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| **2018-2019 Current Programming** |  | **2018-2019 Programs** | **Evaluation Method** |  | **Future Recommendations/Notes** |
| **Programs** | | | | | |
| Health Fair (fall) |  | Health Fair - November  Combine with open-enrollment, flu vaccine and mobile mammography for maximum participation | Participation  Survey  Feedback |  | Continue to offer onsite Health Fair and provide health services/screenings for employees. |
| Flu Vaccine Clinics (fall) |  | Flu Vaccine Clinics - October/November | Participation rates  # of clinics offered |  | Continue to offer free onsite flu vaccine clinics by using vendor that bills through insurance. |
| Mobile Mammography – Mammography |  | Mobile Mammography (fall):   * Provide mobile mammography for health fair, assess participation for other sites. | Sign-ups and completion rates – provided by vendor |  | Continue to provide this program for employees if participation is above 10 registered participants. |
| Health Enhancement Systems Programs |  | Walktober – 376  Health Trails - 180 | Participation data  End of program survey |  | Continue to offer program that supports both team, and individual, challenges that promote healthy behavior modifications. This can be done without a 3rd party vendor. |
| Mindfulness |  | Provided mindfulness workshops to staff to begin to bring it into the classroom:   * 16 staff mindfulness workshops * 3 avid classes * 3 High School and Beyond workshops * 3 Mindfulness for test taking workshops * Mindfulness for stress reduction resources * 2 Sound Bath opportunities | Feedback  Evaluation (pre/post) |  | This program has seen huge support this year, it would be beneficial to staff to continue the workshops for staff, and students, to continue working on stress reduction through mindfulness (Mindfulness Based Stress Reduction). |
| Massage |  | Expand to all sites that are interested  Cost to be covered by employee | Employee feedback |  | Promote to all sites so that they may provide massage therapist to their employees. This can be accomplished through our current massage therapist relationship. |
| Onsite Fitness Classes |  | 3 sites had year-long group exercise classes: Evergreen, Port Gardner and Madison | Number of established classes  Number of participants |  | Continue to offer classes by utilizing current contacts |
| Weight Watchers at Work |  | 2018/19 Weight Watchers Stats:   * 2 locations * 64 participants * 386 pounds lost | # of classes offered  # of enrollees per series  Feedback from class participants |  | Look for opportunities to provide support to those wanting to improve their health through weight management. |

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| **2018-2019 Current Programming** |  | **2018-2019 Resources & Benefits** | **Evaluation Method** |  | **Future Recommendations/Notes** |
| **Resources & Benefits** | | | | | |
| Local Fitness Center Discounts |  | Expand beyond fitness centers to include other health and recreational providers in the region  2018/19 added:   * Club Pilates * North Corner Studios * Bent Yoga | Number of opportunities listed |  | Continue to expand to other health and wellness related services and community opportunities |
| Alere “Quit for Life” |  | Continue promotion of service availability | Utilization report from Alere |  | Promote program on the wellness webpage |
| Wellness Webpage |  | Continue to use webpage as a great place for employees to use as a resource for all district programs and health education | Click through data  Feedback through comment sections |  | Continue to use webpage as the best resource for ESP employees for their wellness needs. Post informative/useful information for employees and be the “go to” online resource for wellness for EPS staff. |
| Prevention |  | Continue to promote preventive care throughout the year, and provide on-site screenings | Use carrier data for preventive care utilization rates – including dental |  | Continue to promote the benefits of preventive care for all district employees |
| Wellness Boards |  | Created monthly topics with supportive documents for schools to post to their wellness board every month. | Feedback from Well-Being team |  | Continue the upkeep of the webpage board for ease of information dissemination and ease for schools to keep board current. |

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| **2018-2019 Current Programming** |  | **2018-2019 Advocacy, Awareness & Support** | **Evaluation Method** |  | **Future Recommendations/Notes** |
| **Advocacy, Awareness & Support** | | | | | |
| Onsite Meetings: SLT, Maintenance/Grounds, Custodians |  | Onsite Meetings: SLT, Maintenance/Grounds, CRC Operations, Office Managers, Principal Meetings, Other Staff Meetings | Frequency of attendance and/or listed as agenda item |  | Continue to have wellness as a presence at staff meetings and trainings consistently throughout the year. Promote wellness at each meeting by requesting time from facilitator. |
| Wellness Teams |  | Wellness Teams restructure – create a district wellness team. This will help with those schools that have no wellness team. Have at least one champion at each site to help with information distribution.  . | # Wellness Team Membership  \*With restructuring of Wellness Grant Dollars Program/Scorecard: needs assessment, site evaluation, pre/post evaluation of implemented initiatives |  | Continue to work with the principals to implement healthy culture, environment and policy at the school level |
| Communications – webpage, Wellness newsletters, emails, flyers |  | Communications –streamline communications so they are more effective without overwhelming people with emails | Execution of communications plan – frequency, type, clicks |  | Continue to expand and explore new communication avenues, e.g. utilize social media  Establish wellness boards at all locations for information |
| Health Education Campaigns |  | Continue to create individual campaigns that can coincide and be promoted throughout the year | Employee feedback |  | Continue to evolve programs that are timely and pertinent to the audience. Topics will vary and provide several resources for employees |

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| **2018-2019 Current Programming** |  | **2018-2019 Culture of Health** | **Evaluation Method** |  | **Future Recommendations** |
| **Culture of Health** | | | | | |
| Culture of Health |  | Ensure initiatives through all categories work to support a Culture of Health. Particular attention should be moved to site/location/department specific initiatives, while maintaining core program activities, resources, and benefits. | Observation/Employee Feedback |  | Establish survey timing most appropriate for programming and population  Continue to shift the culture through program opportunities and support |
| Healthy Environment – Staff Lounge |  | Create an inviting environment for teachers/staff in lounges at schools and district buildings:   * Work with principals * Gain support from PTA * Gain support from wellness champions to keep the lounge an inviting area * Secured 2 mini-grants from Kaiser Permanente to create a more inviting lounge at Sequoia High school and Madison Elementary school. | Surveys  Employees feedback  Observations |  | Create healthy environments throughout the district that promote a stress-free place for employees to unwind in the workplace |