

HealthForce Health Risk Assessment

Everett Public Schools Aggregate Report

Report Date: Mar 30, 2012

Introduction

This HRA aggregate report provides Everett Public Schools with an overview of how its participants responded to the items in the HealthForce Health Risk Assessment (HRA) questionnaire.

The HealthForce HRA is an important part of any organization's health promotion program. By completing the HRA, individuals are made aware of potential health risks, providing participants with the opportunity to improve their health by reducing modifiable risk factors and becoming more engaged health care consumers. Everett Public Schools should encourage their HealthForce participants to share their HRA results with their physician and keep them in a safe and accessible place, and to update their HRA data on a periodic basis.

Participants were asked to read each question and then to select the answer or answers that best described their current situation. Questions covered physiological measures (weight, blood pressure, cholesterol, etc.), health behaviors (tobacco use, exercise, diet, safety, etc.), personal history of disease, use of the health care system, and preventive health screenings. Upon completion of the HRA, participants received personalized evaluations of their current overall health risk as well as their risks for heart disease, stroke, cancer, diabetes, and mental health problems.

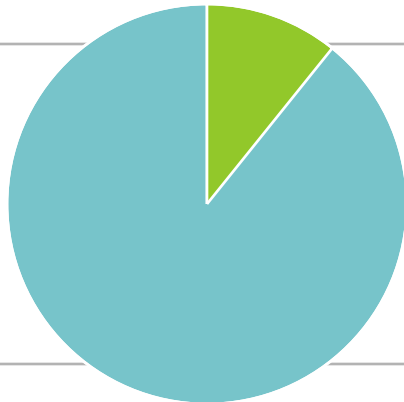
In this report, information about the health risks and health status of Everett Public Schools's HRA participants is assessed, along with recommendations for health risk reduction strategies. Subsequent aggregate reports can be used to monitor Everett Public Schools's progress with decreasing health risks among its employees. This may provide insights for assessing the impact of your current health program efforts, and for determining your focus for future interventions.

Through the HealthForce Health Risk Assessment, the health risks and health status of the employees of Everett Public Schools who completed the HRA questionnaire was determined.

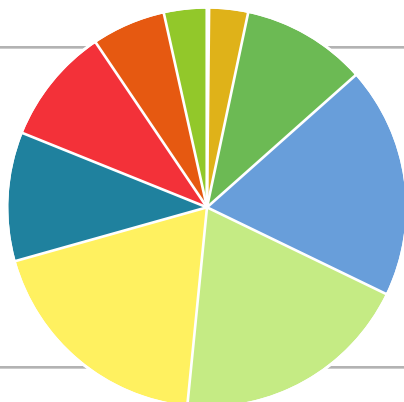
Demographics

Demographic factors such as age, gender, and race/ethnicity are strongly related to risk for certain illnesses and diseases. The following table shows the demographics for Everett Public Schools's HealthForce HRA participants, with comparisons for baseline and current HRA periods.

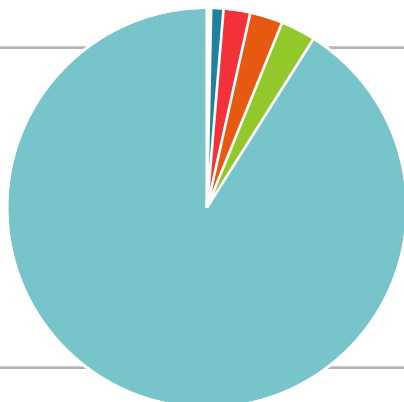
Gender



Age



Race & Ethnicity

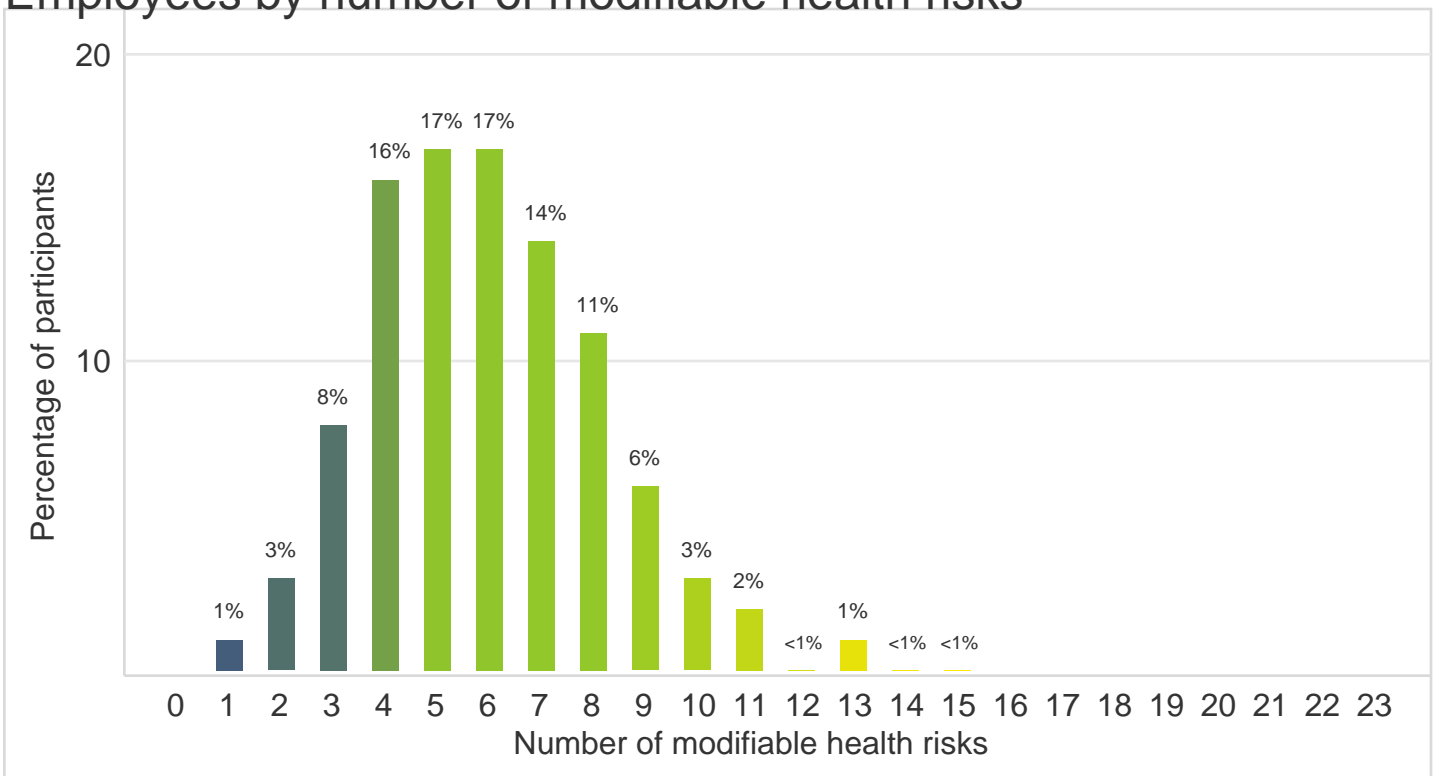


Number Of Elevated Health Risks

The number of elevated health risk factors an individual experiences can serve as a useful predictor of future health problems and healthcare utilization. Recent research indicates that those at risk for 3 or more serious health risk factors (such as tobacco use, hypertension, high blood sugar, or obesity) will have substantially higher healthcare costs.

Based on responses by participants on the Wellstream PHA, the tables below provide the number and percentage of participants by number of elevated risk factors, categorized by modifiable risk factors (out of 23), non-modifiable risk factors (out of 10), and total risk factors (out of 33). This information will help your organization to identify and monitor the overall health risk status of its population. Detailed information on the numbers and percentages of participants by each of the specific 33 risk factors is provided on page 7.

Employees by number of modifiable health risks

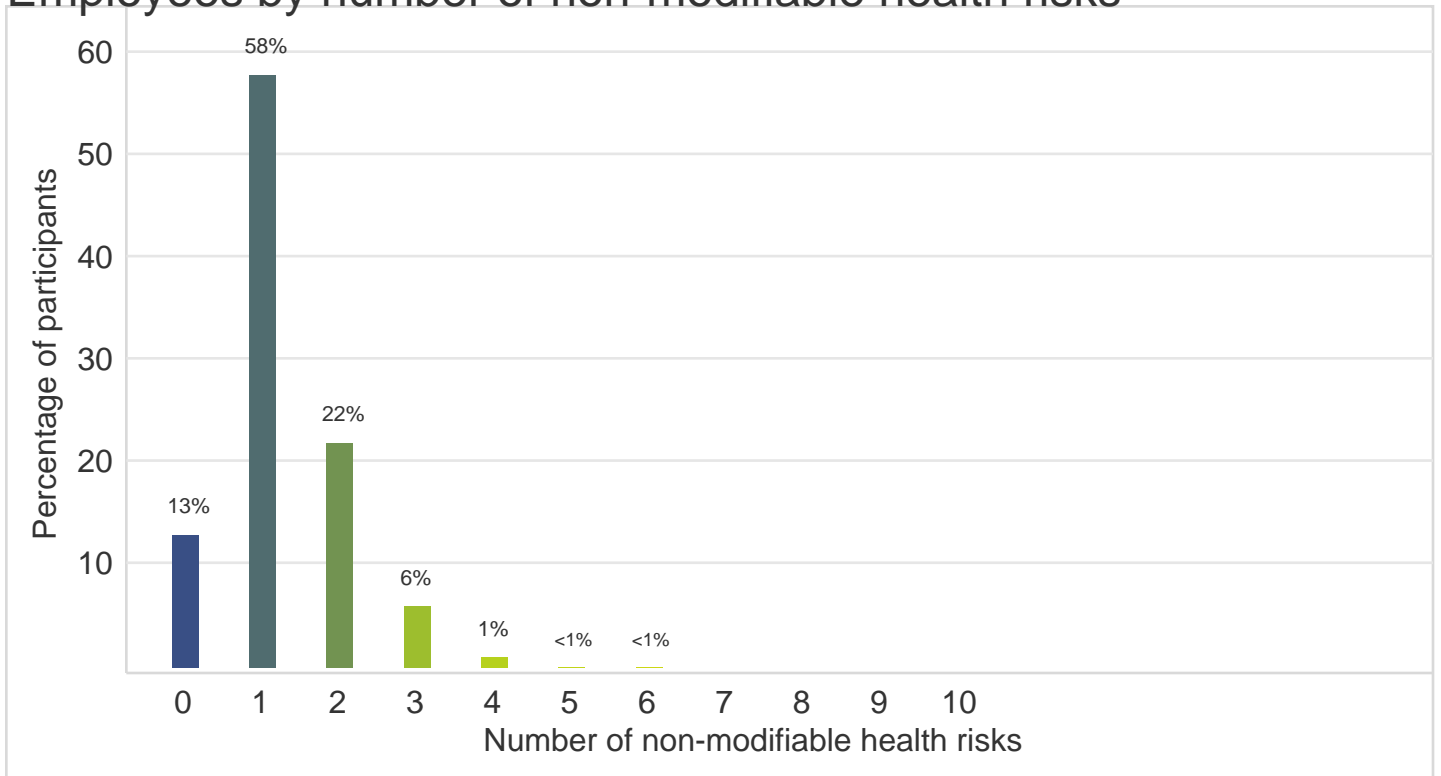


Specifics

No health risks: 0	7 health risks: 84	14 health risks: 1	21 health risks: 0
1 health risk: 7	8 health risks: 66	15 health risks: 1	22 health risks: 0
2 health risks: 16	9 health risks: 39	16 health risks: 0	23 health risks: 0
3 health risks: 46	10 health risks: 20	17 health risks: 0	
4 health risks: 97	11 health risks: 15	18 health risks: 0	
5 health risks: 102	12 health risks: 2	19 health risks: 0	
6 health risks: 102	13 health risks: 5	20 health risks: 0	

Number Of Elevated Health Risks

Employees by number of non-modifiable health risks



Specifics

No health risks: 76

1 health risk: 347

2 health risks: 135

3 health risks: 39

4 health risks: 4

5 health risks: 1

6 health risks: 1

7 health risks: 0

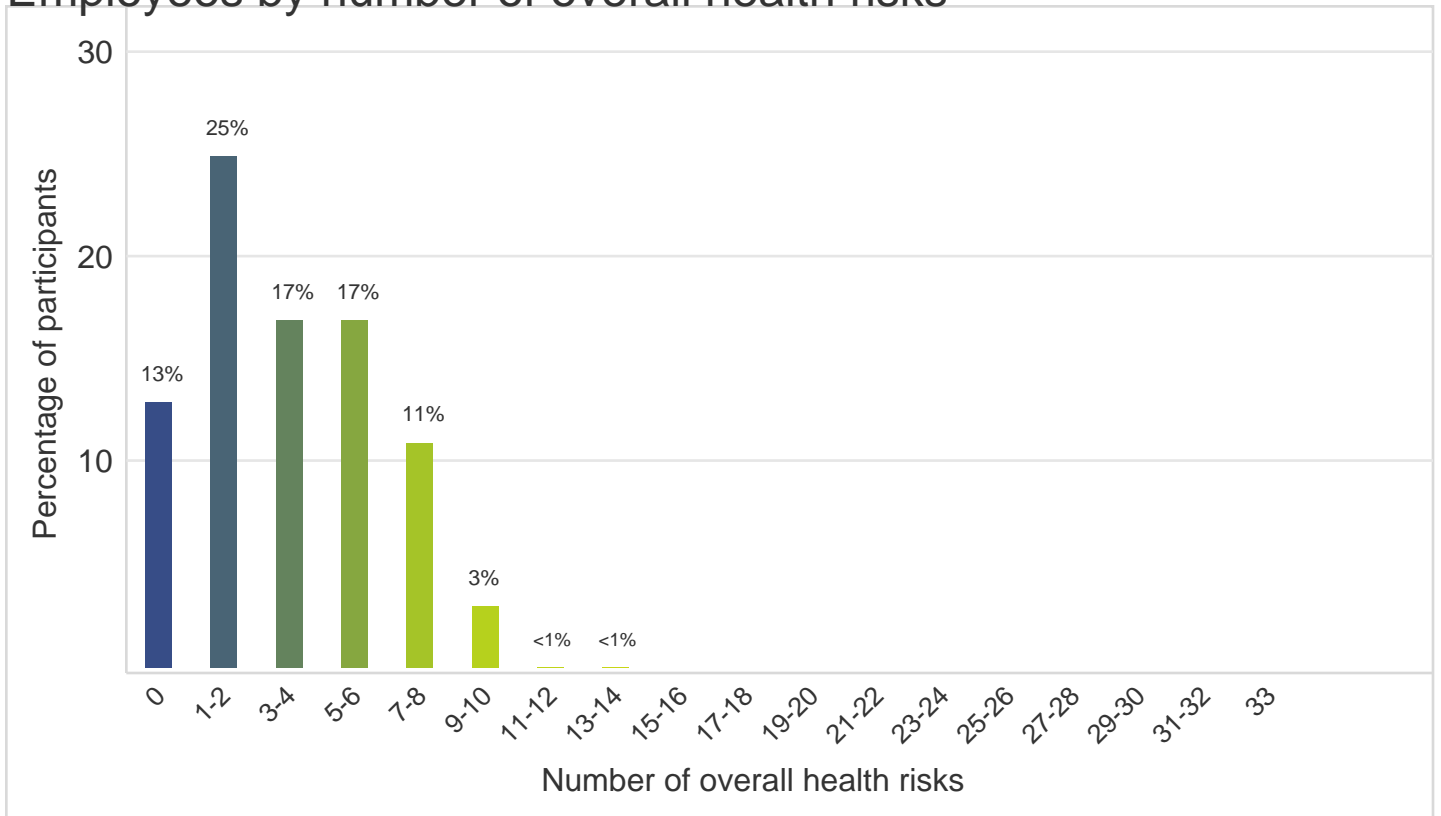
8 health risks: 0

9 health risks: 0

10 health risks: 0

Number Of Elevated Health Risks

Employees by number of overall health risks



Specifics

No health risks: 76

1-2 health risks: 151

3-4 health risks: 101

5-6 health risks: 102

7-8 health risks: 66

9-10 health risks: 20

11-12 health risks: 2

13-14 health risks: 1

15-16 health risks: 0

17-18 health risks: 0

19-20 health risks: 0

21-22 health risks: 0

23-24 health risks: 0

25-26 health risks: 0

27-28 health risks: 0

29-30 health risks: 0

31-32 health risks: 0

33 health risks: 0

Health Risk Levels

An individual's risk level is also a useful predictor of future health problems and related health care and productivity-loss costs.

Risk level categories were created below so Everett Public Schools could see how their population fits within these categories. It will be important for Everett Public Schools to monitor the migration of risks among their population overtime. For example, are the percentages of participants in the low and moderate risk levels increasing while the percentages of those in the high risk levels decreasing?

This migration scenario may suggest the interventions that have been implemented by Everett Public Schools are effective in reducing the population's health risks.



Participants At Risk

An individual's risk level is also a useful predictor of future health problems and related health care and productivity-loss costs. Risk level categories were created below so Everett Public Schools could see how their population fits within these categories. It will be important for Everett Public Schools to monitor the migration of risks among their population overtime. For example, are the percentages of participants in the low and moderate risk levels increasing while the percentages of those in the high risk levels decreasing? This migration scenario may suggest the interventions that have been implemented by Everett Public Schools are effective in reducing the population's health risks.

Based on their responses to the 33 risk factor items covered in the HealthForce HRA, the overall risk level for each participant was determined. The following table indicates the percentages of Everett Public Schools's HRA participants who were determined to be at risk for these conditions.

Non-Modifiable Risk Factors



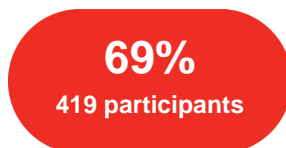
Modifiable Risk Factors



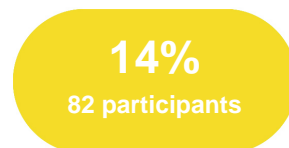
Current tobacco use



Exposure to second-hand smoke



Inadequate exercise



Stress Often or always a problem



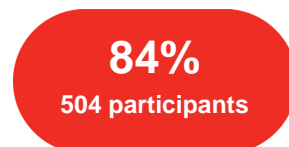
Not at all satisfied with work and/or personal life



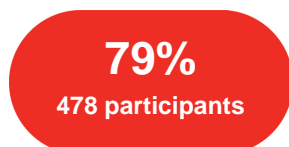
Sad or depressed for 2 weeks or longer



Half or more high-fat foods consumed



Less than 5 servings/day of high-fiber foods



Less than 5 servings/day of fruits and vegetables



Heavy alcohol use



BMI too low



BMI too high



Borderline high or high blood pressure



Borderline high or high cholesterol



Borderline high or high LDL cholesterol



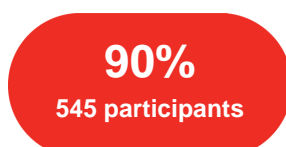
Mid-range or low HDL cholesterol



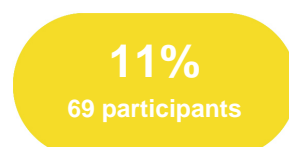
Borderline high or high triglycerides



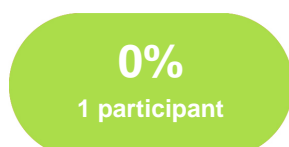
High blood sugar or high A-1C



Severely sunburned once or more



Sun protection not used



Seat belts not always used



No working smoke detector



Has not had all age/gender appropriate preventive health screenings

Individual Condition Risks

Heart Disease

In the U.S and other developed countries, heart disease is responsible for the highest number of deaths. Numerous modifiable health risks are associated with heart disease. A review of heart disease risk rates and specific risk factor prevalence rates will assist Everett Public Schools with appropriate program planning.

Based on the modifiable and non-modifiable health risk factors that were assessed through the HealthForce HRA, the number and percentage of participants at each of the risk levels for Heart Disease are presented in the chart below.



Stroke

Stroke ranks as the third leading killer in the United States, and is the most common cause of adult disability. Each year, more than 700,000 Americans have a stroke, with about 160,000 dying from stroke-related causes. Similar to heart disease, several modifiable risk factors are related to stroke.

Based on the modifiable and non-modifiable health risk factors that were assessed through the HealthForce HRA, the number and percentage of participants at each of the risk levels for Stroke are presented in the chart below.



Individual Condition Risks

Cancer

One of every four deaths in America is related to cancer. Over one million new cases of cancer are diagnosed each year. More than a half million Americans die of cancer - that's more than 1,500 people a day.

The National Cancer Institute (NCI) estimates that about 9.6 million Americans with a history of cancer were alive in January 2000. Although some of these individuals were considered to be cured or cancer-free, others continued to live with the disease and may have been receiving treatment.

Effective strategies exist for reducing the number of both new cases of cancer and deaths caused by cancer. These include decreasing the prevalence of behavioral and environmental factors that increase people's cancer risk, and ensuring that evidence-based screening tests and treatment services are available and accessible.

Based on the modifiable and non-modifiable health risk factors that were assessed through the HealthForce HRA, the number and percentage of participants at each of the risk levels for Cancer are presented in the chart below.



Individual Condition Risks

Diabetes

An estimated 18 million people in the United States - about 6% percent of the population - have diabetes, a serious, lifelong condition. Unfortunately, only 13 million of those who have this disease have been diagnosed and are aware of their condition. As a result, many of these individuals go untreated, resulting in a host of serious health complications, including cardiovascular disease, blindness, and loss of limbs. Assessing diabetes risk, performing blood glucose screening, and getting those with diabetes into appropriate diabetes control programs will reduce these negative health outcomes.

Based on the modifiable and non-modifiable health risk factors that were assessed through the HealthForce HRA, the number and percentage of participants at each of the risk levels for Diabetes (Type II) are presented in the chart below.



Mental Health

20% of adult Americans will have a mental illness severe enough to require treatment. Many more have problems that prevent them from fully enjoying their lives. Often these people suffer in silence, rather than admit they need help. Increasing awareness through the HealthForce HRA personal reports will help to draw the participants' attention to this problem, and hopefully motivate them to seek professional assistance when needed. Everett Public Schools can also assist in reducing the prevalence of mental health problems by providing appropriate intervention programs as part of their wellness program.

Based on the modifiable and non-modifiable health risk factors that were assessed in the HealthForce HRA, the number and percentage of participants at each of the risk levels for Mental Health Problems are presented in the chart below.



Health Conditions

Nearly all individuals and families will eventually be confronted with a chronic health condition. The HRA is one tool that can serve as a reminder to individuals on the recommended timeframes between screenings. Everett Public Schools can provide resources and reliable information to help employees and dependents to better manage those chronic conditions.

Based on their responses to the HealthForce HRA, the number and percentage of participants reporting certain health conditions are listed in the table below.

Condition	# of Participants	% of Total Participants
High blood pressure	106	18%
High cholesterol	111	18%
Obesity (or overweight)	159	26%
Arthritis	107	18%
Chronic joint, bone, or muscle problems (other than arthritis)	39	6%
Heart disease	6	1%
Asthma	70	12%
Chronic depression	54	9%
Chronic headaches or migraines	74	12%
High blood sugar or diabetes	34	6%
Osteoporosis (or thinning of the bones)	21	3%
High triglycerides	20	3%
None of these health problems	183	30%
Dental problems (infections of the gums or teeth)	17	3%
Cancer	44	7%
Chronic inflammatory bowel disease or colitis	19	3%
Chronic obstructive pulmonary disease (COPD) (chronic bronchitis, emphysema, lung disease)	3	0%
Stroke	4	1%

Health Care and Missed Work

Overall, 55 percent of the American public are dissatisfied with the quality of health care. Many individuals are beginning to play a more active role in their overall health care. The HRA is one tool that can help people to develop a more proactive approach to managing their health and their interaction with the healthcare system. In addition to recommendations related to their health, the HealthForce HRA personal report provides important information that can be shared with the participant's health care provider.

The HRA assessed health care behavior, including whether the Everett Public Schools participants had a primary health care provider, and whether they had gotten a health checkup within the past year. In addition, the number of times they were hospitalized during the past year and days missed from work due to illness or injury were also assessed, which serves as a measure for monitoring negative health outcomes to determine the impact of Everett Public Schools's health programs.

Based on their responses to the HealthForce HRA, the number and percentage of participants regarding their health care behaviors, health care usage, and missed work due to illness or injury are listed in the table below.

Risk Factor	# of Participants	% of Total Participants
Have Primary Health Care Provider	581	96%
Had health checkup within past year	502	83%
Number of times seen by health care provider in past year		
0 times	26	4%
1-2 times	292	48%
3-5 times	193	32%
6 or more times	89	15%
Number of times hospitalized in past year		
0 times	553	92%
1-2 times	45	7%
3-5 times	3	0%
6 or more times	0	0%
Number of times missed at least one day of work due to illness or injury in past year		
0 times	97	16%
1-2 times	312	52%
3-5 times	142	24%
6 or more times	48	8%

Stages Of Readiness To Change

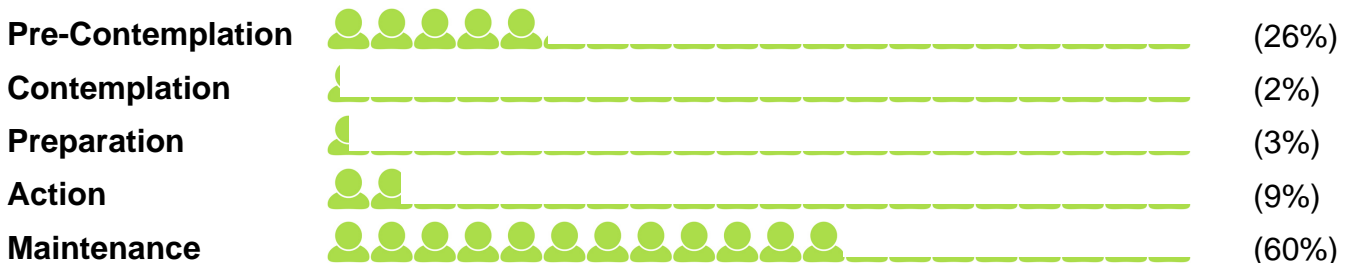
Readiness to change is a component of Dr. James Prochaska's Transtheoretical (Stages of Change) Model - a useful tool for understanding where individuals are in their personal change process. Also referred to as "stage of change," a participant's readiness to change - ranging from pre-contemplation to contemplation to preparation to action/maintenance - should be taken into consideration when planning and designing health programs for Everett Public Schools's population. Providing stage-based programming to individuals at their particular stages of readiness, and helping those who are in earlier stages to move on to the next stage, will enhance the success of Everett Public Schools's programs.

The following charts illustrate the percentages of Everett Public Schools's participants identified within each readiness-to-change category who are "at risk" based on each of the following risk factors: cigarette use, other tobacco use, alcohol use, inadequate exercise, fat in diet, fruit/vegetables in diet, fiber in diet, BMI/weight, blood pressure, cholesterol, triglycerides, blood sugar, stress, and depression.

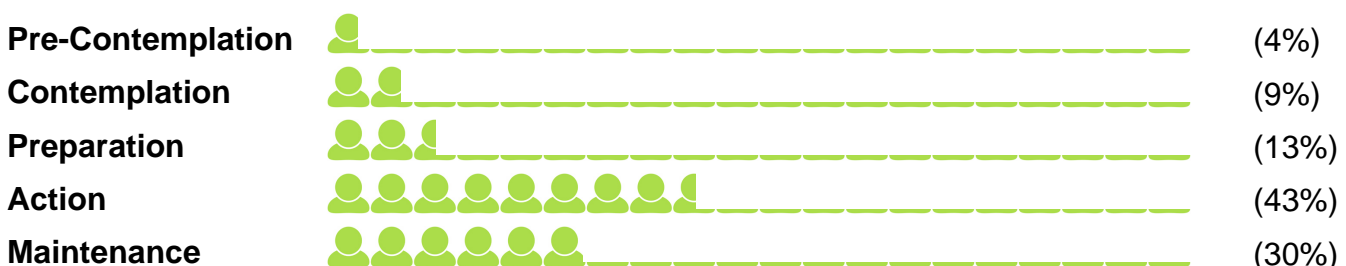
Cigarette Use



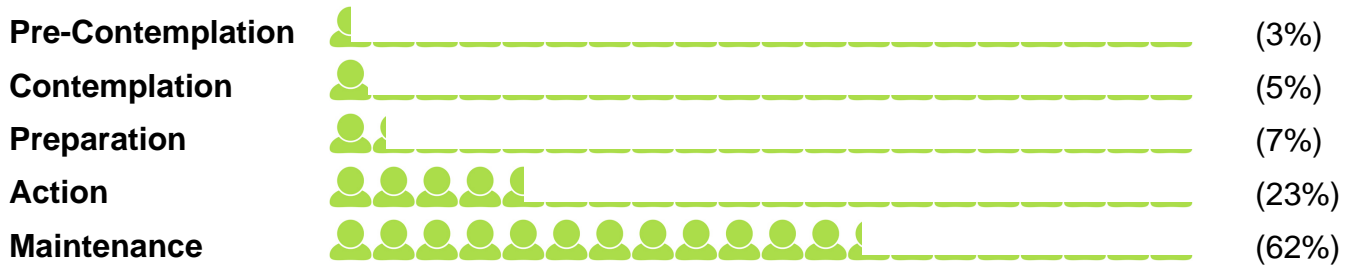
Alcohol Use



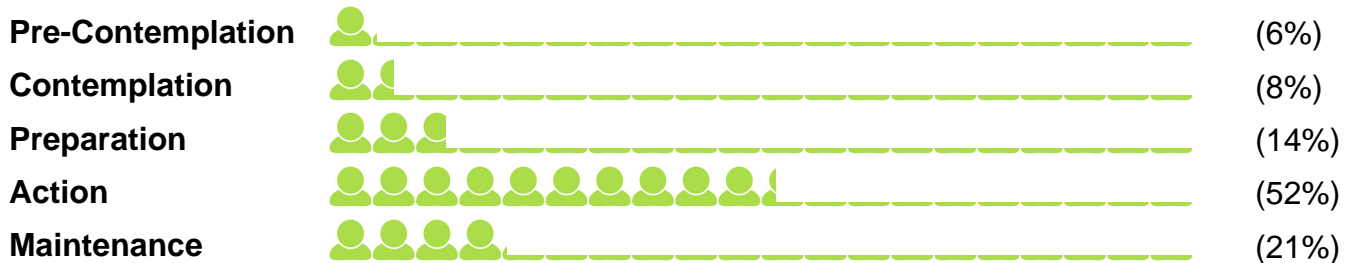
Inadequate Exercise



Fat In Diet



Fruit And Vegetables In Diet



Fiber In Diet



Stress



Depression



Recommendations

Along with giving valuable feedback to its participants, HealthForce also provides Everett Public Schools with recommendations for enhancing or starting their wellness program. While there are numerous issues for any organization to consider, reviewing the overall health status and prevalence rates for Everett Public Schools will assist with appropriate resource allocation and program direction.

Based on participant responses to the HealthForce HRA, the most prevalent modifiable risk factors for Everett Public Schools are listed below.

Dangerous Sun Exposure
High Weight/BMI
Inadequate Exercise
High Total Cholesterol
High Blood Pressure
Overdue Health Checkup
Stress
High LDL Cholesterol
Low Fiber in Diet
High Blood Sugar

While it is important to address all of the risk factors for this group, developing risk reduction intervention programs for these top most prevalent risk factors will affect the largest portion of your population.

Strategic planning should be part of any organizations' health promotion program. By reviewing the rank order of Everett Public Schools's prevalence rates and considering all other program influences, Everett Public Schools's program coordinator will be able to put together a strategic plan based on data and one that is tailored to the needs of the organization.