

<p align="center"> Everett Public Schools Employee Benefit Trust Employee Wellness Program Strategic Plan 2012-2013 Outcomes </p>	
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Category	Goal Description	Evaluation Method	Objective Outcome	Outcome
Culture	1. Cultivate a district culture that values the health and individual well-being of all district staff.	Employee surveys, observation End of year data collection from wellness program activities, end of year survey, observation	1. End of year survey respondent's increase to 850. 2. Cultural Change <ul style="list-style-type: none"> a. To have at least 90% of those who take the end of the year survey (Year: 2013) agree somewhat or strongly agree there has been a positive shift in district culture as a result of the wellness program. b. Questions: <ul style="list-style-type: none"> i. I notice that my colleagues and I are more conscientious about our health ii. WP activities have helped to create a greater sense of camaraderie at my workplace. iii. There is more conversation at work about health and wellness topics iv. We offer healthier food options at staff meetings and gatherings v. Having the WP in place makes me feel that my health is an important priority of district leadership. vi. Seeing district leadership involved in WP activities inspires and motivates me to participate too. 	720
Culture	2. Increase leadership engagement, commitment and visibility in Wellness Program activities and events.		3. Leadership Engagement <ul style="list-style-type: none"> a. Superintendent will actively participate and promote wellness program activities. <ul style="list-style-type: none"> i. Walktober ii. The Wellness Challenge b. 80% of school principals will participate in at least 2 wellness program opportunities this school year. 	No No

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Culture	3. Increase district wide participation, and visibility of Wellness Program	The Wellness Challenge® and district participation rates.	Increase Participation in Wellness Programming 1. Increase % of employees who participate in at least one wellness program activity in the 2012-2013 school year from 25% to 30%. 2. The Wellness Challenge a. At the end of both program periods have at least 60% of participants meeting criteria to earn incentive. b. Health Risk Appraisal i. 750 to complete HRA	No change Participation 25% Achieved 2013 589 Completed
	4. Create cohesive action oriented wellness teams at every school/site.	Establish SCORECARD for Wellness Teams	Wellness Teams will establish wellness goal for their school or site for 2012-2013 school year. Wellness Teams will meet 1-3 times during the year to plan and implement wellness program activities to achieve stated goals at their school or site for the year.	In Progress
Health Awareness, Prevention and Intervention	Provide a wide range of wellness programming offerings designed to increase the awareness and importance of modifiable health risk factors to effect behavior change. Goal: Increase Physical Activity Physical Activities: <ul style="list-style-type: none"> ○ Discounts on local gym memberships ○ Seasonal campaigns to encourage physical activity ○ Onsite physical activity classes in collaboration with the local YMCA's 	End of year survey, Wellness Challenge, participation, participation rates	Physical Activity Outcomes 3. End of year survey a. 70% will state they are more physically active as a result of the wellness program. 4. Wellness Challenge a. 75% of those receiving an incentive for the Wellness Challenge will have met Physical Activity criteria in both program cycles. 5. Seasonal Campaigns-Increase participation a. Walktober participation to 600 (30% EPS ees). b. Spring Fitness Challenge participation to 300 (15% EPS ees). 6. Onsite fitness class participation a. 300 (15% EPS ees) pp per quarter. 7. Establish walking clubs at 50% of schools/sites. 100 pp district wide by the end of the school year.	64% June-Dec 2012 54% Jan-June 2013 94% 454 (22%) 244 (12%) Average 60-75 ppts In progress

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Health Awareness, Prevention and Intervention	Provide a wide range of wellness programming offerings designed to increase the awareness and importance of modifiable health risk factors to effect behavior change (cont.)	End of year survey, Wellness Challenge, participation, biometrics, D-2 Hawkeye	Weight Mgmt and Nutrition Outcomes	
	<p>Goal: Improve eating habits</p> <p>Goal: Support healthy weight loss</p> <p>Weight Management/Nutrition:</p> <ul style="list-style-type: none"> ○ <i>Weight Watchers</i> ○ Seasonal campaigns to encourage healthy eating ○ Collaborate with local farms (CSA) to establish drop off sites for organic produce boxes 		<p>1. End of year survey</p> <ul style="list-style-type: none"> a. 60% will state they have lost 5-50 lbs <ul style="list-style-type: none"> i. 2% lost over 50 lbs b. 15% will state they have lowered their blood pressure c. 15% will state they have lowered their cholesterol d. 60% will state they have healthier eating habits <p>2. Wellness Challenge</p> <ul style="list-style-type: none"> a. 75% of those participating will achieve success in the Nutrition category <p>3. Seasonal Campaigns and Other Weight Mgmt & Nutrition Programs</p> <ul style="list-style-type: none"> a. Increase participation: <ul style="list-style-type: none"> i. EAT SMART 15% participation ii. Weight Watchers=125pp <ul style="list-style-type: none"> 1. 1000 lb weight loss <p>4. Health Care Costs-Chronic Conditions Prevalence</p> <ul style="list-style-type: none"> a. D2 Hawkeye 2012 & Mercer Dashboard Reporting <ul style="list-style-type: none"> i. Diabetes Incidence decreased by 5% ii. Hypertension decreased by 5% iii. Pharmacy claims for diabetes, hyperlipidemia and hypertension decrease by 2% <p>5. Establish 6+ drop off sites for organic produce (CSA's) by the end of the school year.</p>	<p>48%</p> <p>20%</p> <p>15%</p> <p>67%</p> <p>June-Dec 2012 54%</p> <p>Jan-June 2013 94%</p> <p>12.5%</p> <p>100 ppts</p> <p>968 lbs</p> <p>Not Applicable</p> <p>In progress</p>

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Health Awareness, Prevention and Intervention	<p>Provide a wide range of wellness programming offerings designed to increase the awareness and importance of modifiable health risk factors to effect behavior change (cont.)</p> <p>Goal: Offer resources for employees to help manage stress</p> <p>Stress Management</p> <ul style="list-style-type: none"> Stress management classes and individual coaching Online Resources Promote EAP program 	<p>End of year survey, the Wellness Challenge, participation rates, website hits, EAP usage reports</p>	<p>Stress Management Outcomes</p> <p>End of year survey</p> <p>30% will state they “feel” less stressed as a result of participating in Wellness programming</p> <ul style="list-style-type: none"> 25% will state their sleep has improved 20% will state they feel less stress <p>2. Wellness Challenge</p> <ul style="list-style-type: none"> 2012 PP2: 75% of those participating will achieve success in the Stress Less category earning points to complete criteria during both program cycles. 2013 PP1: Feel Like a Million 25% of those earning an incentive in the WC will complete program <p>3. Seasonal Campaigns</p> <ul style="list-style-type: none"> Participation: <ul style="list-style-type: none"> Stress Awareness Campaign=250pp <p>4. Stress Mgmt Classes & Resources</p> <ul style="list-style-type: none"> Stress Mgmt Classes-35-50 pp per class x 3 classes Online Resources-Stress Mgt Website # of hits EAP Program-increase monthly usage to ____% <p>6. Health Care Costs</p> <ul style="list-style-type: none"> D2 Hawkeye 2012 <ul style="list-style-type: none"> Decrease use of anti-depressant and sleep medication by 2-5% 	<p>31%</p> <p>25%</p> <p>30%</p> <p>66%</p> <p>29%</p> <p>Not Applicable</p> <p>35 ppts 859 Hits</p> <p>Not Applicable</p>
	<p>Health Awareness</p> <p>Increase Health Awareness and Wellness Program visibility through various mediums such as monthly newsletter, Wellness Website, district newsletters, social media, and presentations/appearances at various group meetings.</p>	<p>Newsletter readership, website hits, “Likes”</p> <p>Face book and Twitter, participation rates</p>	<p>Health Awareness Outcomes</p> <p>1. Newsletter</p> <ul style="list-style-type: none"> HR Payroll Newslinks Individual School Newsletters <p>2. Website: Increase hits on Wellness Webpage to 50,00</p> <p>3. Wellness Presentations-Group Meetings:</p> <ul style="list-style-type: none"> Monthly: Maintenance, Head Custodians Quarterly: Food Services, Leadership(pending approval), Principals (pending approval), Para-Educators, Nurses, EEA Annually: Office Mgrs, Transportation <p>4. Social Media:</p> <ul style="list-style-type: none"> Facebook: Increase LIKES to 300 Twitter: Develop following 	<p>Measurement?</p> <p>52,407 Yes</p> <p>Nurses</p> <p>Yes</p> <p>In progress No</p>

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Absenteeism	Reduce certificated substitute utilization (# of jobs) for illness related absences annually.	End of year survey	<p>End of year survey</p> <ol style="list-style-type: none"> a. 50% will state they received a free flu vaccine b. 30% will state they had fewer sick days in the year 	<p>50%</p> <p>50%</p>
Worksite Wellness Policies	<p>Begin work to establish worksite policies that support a healthy work environment.</p> <ul style="list-style-type: none"> ○ Include staff wellness along with student wellness in strategic plan as it relates to student achievement. 	Annual HERO Scorecard, WELCOA Checklist	<p>National Health Promotion Barometers</p> <p>HERO Score 100-150</p> <p>WELCOA Checklist</p> <p>District Policy</p> <p>Add "staff and/or employee" wellness along with student wellness to district strategic plan.</p>	<p>Did not apply</p> <p>No</p>
Program Recognition	Program Recognition	Annual HERO Scorecard, WELCOA Checklist and Award Application, SEW Award Application	<p>National Awards</p> <p>HERO Score 100-150</p> <p>WELCOA Gold <i>Well Workplace Award</i></p> <p>SEW Gold Award Status</p>	<p>No</p> <p>No</p> <p>Achieved 2011-2012</p>