



**Employee Wellness
Blood Pressure Screening Program Guidelines and Procedures**

PURPOSE:

The Parkway School District Employee Wellness Blood Pressure Screening Program was created to provide Parkway and Special School District employees the opportunity to have a blood pressure measurement taken at work, thus providing access to health information and supporting opportunities to identify elevated blood pressure readings and seek medical attention to lower their risk of chronic disease.

PROCEDURE:

Assessment

- Prior to blood pressure being taken, explain to the employee what Blood Pressure (BP) is and what is meant by high blood pressure (review “*What is High Blood Pressure?*” handout).
- Guidelines for Blood Pressure Check
 - Assess blood pressure in a quiet area.
 - Make sure the staff member is seated with feet flat on the floor and back supported.
 - Use the proper cuff size.
 - Make sure arm is at heart level and supported. Palm should be open and facing upward.
 - Record Blood Pressure for staff member.
 - Take a second reading at least 5 minutes after the initial one. It is important to take 2 readings.
 - To interpret the B/P reading, use the following chart based on 2017 Guidelines:

Definition	Systolic Blood Pressure		Diastolic Blood Pressure
Normal	< 120 mm Hg	and	<80 mm Hg
Elevated	120-129 mm Hg	and	<80 mm Hg
Stage I Hypertension	130-139 mm Hg	or	80-89 mm Hg
Stage II Hypertension	≥140 mm Hg	or	≥90 mm Hg

*Individuals with SBP and DBP in 2 categories should be designated to the higher BP category.

Post Assessment

- For individuals who have a normal blood pressure reading, provide person with their blood pressure numbers and encourage them to get their blood pressure checked yearly.
- For individuals who have an elevated blood pressure reading, utilize these counseling points:
 - **If BP is considered elevated (120-129/80)**, provide recommendation that they should have their blood pressure rechecked by their healthcare provider to assess for the onset of hypertension. Remind individual that hypertension usually has no symptoms and that they could become hypertensive without even knowing it.
Risk factors and corrective actions:
 - Smoking/smoking cessation;
 - Obesity/weight reduction;
 - Sedentary habits/ brisk walk 60 min. daily (check with practitioner first);
 - Alcohol /limit to 1 drink per day for a woman; 2 for a man;
 - High saturated fat and trans-fat diet/ High sodium diet /limit salt (sodium) in diet.
 - **If BP 130/80 and above and client has no history of hypertension:**
 - Provide definitions of normal and abnormal BP;
 - Explain that more than one elevated BP reading is necessary to diagnose hypertension;
 - Discuss the damage that can be done to heart, brain, kidneys by increased B/P when hypertension is not controlled;
 - Emphasize that hypertension requires life-long management;
 - Discuss risk factors/corrective actions noted above;
 - Refer for medical evaluation with their healthcare provider to assess for the onset of hypertension. *Remind staff about the CareATC clinic resource - <https://www.parkwayschools.net/Page/7665>
 - **If BP below 130/80 and client has a known history of hypertension and is under treatment:**
 - Give positive reinforcement for efforts to control BP;
 - Review counseling points above as necessary.
 - **If BP 130-139/80-89 and above and client has no history of hypertension**
 - Provide definitions of normal and abnormal BP;
 - Explain that more than one elevated BP reading is necessary to diagnose hypertension;
 - Discuss the damage that can be done to heart, brain, kidneys by increased B/P when hypertension is not controlled;
 - Emphasize that hypertension requires life-long management;
 - Discuss risk factors/corrective actions noted above;

- Refer for medical evaluation with their healthcare provider to assess for the onset of hypertension. *Remind staff about the CareATC clinic resource - <https://www.parkwayschools.net/Page/7665>

- **If BP 140/90 or above and is known hypertensive**
 - Review counseling points above as necessary;
 - Identify barriers to care and work with client to form a plan of action for better control of BP;
 - Refer for medical re-evaluation with healthcare provider. *Remind staff about the CareATC clinic resource <https://www.parkwayschools.net/Page/7665>

- **If BP 180/120 or above**
 - Explain significance of BP reading and need for urgent medical evaluation;
 - Discuss options for care and offer to help make an urgent appointment;
 - Assist, as needed, in contacting family member/friends who can drive client to appointment;
 - Seek immediate medical professional care (including Emergency Service as needed)

Category	Systolic BP		Diastolic BP	Action Needed
Normal	< 120 mm Hg	and	<80 mm Hg	Evaluate yearly
Elevated	120-129 mm Hg	and	<80 mm Hg	Recommend healthy lifestyle and reassess in 3-6 months.
Stage I Hypertension	130-139 mm Hg	or	80-89 mm Hg	Recommend healthy lifestyle and reassess in 3-6 months. Note: If patient has known clinical cardiovascular disease (CVD), diabetes mellitus, or chronic kidney disease, recommend medical evaluation within 1 month.
Stage II Hypertension	≥140 mm Hg	or	≥90 mm Hg	Recommend healthy lifestyle changes and refer for medical evaluation.
Hypertensive Emergency	>180 mm Hg	and/or	>120 mm HG	Refer for immediate evaluation in Emergency Department.

References

American College of Cardiology (2017). 2017 Guideline for the prevention, detection, evaluation, and management of high blood pressure in adults: Guidelines made simple. Available at https://www.acc.org/~media/Non-Clinical/Files-PDFs-Excel-MS-Word/etc/Guidelines/2017/Guidelines_Made_Simple_2017_HBP.pdf

American Heart Association. (2017) Highlights from the 2017 guideline for the prevention, detection, evaluation and management of high blood pressure in adults. Available at: https://www.heart.org/-/media/data-import/downloadables/hypertension-guideline-highlights-flyer-ucm_497841.pdf



**Employee Wellness
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Name: _____ Date: _____

Blood pressure reading(s) today:

1. _____ 2. _____

Recommendations:

- The following lifestyle modifications are helpful in maintaining a healthy blood pressure:
 - If you smoke, stop. Ask your healthcare provider for help.
 - Maintain a healthy weight.
 - Break sedentary habits – ask your healthcare provider for safe physical activity recommendations.
 - Limit alcohol to 1 drink or less per day for a woman; 2 for a man;
 - Limit high saturated fat, trans-fat and sodium (salt) in your diet

- <120/80 - Your blood pressure measurement is normal. Get your blood pressure checked annually by your healthcare provider.

- 120-129/80 - Your blood pressure is considered elevated. Recheck with your blood pressure with your healthcare provider in the next few months and follow the healthy lifestyle recommendations above.

- 130-139/80-89 – Your blood pressure is elevated and could indicate stage 1 hypertension. Recheck with your healthcare provider in the next month and follow the healthy lifestyle recommendations above.

- \geq 140/90 – Your blood pressure is elevated and could indicate stage II hypertension. See your healthcare provider soon and follow the healthy lifestyle recommendations below.

- >180/120 – Your blood pressure is extremely elevated and could signal a **hypertensive emergency**. Go to the emergency department for an immediate evaluation

School Nurse