



Annual Wellness Program Report
Review, Strategy, and Operations
June 15, 2016

Program Overview

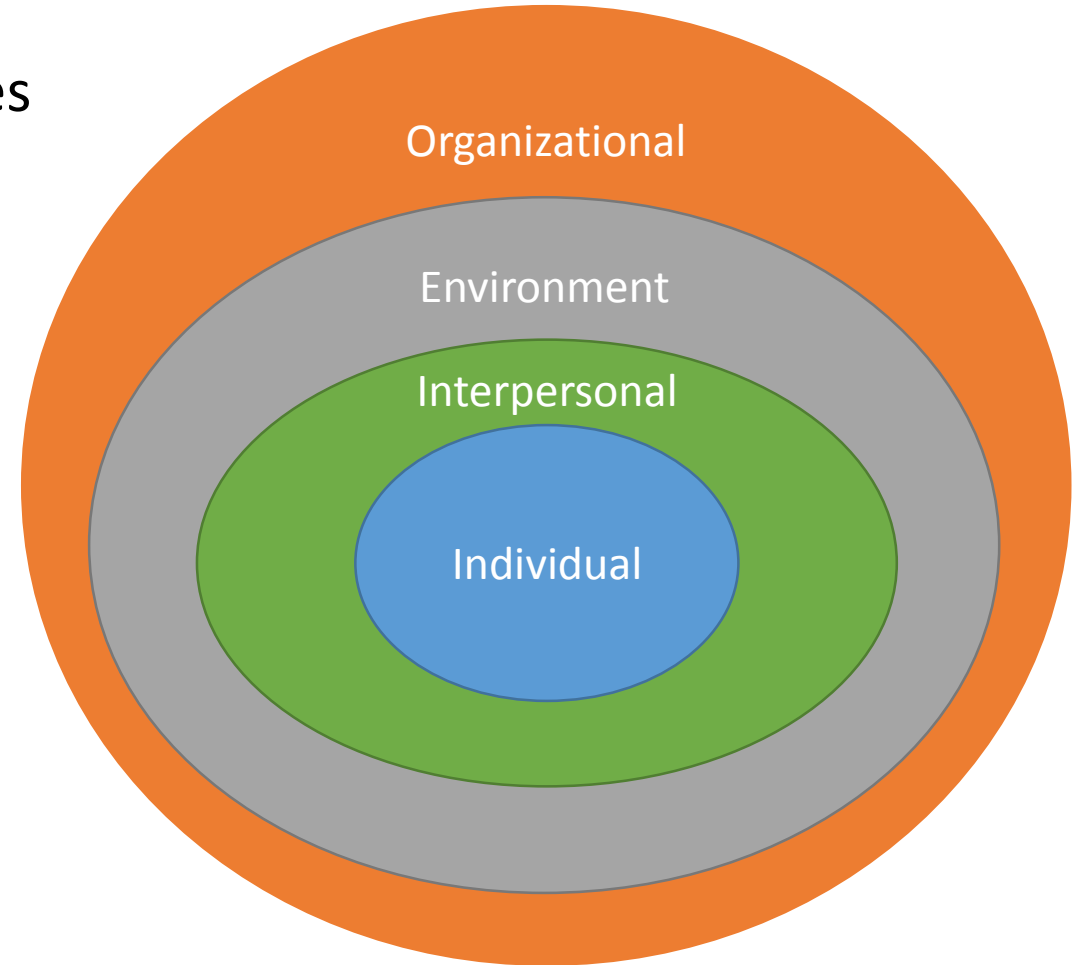
- Mercer Best Practices
- Program Framework
- Program Goals
- Program Strategy and Operations
 - Programming and Activities
 - Resources and Benefits
 - Advocacy, Awareness and Support
 - Cultural Norms, Guidelines and Policies
 - Communications
 - Evaluation and Metrics

Mercer Best Practices: Employee Well-Being

- ✓ Offer optional (paid) well-being programs through plan or vendor
- ✓ Provide opportunity to participate in personal/group health challenges
- ✓ Offer technology-based well-being resources (apps, devices, web-based)
- ✓ Encourage physical activity at work (gym, walking trails, standing desks etc.)
- ✓ Use incentives for well-being programs
- ✓ Spouses and/or children may participate in programs
- ✓ Offer EAP
 - Smoker surcharge
 - Worksite biometric screening

Program Framework: Multi-level Approach

- Individual behavior change opportunities
- Social and peer support
- Physical environment
- Norms and culture



Program Goals

- Health awareness/opportunities
- Health education
- Health promotion

Mission: The Everett School Employee Benefit Trust Wellness Program's mission is to create a culture of wellness by engaging staff in opportunities to enhance their overall health and quality of life.



Program Strategy and Operations

- Programming and Activities
- Resources and Benefits
- Advocacy and Awareness
- Cultural Norms, Policies and Guidelines
- Communications
- Evaluation and Metrics

Programming and Activities



Programming and Activities

Onsite activities and opportunities to educate employees and raise awareness about ways to adopt a healthy lifestyle and prevent and/or reduce the risk of disease.

Health Promotion

- Flu Vaccine Clinics
- Health Fair

Health Education

- Health Education Classes

Personal/Group Health Challenges

- Health Campaigns

Programming and Activities: Health Promotion

Flu Vaccine Clinics and Health Fair	
2015 - 2016	2016 - 2017 (<i>scheduled</i> Sept – Oct. 2016)
6 clinics <ul style="list-style-type: none">• Added maintenance building• No clinics offered at high schools• 512 participants (~27%)• Health Fair at first clinic at the CRC	7 clinics <ul style="list-style-type: none">• Maintain sites from Fall 2015• Add Jackson HS as an additional location• Continue to offer Health Fair at first clinic at the CRC to kick-off the initiative

Future recommendations:

- Offer onsite flu vaccines to staff and their family members
- Continue to offer a Health Fair
- Pilot additional offering in late winter (e.g. Health Summit/Retreat)

Programming Activities: Health Education

Stress Management Class: *Mindfulness Techniques to Create a Stress Free Zone*

2015 - 2016	2016 - 2017
<p>Developed stress management course designed specifically for teachers and school staff:</p> <ul style="list-style-type: none">• 2 sessions were offered within each region (March –April)• 59 employees attended• Course evaluation: increased their knowledge, was relevant to their interests, and provided useful skills	<p>Based on feedback and participation:</p> <ul style="list-style-type: none">• Offer more classes, class series and/or regular sessions• Offer classes at various times of the year

Future Recommendations:

- Increase opportunities, topics covered, and topic depth

Thank you! It was a powerful and rejuvenating hour. The more I hear about the positive effects of mindfulness and meditation the more willing I am to take the few moments or minutes it takes to make changes with my time. The stickers are up and working well.

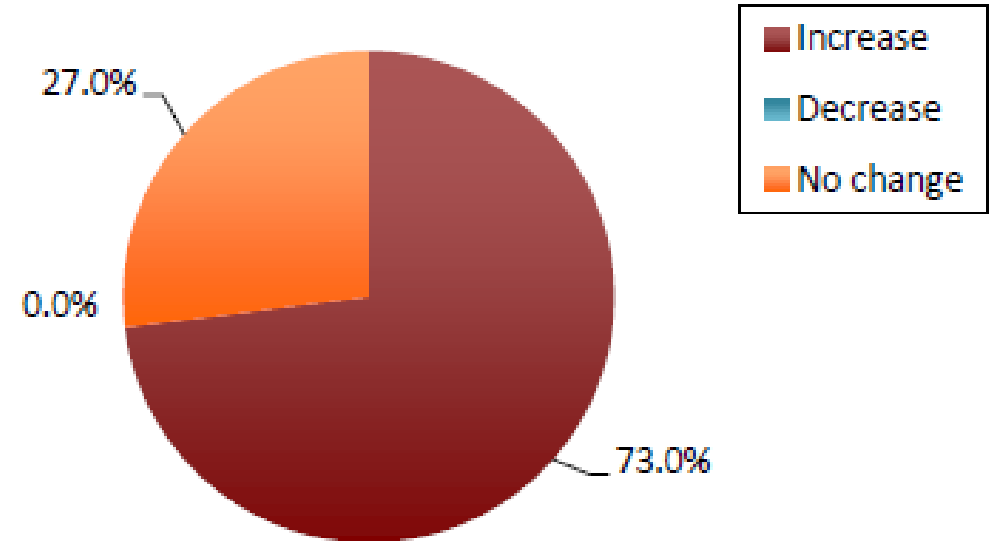
This class was so wonderful! Reminders to be present & mindful is so key to our work as educators. :)

Programming Activities: Personal/Group Health Challenges

Walktober (October)

- 595 participants, 59 teams
- 63% of participants logged 20 out of 31 days
- 44% of leadership participated
 - 60% logged 20 or more days
- 26% used the mobile app
- 11% completed the end of program evaluation

Change in Physical Activity



"Setting a goal with this program help me to hold myself accountable... exercising energizes me and holds me accountable!"

"It motivated me to keep up with my exercise – which at the beginning of the school year is incredibly difficult to do!"

Programming Activities: Personal/Group Health Challenges

Heart Month Campaign (February)

- 17 participants returned tracking sheet

“Thank you! Love a challenge! 😊 “

EPS National Parks Tour (May)

- 74 registered
 - 61 recorded physical activity
- 37 participants logged activity on 18 or more days

“I really enjoy these challenges... thank you for all your efforts!”

Bike Month (May)

- 24 participants (3 teams) who logged rides
- Recorded 456 bicycle trips and 2,041.7 miles

Future Recommendations:

- Maintain district wide opportunities, expand to include additional individual opportunities



Resources and Benefits



Resources and Benefits

Health related programs, resources and benefits offered to employees by ESEBT through their employee benefit package and the ESEBT Employee Wellness Program to support health and well-being.

Program	2015-2016 School Year
Local Fitness Center Discounts (WP)	Local providers offering discounts to EPS staff
Onsite Fitness Classes (WP)	10 classes across 8 locations (28%)

Future Recommendations:

- Expand beyond fitness centers for local discounts
- Maintain and continue to expand onsite fitness opportunities

Resources and Benefits

Health related programs, resources and benefits offered to employees by ESEBT through their employee benefit package and the ESEBT Employee Wellness Program to support health and well-being.

Program	2015-2016 School Year
Weight Management Classes	Weight Watchers <ul style="list-style-type: none">• Total Weight: 741 lbs.<ul style="list-style-type: none">• 2 classes fall 2015, 27 participants• 3 classes spring 2016, 49 participants
Alere “Quit for Life”	Offered – 1 enrollee
EAP	Offered – utilized by staff and HR for school related and personal needs

Future Recommendations:

- Maintain onsite opportunities, multiple sites across district regions
- Increase promotion and awareness of availability

Advocacy, Awareness and Support



Advocacy, Awareness and Support

Promote and increase awareness of and access to employee health and well-being opportunities by supporting and collaborating with Leadership and Wellness Team members in promoting and implementing wellness initiatives that are meaningful and relevant to their location and work.



Advocacy, Awareness and Support

2015-2016 Onsite Meetings

- Wellness regular agenda item at SLT meetings
- Wellness Coordinator attended monthly Maintenance and Custodial meetings
- Wellness Program overview part of New Hire Orientation
- Wellness agenda item on beginning of year staff meetings

Future Recommendations:

- Expand wellness presence at other district meetings

Advocacy, Awareness and Support: Wellness Teams

Location/Department	Wellness Team	Wellness Team Membership	Wellness Team Grant Dollars (Scorecard)
Elementary Schools			
Emerson ES	Yes	4	Yes
Mill Creek ES	Yes	3	Yes
Hawthorne ES	Yes	3	No
Jackson ES	Yes	7	No
James Monroe ES	Yes	3	Yes
Lowell ES	Yes	2	No
Whittier ES	Yes	2	Yes
Woodside ES	Yes	3	No
Garfield ES	Yes	6	No
Forest View ES	Yes	1	No
Madison ES	Yes	1	Yes
Silver Firs ES	Yes	2	No
Cedar Wood ES	Yes	2	Yes
Silver Lake ES	Yes	4	Yes
Jefferson ES	No	0	No
Penny Creek ES	No	0	No
View Ridge ES	No	0	No
Middle Schools			
Heatherwood MS	Yes	4	No
Evergreen MS	Yes	1	No
North MS	Yes	7	No
Eisenhower MS	Yes	2	No
Gateway MS	No	0	No
High Schools			
Everett HS	Yes	6	No
Sequoia HS	Yes	1	No
Port Gardner/Online HS	Yes	2	Yes
H.M Jackson HS	Yes	2	No
Cascade HS	Yes	2	No
Other			
CRC	Yes	9	No
Transportation/Athletics	No	0	No
Maintenance	No	0	No

- 80% of locations (24)
 - 14 elementary schools
 - 4 middle schools
 - All high schools
 - 1 other location
- 13% met with Wellness Coordinator
- 8 have earned (year to date) grant dollars (scorecard)

Future Recommendations:

- Maintain small stipend as part of annual wellness program budget
- Expand engagement by restructuring Wellness Grant Dollars Program and Scorecard

Advocacy, Awareness and Support Wellness by Location

Location/Department	Wellness Team	Wellness Team Members	Wellness Team Grant Dollars (Scorecard)	Programs/Activity Participation	Events Offered at Site	Onsite Wellness Opportunities
Elementary Schools						
Jefferson ES	No	0	No	3	2	Yes
Penny Creek ES	No	0	No	3	2	Yes
Emerson ES	Yes	4	Yes	3	2	Yes
Mill Creek ES	Yes	3	Yes	3	2	Yes
View Ridge ES	No	0	No	3	1	Yes
Hawthorne ES	Yes	3	No	3	1	Yes
Jackson ES	Yes	7	No	3	1	Yes
James Monroe ES	Yes	3	Yes	3	1	Yes
Lowell ES	Yes	2	No	3	1	Yes
Whittier ES	Yes	2	Yes	3	1	Yes
Woodside ES	Yes	3	No	3	1	Yes
Garfield ES	Yes	6	No	2	2	Yes
Forest View ES	Yes	1	No	2	1	Yes
Madison ES	Yes	1	Yes	2	1	Yes
Silver Firs ES	Yes	2	No	1	2	Yes
Cedar Wood ES	Yes	2	Yes	1	1	Yes
Silver Lake ES	Yes	4	Yes	1	1	Yes
Middle Schools						
Gateway MS	No	0	No	3	2	Yes
Evergreen MS	Yes	1	No	3	2	Yes
North MS	Yes	7	No	3	2	Yes
Eisenhower MS	Yes	2	No	2	2	Yes
Heatherwood MS	Yes	4	No	2	2	Yes
High Schools						
Everett HS	Yes	6	No	3	2	Yes
Sequoia HS	Yes	1	No	3	1	Yes
Port Gardner/Online HS	Yes	2	Yes	3	1	Yes
H.M Jackson HS	Yes	2	No	2	1	Yes
Cascade HS	Yes	2	No	1	2	Yes
Other Locations						
CRC	Yes	9	No	3	3	Yes
Transportation/Athletics	No	0	No	2	1	Yes
Maintenance	No	0	No	1	2	Yes

Green

- 3-4 onsite activities
- $\geq 25\%$ participation in at least 1 campaign

Yellow

- 1-2 onsite activities
- $\leq 10\% > 25\%$ participation in at least 1 campaign

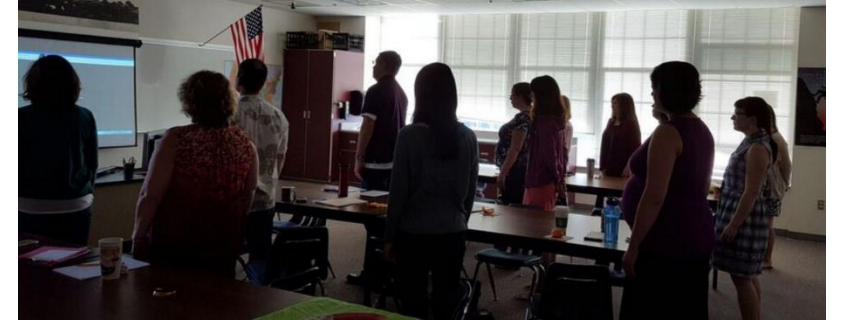
Red

- 0 onsite activities
- $> 10\%$ participation in at least 1 campaign

Advocacy, Awareness and Support: Location Outreach

Leadership and Wellness Team Support

- Sent newsletter blurbs to Principals to promote health and well-being with activities/resources and/or upcoming programming
- Provided Wellness Teams with ideas and resources for onsite activities
- Met with Principals and Wellness Team leaders throughout the year
- “Onsite with Wellness” opportunities at each location Fall 2015



...on Tuesday Sequoia staff engaged in the Wellness Motivation at the start of our staff meeting. Thanks for sharing that resource!
—Kelly Shepherd, Principal

Future Recommendations:

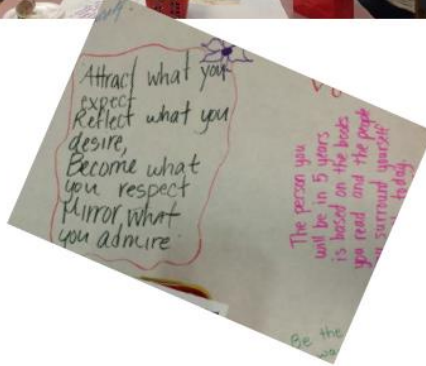
- Continue site and leadership support
- Additional outreach and check-ins with leaders regarding programming needs
- Continue “Onsite Wellness” opportunities

Cultural Norms, Policies and Guidelines



Creating a Culture of Health

Jackson ES Celebrates the New Year with a Healthy Potluck!



Everett Public School Employee Wellness Tip:
Eat YOUR Veggies — Start a Veggie Club!

A group of employees at Sequoia HS take turns cutting/prepping/bagging mixed veggies for each other each week. They count on each other to deliver that weeks veggie snack bags because they know their coworkers rely on it as part of their meals. Consider starting a veggie club with your coworkers—sharing the weekly prep but getting the daily reward of fresh veggies at work.

Monthly Wellness Champions

Culture of Wellness —EPS Gets Active!

This spring many EPS Wellness Team members and staff worked to motivate, inspire, and champion movement opportunities with their colleagues—and many shared their activity! A few highlights from around the district are highlighted below. If you are interested in sharing your story, email wellness@everettsd.org

Woodside Riders—Celebrate Bike Month!

Woodside riders got pedaling for Bike Month in May! Pictured here, Tricia Hill, Keri Lindsey, and Tracy Clifton biked to Woodside ES from Seattle on bike to work day—a total of 48 miles roundtrip!! Many others (Amanda Thomas, Joan Litzkow, Sarah Lim) also biked to work on May 20th in honor of National Bike to Work/Bike Everywhere Day!



Whittier Staff—On the Run!

William Staffenhagen and Hillary Shearer are pictured here wearing ESEBT Employee Wellness Program t-shirts after running the Everett Half Marathon April 16! They are looking forward to having more colleagues join the fun with them next year.



CRC— Movement Breaks!



At the CRC, many employees use their break times as an opportunity for movement. To support CRC staff, this spring, the CRC Wellness Team mapped safe routes inside and outside of the building, highlighting the number of steps and approximate time required for each. Pictured here Carol Stolz, CRC Wellness Team member, encourages colleagues to use one of the routes to walk to lunch during a meeting break.

Evergreen—Gets Relaxed and Flexible

Jen Jensen (Wellness Team leader at Evergreen pictured here doing SUP Yoga), is not only passionate about teaching but also supporting her friends and coworkers health and well-being. As the school year was coming to a close, Jen worked to bring a new yoga class to her location, offering an opportunity for some relaxation and stress relief to co-workers. Many yoga classes are offered at various locations throughout the district. Interested in bringing a class to your location? Email wellness@everettsd.org



Creating a Culture of Health

“I enjoy the group goal and working with a team of colleagues to meet that goal. Our group met several times to walk together in the afternoons. It was a great way to get together with coworkers outside of the school day with a common goal in mind.” - Walktober Participant

“It was fun knowing that I was part of a team and that my success would add to the success of our team. Being conscientious about exercise and diet is rewarding.” – Betty Cobbs, Principal

Are we signed up for Bike Month this year? We always like to get a team together at Woodside!

“I received my pedometer, thank you! Yesterday I walked 3.3 miles – I’m keeping track and looking at days I want to improve.

I LOVE the CRC Walking Routes. It’s great to have options and know what they entail beforehand. Thank You.

Principal's MESSAGE



Winter Wellness

By no means am I a model of wellness. However, that doesn't mean I don't know *what* to do. How is it that I just don't do it? I have read countless books and articles and could tell you numerous things that we should *all* be doing: eat healthy, exercise, sleep 7 to 8 hours a night, get outside, hydrate, rest, etc. Yet many of us eat on the run, only walk from our cars to the office and back, sleep very little, stay bundled in our houses, and run on the treadmill of life but not on the one in our bedrooms holding the laundry and other assorted items rendering the machine invisible.

So if we know *what* to do, why is it seemingly so impossible to do it? The other day I heard myself lament how I used to run three miles every morning and take yoga at night, but I just don't have time anymore. What? What am I talking about? I have the same amount of time now as I did then. The 24-hour clock hasn't changed in the last three years as far as I know. But my choices have. So, I think to myself: What steps can I take *now*? What steps can we *all* take now?

Step one: Smile. It is free and there is no planning involved. You don't have to prepare for it or change your schedule. Amazing how when you smile, others smile and you feel good.

Step two: Stay positive. There are a lot of things that could come your way. You may have one difficult moment after another or several at once. The choice is to have a breakdown or a breakthrough. Choose the breakthrough. You will find the alternative is unacceptable.

Step three: Be kind. Again, no planning or preparation needed. When you think positive things about others and actually tell them, it makes you both feel better.

Step four: Wish the best for others. When others do well, congratulate them. Their success does not diminish yours.

Step five: Enjoy the little things. Delight in a cup of hot tea, a warm fire, a pleasant song, a thrilling movie, a great book, or a relaxing massage.

Step six: For all of you go-getters out there, go ahead and eat vegan, attend yoga, follow your Ayurveda practice, and meditate daily. We will join you when we are ready.

Though someday I plan to get back to the physically fit me, what I can do now is work on these steps for a happier me, a centered me. I invite you to do the same.

Here's to emotional wellness this season. Welcome, winter! ☺

Blythe Young
Assistant Principal
Jackson High School



Culture Of Health: Cultural Norms, Policies and Guidelines

Work with site, department, and Wellness Team leaders to continue to infuse wellness into the culture.

Future Recommendations:

- Continue to work with Leadership and Wellness Teams to make the healthy choice the easy choice, such as:
 - Establish healthy eating related guidelines
 - Continue to establish safe inside and outside walking routes
 - Continue to support and encourage movement throughout the day
 - Continue to highlight staff, Wellness Teams, and locations in Wellness Wednesday Newsletter

Communications Strategy

- Fall 2015 Survey Results:

- Email
- Newsletter
- Poster/Flyer
- Website
- FaceBook

- Established consistency in communications

- Branding
- Weekly Wellness
- Monthly Wellness Newsletter
- Champion, and other health related articles/information

- Monthly department/location, Wellness Team and leadership support

Future Recommendations:

- Establish yearly communications plan
- Utilize and expand communications using multiple media forms and communication channels



Wellness Wednesday

Thanks for the newsletter, it was fun to read and very informative.

Evaluation and Metrics: Participation Data

- Surveys
 - 11% completed end of program evaluation for Walktober
 - 93% of attendees participated end of session (in person/paper) evaluations for Mindfulness Workshop
 - 350 participants (Spring 2014)
- Activity Participation Rates
- Number of Opportunities Offered
- Observations/Feedback/Interviews

Future Recommendations:

- Annual survey – timing
- AHA – opportunity to track (for free) health data for organization and individual

Awards and Recognition

Future Recommendations:

- Fit Friendly recognition program is ending in 2016
 - *New* - Workplace Health Achievement program
- Consider the new program or other designation

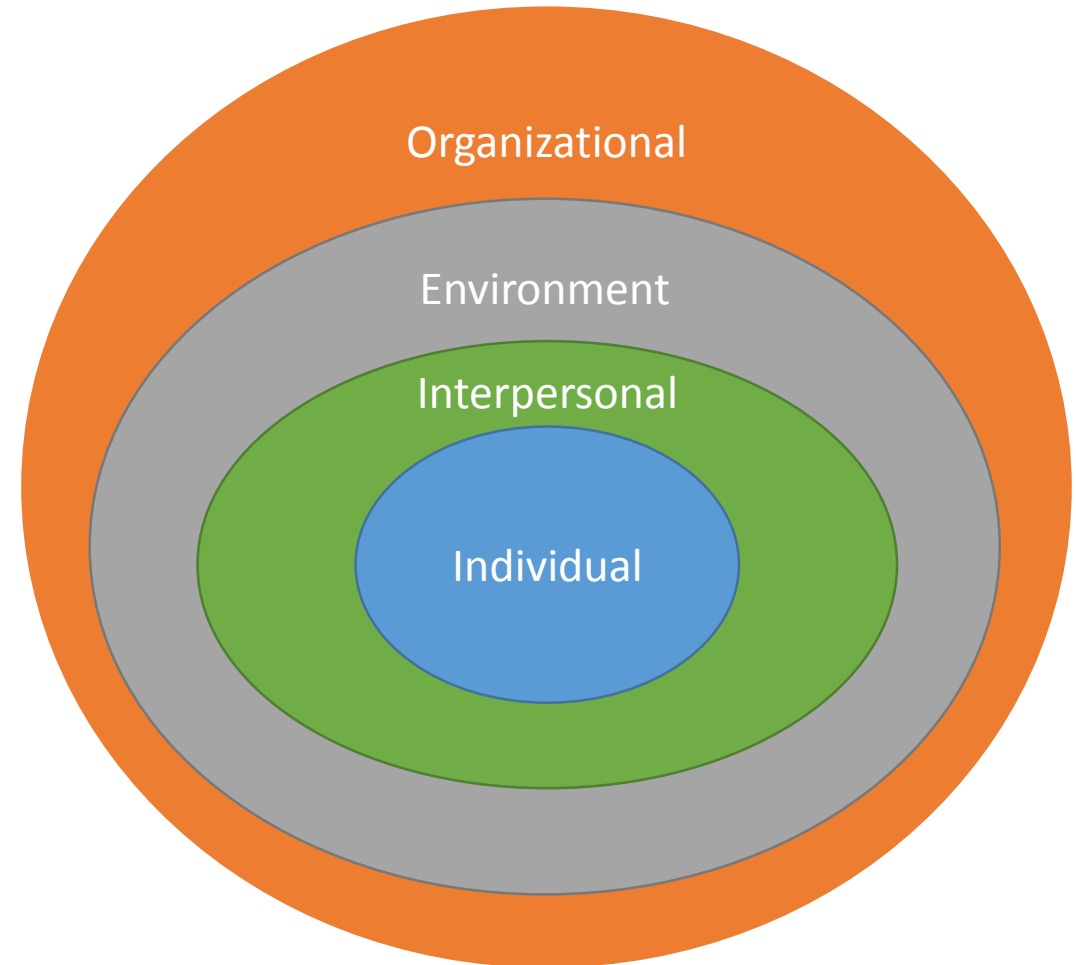


This workplace has been recognized
by the American Heart Association
for meeting criteria for employee wellness.

Future Recommendations Summary: Creating a Culture of Wellness

Continue to utilize a multi-level approach:

- Programming and Activities
- Resources and Benefits
- Advocacy, Support and Awareness
- Cultural Norms, Policies and Guidelines



Future Considerations

- Based on previous meetings and historical presentations, ESEBT may consider:
 - Future cost benefit (VOI, ROI) of Employee Wellness Program
 - Discussing Employee Wellness Program benchmarks
- For future goals and planning, ESEBT may consider:
 - Review of value and data of Wellness Program
 - Expectations/goals for leadership engagement/participation
 - Measuring a culture of wellness at EPS
 - Medical claim utilization, HR data, and other data sources

Thank you! May you be well.

