



Annual Wellness Program Report  
Review, Strategy, and Operations  
June 14, 2017

# Program Overview

- Program Goals
- Program Strategy and Operations
  - Programming and Activities
  - Resources and Benefits
  - Advocacy, Awareness and Support
  - Guidelines and Policies
  - Communications
  - Evaluation and Metrics

# 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
- 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
- Mobile Mammography

## Health Education

- Health Education Classes and Workshops

## Personal/Group Health Challenges

- Health Campaigns

# Programming and Activities: Health Promotion

Flu Vaccine Clinics and Health Fair	
2016 - 2017	2017 - 2018 ( <i>scheduled</i> Oct.– Nov. 2017)
7 clinics <ul style="list-style-type: none"><li>• Added maintenance building</li><li>• Added 1 High School</li><li>• 478 participants (~28%)</li><li>• Health Fair at first clinic at the CRC</li></ul>	5 clinics <ul style="list-style-type: none"><li>• Adding Everett High School</li><li>• Adding Mobile Mammography to high school flu vaccine sites</li><li>• Offering Health Fair at the CRC to end the flu vaccine clinics and combine with open enrollment</li></ul>

## Future recommendations:

- Offer onsite flu vaccines to staff and their family members
- Continue to offer a Health Fair
- Combine health fair and open enrollment for more participation

# Programming Activities: Health Education

Stress Management Class: <i>Mindfulness</i>	
2016 - 2017	2017 - 2018
<p>Developed stress management course designed specifically for teachers and school staff:</p> <ul style="list-style-type: none"><li>• 8 sessions were offered within the district</li><li>• 30 employees attended</li><li>• 3 different class focuses, offered multiple times</li><li>• Course evaluation: increased their knowledge, was relevant to their interests, and provided useful skills</li></ul>	<p>Based on participation:</p> <ul style="list-style-type: none"><li>• Offer classes that focus on stress reduction</li><li>• Offer classes at various times of the year</li></ul>

## **Future Recommendations:**

- Provide classes covered by contract hours



# Programming Activities: Personal/Group Health Challenges

## Walktober (October)

- 584 participants, 54 teams
- 54% of participants logged 20 out of 31 days
- 32% used the mobile app
- 35% completed the end of program evaluation

### What participants liked most:

- "Being part of a team. And being committed to meeting my goal."
- "I like the tracking component of Walktober. I also like the website with the photos and route."
- "Brought everyone together with one common goal - be more active."
- "It pushes me to work out consistently. I participate in this every year and it helps me get back into my regular routine that tends to get "lost" over summer."

# Programming Activities: Personal/Group Health Challenges Cont.

## **Maintain Don't Gain**

- 38 participants

“Thanks so much for the information and for the encouraging words.”

## **Golden Barbell Award**

- 780 participants
- 13 sites

“I like your challenges....I NEED your challenges!”

## **Future Recommendations:**

- Maintain district wide opportunities, expand to include additional individual opportunities
- Provide challenges between sites to encourage participation
- Provide targeted health challenges/campaigns for:
  - **Stress**
  - **Sleep**
  - **Preventive Care**
  - **Selfcare**

# Resources and Benefits



# Resources

*Local resources from the community that for the ESEBT Employee Wellness Program to support health and well-being.*

Program	2016-2017 School Year
Local Fitness Center Discounts	Local providers offering discounts to EPS staff
Onsite Fitness Classes	8 classes across 7 locations

## **Future Recommendations:**

- Continue to expand beyond fitness centers for local discounts
- Work with current and future instructors to provide classes that support their health needs

# 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"><li>• Total Weight: 1,052 lbs.<ul style="list-style-type: none"><li>• 3 ongoing series for fall 2016-2017, 68 participants</li><li>• 2 ongoing series for spring 2017 (change of location), 76 participants</li></ul></li></ul>
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
- Increase promotion of preventive health care and the benefit coverage for it

# Advocacy, Awareness and Support



# Advocacy, Awareness and Support

- Wellness Coordinator attended monthly Maintenance and Custodial meetings
- Wellness Program overview part of New Hire Orientation
- Attended school staff meetings
- Provided 6 presentations at school meetings
- Provided blood pressure cuffs at all sites

## **Future Recommendations:**

- Expand wellness presence at other staff meetings

# Advocacy, Awareness and Support: Location Outreach

## Leadership and Wellness Team Support

- Wellness regular agenda item at SLT meetings
- Provided Wellness Teams with ideas and resources for onsite activities
  - Provided wellness team training
  - Re-worked wellness platform to support onsite wellness
- Met with Principals and Wellness Team leaders throughout the year
- “Onsite with Wellness” opportunities at each location

### Future Recommendations:

- Continue site and leadership support
- Additional outreach and check-ins with leaders regarding programming needs
- Continue working with leadership to create healthy cultures at each site



# Cultural Norms, Policies and Guidelines



# 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
  - Create a healthy environment at each site and work on sustainability of the environment
  - Continue to support and encourage movement throughout the day
  - Create and support a healthy strategy for stress reduction at the workplace
  - Continue to highlight staff, Wellness Teams, and locations in Wellness Newsletter

# Communication Strategy

## Established consistency in communications

- Branding
- Weekly Wellness Announcements
- Quarterly Wellness Newsletter; Holiday edition newsletter
- Champion, and other health related articles/information

## **Future Recommendations:**

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

# Awards and Recognition

## Future Recommendations:

- Fit Friendly recognition program is ended in 2016
  - *New* - Workplace Health Achievement program
- Applied for 2017 new program
- Consider applying for other awards and grants

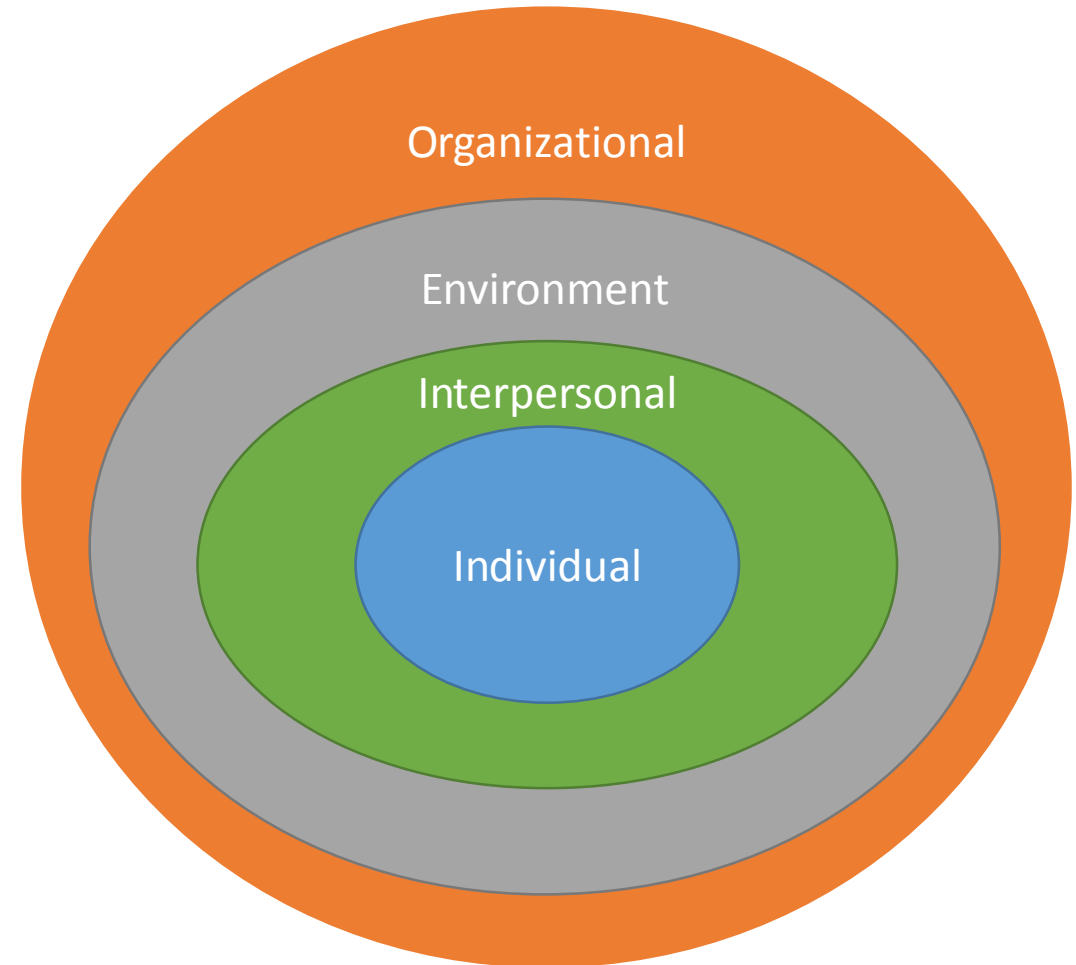


This workplace has been recognized  
by the American Heart Association  
for meeting criteria for employee wellness.

# Future Recommendations Summary: Creating a Culture of Wellness

Continue to utilize a multi-level approach:

- Focus on creating a culture of health at each site
- Promote benefits for preventive care utilization
- Promote self-care
- Promote stress reduction



# Future Considerations

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

Thank you, and Live well!

