

However, employees who choose to participate in the wellness program will receive an incentive of a raffle prize entry. If you are unable to participate in any of the health-related activities to earn an incentive, you may be entitled to a reasonable accommodation or an alternative standard. You may request a reasonable accommodation or an alternative standard by contacting wellness@duvalschools.org.

The information from your HRA will be used to provide you with information to help you understand your current health and potential risks, and may also be used to offer you services through the wellness program, such as health coaching. You also are encouraged to share your results or concerns with your own doctor.

PROTECTIONS FROM DISCLOSURE OF MEDICAL INFORMATION

We are required by law to maintain the privacy and security of your personally identifiable health information. Although the wellness program may use aggregate information it collects to design a program based on identified health risks in the workplace, the Healthy Weight Challenge will never disclose any of your personal information either publicly or to the employer, except as necessary to respond to a request from you for a reasonable accommodation needed to participate in the wellness program, or as expressly permitted by law. Medical information that personally identifies you that is provided in connection with the wellness program will not be provided to your supervisors or managers and may never be used to make decisions regarding your employment.

Your health information will not be sold, exchanged, transferred, or otherwise disclosed except to the extent permitted by law to carry out specific activities related to the wellness program, and you will not be asked or required to waive the confidentiality of your health information as a condition of participating in the wellness program or receiving an incentive. Anyone who receives your information for purposes of providing you services as part of the wellness program will abide by the same confidentiality requirements.

In addition, all medical information obtained through the wellness program will be maintained separate from your personnel records, information stored electronically will be encrypted, and no information you provide as part of the wellness program will be used in making any employment decision. Appropriate precautions will be taken to avoid any data breach, and in the event a data breach occurs involving information you provide in connection with the wellness program, we will notify you immediately.

You may not be discriminated against in employment because of the medical information you provide as part of participating in the wellness program, nor may you be subjected to retaliation if you choose not to participate. If you have questions or concerns regarding this notice, or about protections against discrimination and retaliation, please contact wellness@duvalschools.org.



Duval County Public Schools

(904) 390-2351

1701 Prudential Drive
Jacksonville, FL 32207

Thanks to everyone for participating! We hope you enjoyed the program.

Just because the Healthy Weight Challenge is over does not mean you have to stop prioritizing your health. Keep this guide handy and refer back to it as needed!