



# 2010-2011 Year In Review

# Year in Review

## Fall 2010

- Seasonal Campaigns
  - Walktober
  - Turkey Trot
  - Winter Break Bingo
- Health Fairs and Free Flu Vaccine Clinics
- Fitness Classes
- Weight Watchers at Work
  - Cedarwood
  - Emerson
  - Penny Creek



"This program has been a great resource for our staff. **We have fun together and we are healthier.** Feeling supported and being proactive about health are very important and the wellness program provides both these things".

# Winter 2011

# Wellness Wednesday HM Jackson

- The Wellness Challenge and Health Risk Assessments
- Fitness Classes
- Weight Watchers at Work
- Seasonal Campaigns
  - Healthy Heart Tic-Tack-Toe
  - 31 Day EAT SMART Nutrition Challenge
    - 4 Healthy Eating Webinars offered



*I loved trying to include the kids. Many of them ate dried veggies and fruits with me every day, including roasted seaweed!*

**Please tell us how the 31 day challenge helped you. Select all that apply below.**

<b>I ate more fruits and vegetables</b>		<b>56</b>	<b>77%</b>
<b>I consumed less sodium</b>		<b>28</b>	<b>38%</b>
<b>I consumed less meat</b>		<b>38</b>	<b>52%</b>
<b>I consumed fewer sweets</b>		<b>48</b>	<b>66%</b>
<b>I drank more water</b>		<b>45</b>	<b>62%</b>
<b>I ate more fiber</b>		<b>37</b>	<b>51%</b>
<b>It helped me become more aware of my nutritional choices.</b>		<b>56</b>	<b>77%</b>
<b>I spent more time planning and preparing meals for the week ahead</b>		<b>32</b>	<b>44%</b>
<b>Other, please specify</b>		<b>12</b>	<b>16%</b>

# Year in Review

## Spring

- Seasonal Campaigns
  - Spring Cleanse
  - Daily Fitness Challenge
  - Bike to Work
- Classes
  - Cultivating Calm: Tools for managing stress
- Fitness Classes
- Weight Watchers at Work
- Launched our own newsletter *Wellness Matters*



I was so happy that I proved to myself that I could do the cleanse. My husband did it too, and we made it a good experience!  
Thank you.



# Wellness Grants

## Cedarwood Summer Salsa Garden



## Madison Healthy Snack Day



## Evergreen Healthy Halloween



# Data 2010-2011



# Data Sources

## **Trotter Wellness:**

- Health Risk Assessment Data
- Health Coaching
  - Monthly Activity Reporting
  - Mid-Year Reporting

## **Health Force Partners**

- The Wellness Challenge®
  - Incentive Reports
  - Participation (Log In)
  - Mid-Year Survey

## **Everett School Employee Benefit Trust**

- Employee Wellness Program
  - Participation Rates for classes, activities and campaigns
  - End of the year survey





# Participation Rates

## Seasonal Campaigns

- Walktober: 462
- Eat Smart: 209
- Daily Fitness Challenge: 167
- Spring Cleanse: 67
- Bike to Work: 47

## The Wellness Challenge

- Health Risk Assessment: 627

## Weight Management

- Weight Watchers: 50
- Mind Body: 110

## Fitness Classes

- EPS Fitness Classes: 200

## Health Fair and Flu Vaccine Clinics

- Flu Vaccine Clinics: 654

## Totals:

- **975 employees participated in at least ONE wellness program activity.**
- **Average number of wellness program activities per employee was 2.**

**Has your health improved as a result of having the EPS Wellness Program in place?  
If so, how? Please list ALL that apply below.**

	2010-2011	705	% surveyed	% ees 2000	2009-2010	740	% surveyed	% ees 2000
Weight loss 5-10 lbs		196	31.00%	9.80%				
Weight loss 10-25 lbs		88	14.00%	4.40%				
Weight loss 25-50 lbs		36	6.00%	1.80%				
Weight loss of more than 50 lbs		6	1.00%	0.30%				
Weight Loss 2010-2011		326	52.00%	16.30%				
Weight Loss 2009-2010						245	45%	12.30%
Lower blood pressure		81	13.00%	4.10%		88	16%	4.40%
Lower cholesterol		71	11.00%	3.60%		58	11%	2.90%
Healthier eating habits		379	59.00%	19.00%		282	52%	14.10%
More physically active		374	59.00%	18.70%		406	75%	20.30%
Less stress		164	26.00%	8.20%		231	43%	11.60%
Improved sleep		132	21.00%	6.60%		152	28%	7.60%
Need less medicine for chronic disease/condition		20	3.00%	1.00%		22	4.00%	1.10%
Received a FREE flu shot and did not get the flu this year		242	38.00%	12.10%		220	32%	11.00%
Fewer sick days this year		125	20.00%	6.30%		75	11%	3.80%

One of the main goals of the EPS Wellness Program is to "create a culture" of Wellness. Please read the statements below and then rate all that apply.

	2010 2011	Agree somewhat	Strongly agree	Totals (2000)	2009 2010	Agree somewhat	Strongly agree	Totals (2000)
I notice that my colleagues and I are more conscientious about our health since the inception of the wellness program.		341	315	656		349	295	644
		17%	16%	<b>33%</b>		17%	15%	32%
Wellness Program activities have helped to create a greater sense of camaraderie at my workplace.		387	225	612		345	265	610
		19%	11%	31%		17%	13%	31%
There is more general conversation and discussion about health and wellness topics.		341	282	623		323	286	609
		17%	14%	<b>31%</b>		16%	14%	30%
We have become more conscientious about having healthier food options for staff meetings and gatherings.		300	274	574		324	230	554
		15%	14%	<b>29%</b>		16%	12%	28%
Having a district wellness program in place makes me feel that my health and well being are an important priority for district administrators and leadership.		203	453	656		223	430	653
		10%	23%	33%		11%	22%	33%
Seeing district administrators and the leadership team involved in wellness activities inspires and motivates me to participate too.		308	228	536		272	207	479
		15%	11%	<b>27%</b>		14%	10%	24%

# Cascade “Big Climb” Team

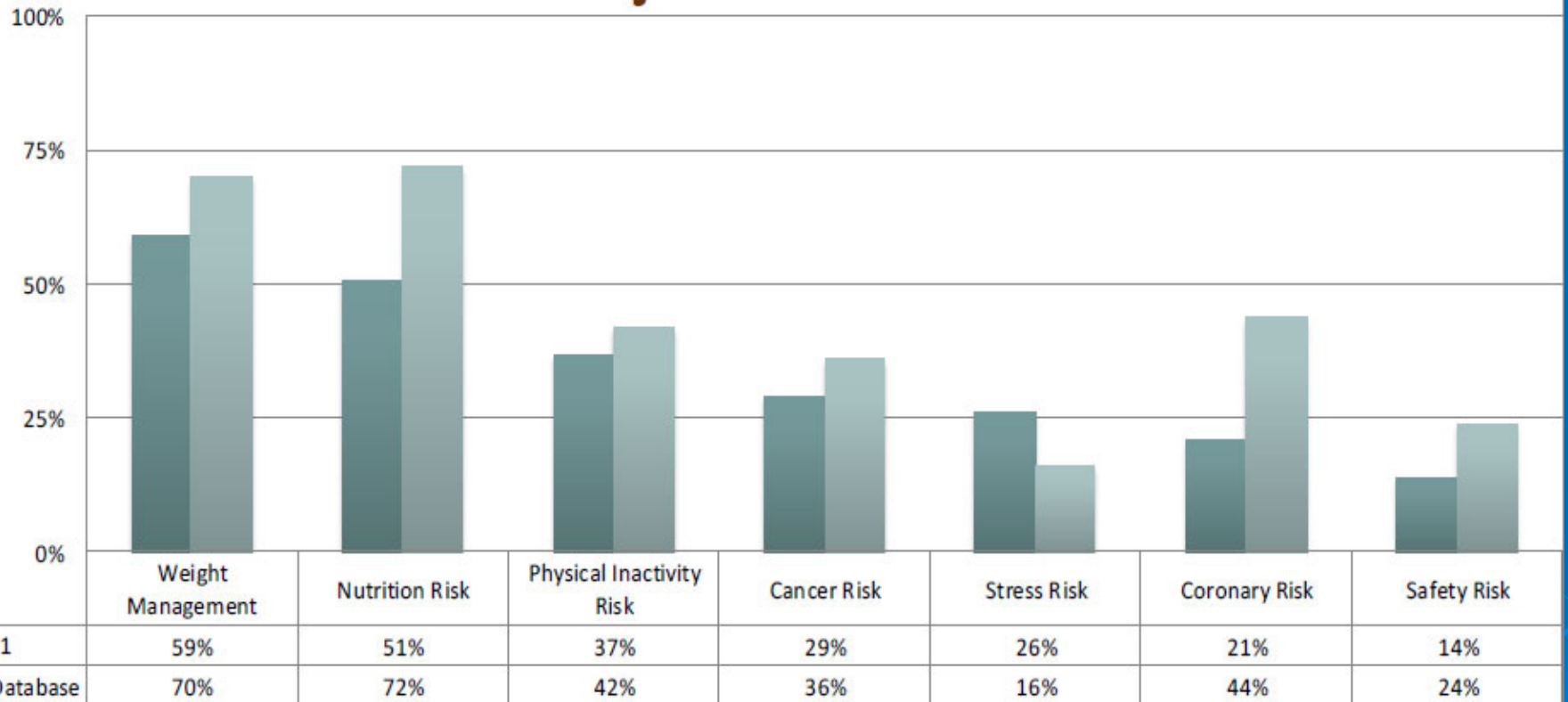


**This team and doing the stairs is a direct result  
of the “Wellness” culture you have created  
within the district!**

Location	2009-2010				2010-2011				Location	2009-2010				2010-2011			
	No# Employees	1 WP Activity	% Participation	% Change	No# Employees	1 WP Activity	% Participation	% Change		No# Employees	1 WP Activity	% Participation	% Change				
Cascade	140	78	56%		141	71	50%	-5%	Jefferson	53	28	53%		52	30	58%	5%
Cedar Wood	49	37	76%		50	32	64%	-12%	Longfellow	81	38	47%		85	61	72%	25%
Center	65	21	32%		60	34	57%	24%	Lowell	52	17	33%		46	15	33%	0%
Denny Youth	10	2	20%		9	3	33%	13%	Madison	61	36	59%		56	28	50%	-9%
Eisenhower	79	35	44%		77	44	57%	13%	Maintenance	49	2	4%		46	6	13%	9%
Emerson	57	15	26%		56	25	45%	18%	Mill Creek	64	27	42%		63	37	59%	17%
Everett	144	44	31%		135	53	39%	9%	Monroe	51	11	22%		50	20	40%	18%
Evergreen	90	37	41%		90	51	57%	16%	North	69	24	35%		71	39	55%	20%
Forest View	50	25	50%		52	25	48%	-2%	Penny Creek	69	22	32%		63	37	59%	27%
Garfield	49	24	49%		45	27	60%	11%	Sequoia	40	14	35%		40	19	48%	13%
Gateway	62	20	32%		63	21	33%	1%	Silver Firs	54	16	30%		59	28	47%	18%
Hawthorne	67	9	13%		69	29	42%	29%	Silver Lake	54	29	54%		57	39	68%	15%
Heatherwood	73	34	47%		74	42	57%	10%	Special Services	20	7	35%		20	15	75%	40%
HM Jackson	152	37	24%		150	47	31%	7%	View Ridge	69	26	38%		67	44	66%	28%
Jackson	47	18	38%		55	25	45%	7%	Whittier	39	13	33%		36	17	47%	14%
Jefferson	53	28	53%		52	30	58%	5%	Woodside	52	29	56%		52	23	44%	-12%
									Average Percent Part.			40%				52%	12%

# HRA Results

## Major Risk Factors



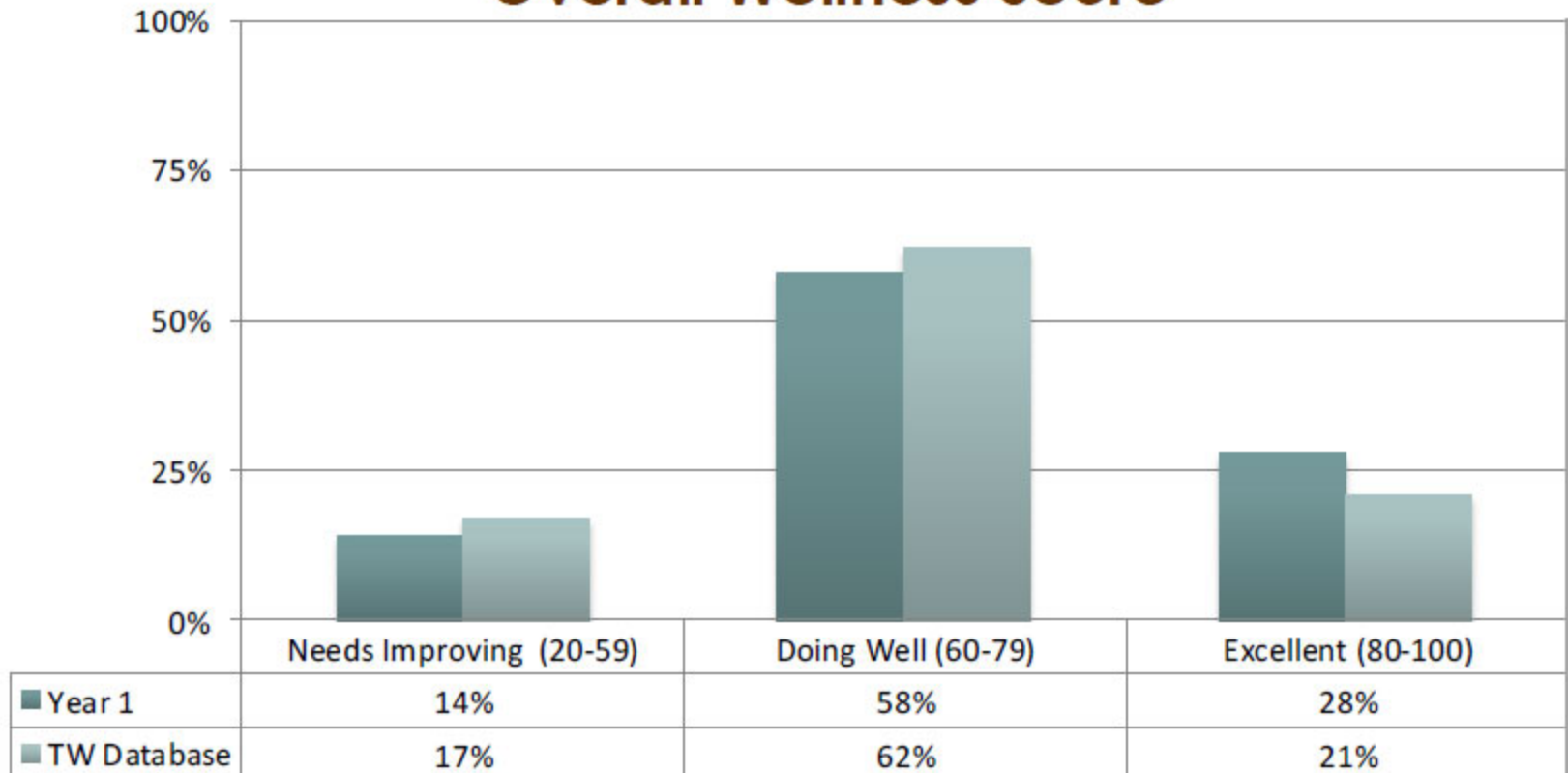
⇒ **Everett School Employee Benefit Trust had an Overall Wellness Score of 72.** The Overall Wellness Score is based on the number of good health indications and eating habits, fitness practices, body composition, blood pressure levels, coping status, life satisfaction, and other key wellness indicators linked to a longer, healthier life.



# Wellness Score

⇒ Everett School Employee Benefit Trust had an Overall Wellness Score of 72. The Overall Wellness Score is based on the number of good health indications and eating habits, fitness practices, body composition, blood pressure levels, coping status, life satisfaction, and other key wellness indicators linked to a longer, healthier life.

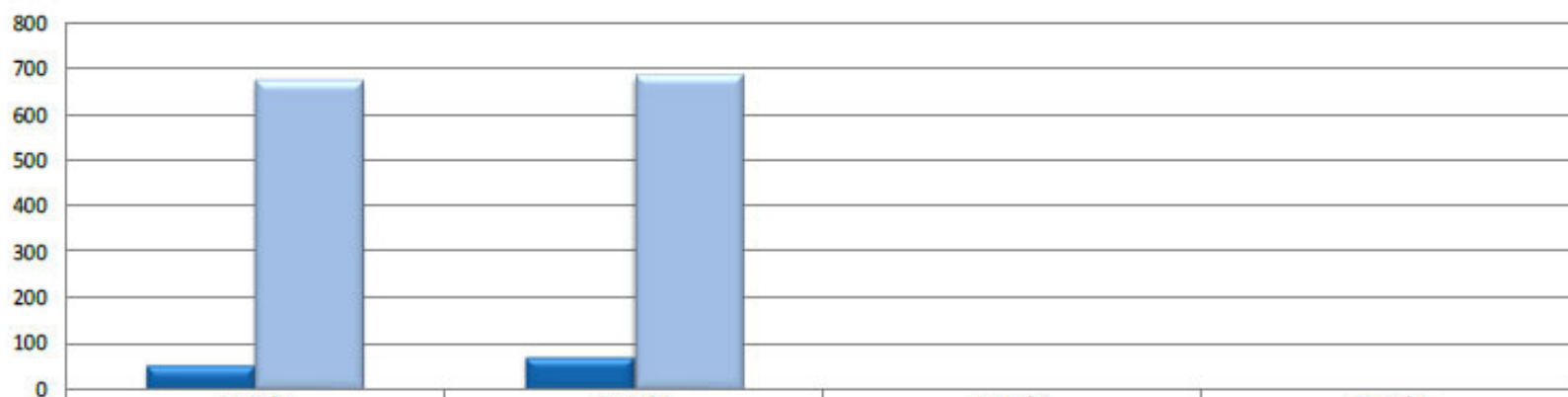
## Overall Wellness Score



# Optimal Health Coaching™ Report

## Health Coaching Enrollment

This graph indicates the number of members enrolled in the Optimal Health Coaching™ program. Each period covers a 12 week time span.



■ Year 1 Engaged (to date)  
■ Year 1 Enrolled (to date)  
■ Year 1 Participation

Period 1

Period 2

Period 3

Period 4

54

72

672

685

8%

9%

# The Wellness Challenge

- **Activity:** 328 people actively logging in.
- **Incentives:** 227 have achieved success in earning an incentive.
- **Coaching:** 84 participants
  - 36 have completed 3 calls
  - 29 have completed 2 calls
  - 19 have completed 1 call



*Participating in the Wellness Challenge reminds me to take care of myself, and in doing so I am able to function at a higher level in my work.*

# Success



# Success

## Kelly Shepherd

Sequoia HS Principal

**Enrolled in the Wellness Challenge  
January 1<sup>st</sup> 2011...as a result**

- Logs her healthy behaviors regularly
- Goes to the gym every morning at 4:30 am
- Weight Loss
- Started a "Veggie Club" at her school
- Training for her first ½ marathon, ran her first 5K last spring
- Says she's a better principal because she FEELS better!



# Success

## Darcie Cooper

Cascade High School

### Journey began with....

- Eight Weeks to Wellness in January 2009
- To date, she has lost over 125 lb weight loss
- Lower cholesterol, blood pressure and fasting blood sugar.
- Completed the STP Bike Race this summer **and** the Danskin Triathlon.
- Currently training for her first ½ marathon.
- Last week was awarded a Lifestyle Change Award by the American Heart Association



**"I can definitely say the Wellness Program not only changed my life but has truly saved it! I know it is all the work I have put in, but having the path to follow and the people who have guided and supported me have made changing my life possible!"**





Darcie Cooper, Lifestyle Change Award the American Heart Association

# Success

## Nancy Coe

Math Teacher, Heatherwood

- Participated in BIKE TO WORK 2 years ago.
- Last year she participated in WALKTOBER and championed the winning team at Heatherwood.
- As a result of participating in Walktober she adopted a regular walking routine.
- The summer of 2010 her daughter challenged her to start running. She walked and jogged her way to running her first 5K in September 2010.
- To date she has run a total of 9 half marathons and earlier this month completed her first marathon.



# Success



# Successes

## Mike Bocgaz

Maintenance Dept.

### Diagnosed with diabetes last year

- Inspired to take action after co-worker with same diagnosis became disabled after a stroke
- To date has lost over 35 lbs and 4 pants sizes
- Works out everyday in the gym that was created last year in the maintenance building
- Has not had to go on insulin. Blood sugar levels are stable.
- Eats a healthy lunch everyday....and walks away from the doughnuts in the staff room!





# Success-Before

When I first learned of the Wellness program, I was pretty cynical and questioned why this was a good thing for an organization.

I saw it as an intrusion (you would be surprised how many people do!).



# Success-After

The biggest change was making sure that I was not always the last priority as a busy mother, wife and leader.

I was thinking the other night that one of my biggest successes is not how much I lost but that I have never kept the weight off this long. It is truly a change in lifestyle and thinking.



The Wellness Challenge and the Mind and Body Program really made me a believer.  
You are doing good and important work!  
Thank You!





# Testimonials

- **This program encouraged me to make better healthy choices** through many opportunities to exercise, trying new dietary programs and engaging in stress reduction activities which all led to me no longer needing an anti-depressant.
- **I have been smoke free for 7 months** and have lost 5 pounds. I eat more diverse, healthier foods, I share the information I receive with my extended family.
- **Without the wellness program I may have had a total mental collapse...** LIFE was so difficult this year. The Wellness Program gave me hope for myself, that I could at least control my own life and make good decisions to lead a healthy, meaningful life.

# Feedback

- **The EPS wellness program seems like a waste of money.** I realize a healthier employee is what you strive for, but in this economy I believe the district should pay their educators to educate not plan wellness programs.
- **I'm concerned that our health benefits are being used for this without a vote and total disclosure about the costs to our benefits program.** I certainly agree that focusing on healthy life styles is important but am not sure I want to pay for others to do this"
- **I'm sorry, but as educated people, I feel we already are perfectly aware of things and lifestyles that are healthy and unhealthy.**
- **I don't think the wellness program is necessary and is a waste of money.** Educated adults should be able to find their services outside of school.



Health Fairs and Flu Shot Clinics

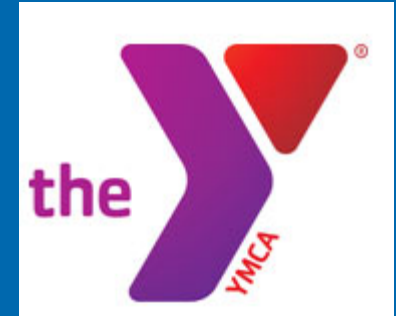


# Fall 2011

AHA Fit Friendly Company



YMCA Fitness Classes



**WALKTOBER**  
National Walking Month

Women's Health Forum



CSA Farmer at Sequoia



EPS Making Strides Team