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| **2017-2018 Current Programming** | **Current KPI/Goal** | **2018-2019 Programming - Proposed** | **Evaluation Method** | **Updated KPI/Goal** | **Future Recommendations/Notes** |
| **Programming and Activities** | | | | | |
| Health Fair (fall) | Conduct annual health and benefits fair for employees and their families to attend | Health Fair (fall)  Combine with open-enrollment, flu vaccine and mobile mammography for maximum participation | Participation  Survey  Feedback | Conduct annual health and benefits fair for employees and their families to attend w/ flu clinic | Continue to offer onsite Health Fair and provide health services/screenings for employees |
| Flu Vaccine Clinics (fall) | Conduct annual flu vaccine clinics for employees and their families to attend | Flu Vaccine Clinics (fall) | Participation rates  # of clinics offered | Conduct annual flu vaccine clinics for employees and their families to attend | Continue to offer free onsite flu vaccine clinics by using vendor that bills through insurance |
| Mobile Mammography – Mammography | First year implementation at CRC:   * JHS 10/24/17 – 10 patients * CRC 11/6/17 – 14 patients | Mobile Mammography (fall):   * Provide mobile mammography for health fair, assess participation for other sites. | Sign-ups and completion rates – provided by vendor | To get 100% of available appointments scheduled and completed | Continue to provide this program for employees as long as participation is high enough |
| Feel Like a Million | 377 registered participants  55% team  45% individual | Walktober OR another web-based program:   * Recommend new program for fall address total health | Participation data  End of program survey | Increase 25-30% participation  Increase number of participants who record 30 minutes of activity or more for 20 days by 5-10% | Continue to offer a web-based program that offers a fun opportunity to work as teams/foster camaraderie, and that address total health |
| Mindfulness | Offer stress management classes throughout the year at most district sites:   * Mindfulness for test taking | Expand mindfulness to staff to begin to bring it into the classroom:   * Teachers practice mindfulness for better classroom outcomes * Bring mindfulness to the students * Provide training to staff on how to implement it with ease | Feedback  Evaluation (pre/post) | Start year one with pre-identified schools, and soft launch to the rest of the district | Build on year one by rolling out to district year 2. Continue to build programming and resources for this program. |
| Massage | Provide massage therapist to CRC employees | Expand to all sites that are interested  Cost to be covered by employee | Employee feedback | Employee feedback  Number of sites participating | Promote to all sites so that they may provide massage therapist to their employees |
| Onsite Fitness Classes | Establish fitness classes at all sites interested in holding them | Maintain current onsite fitness class opportunities and expand offerings, increase participation (cardio, tai chi) | Number of established classes  Number of participants | Increase employees participation for classes by 15% at each site | Continue to expand class offerings to more locations and types of classes, increase promotion and awareness of classes |
| Weight Watchers at Work | Weight Watchers held at 3 sites:   * 744 lbs. lost * 7 people lost 5% of body weight * 3 lost 10% of body weight * 1 person reached goal weight | Continue to offer Weight Watchers or other weight management class at various district locations  Maintain 3 sites all year for meetings  Increase awareness of program | # of classes offered  # of enrollees per series  Feedback from class participants | Maintain class offerings at 3 sites, North, South and Central if enough people are interested | Look for opportunities to expand enrollment and promotion of program |

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| **Resources and Benefits** | | | | | |
| Local Fitness Center Discounts | Maintain gym membership discounts | Expand beyond fitness centers to include other health and recreational providers in the region | Number of opportunities listed | Maintain gym membership discounts and expand to include other opportunities | Continue to expand to other health and wellness related services and community opportunities |
| Alere “Quit for Life” | Promote the benefits of the program district wide | Continue promotion of service availability | Utilization report from Alere | Awareness of service | Promote program on the wellness webpage |
| Wellness Webpage | Maintain webpage for employees | 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 | Increase views of webpage by 25% | Continue to use webpage as the best resource for ESP employees for their wellness needs. Post informative/useful information for employees |
| Prevention | Promote preventive care and benefits | Continue to promote preventive care throughout the year, and provide on-site screenings | Use carrier data for preventive care utilization rates – including dental | Increase preventive care knowledge by 15% for cancer screenings | Continue to promote the benefits of preventive care for all district employees |
| Wellness Boards | Installed 5 wellness boards in the district | Have remaining wellness boards installed at the schools  Designate a person to oversee the upkeep of wellness boards | N/A | Work with maintenance for a timely installation of these boards | Continue the upkeep of the webpage board for ease of information dissemination and ease for schools to keep board current. |

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| **Advocacy, Awareness and Support** | | | | | |
| Onsite Meetings: SLT, Maintenance/Grounds, Custodians | Increase presence of Wellness Coordinator and/or Employee Wellness focus (agenda item) at SLT and Principal Meetings | Onsite Meetings: SLT, Maintenance/Grounds, CRC Operations, Office Managers, Principal Meetings, Other Staff Meetings | Frequency of attendance and/or listed as agenda item | Continue presence of Wellness Coordinator and/or Employee Wellness focus (agenda item) at SLT and Principal Meetings | Continue to have wellness as a presence at staff meetings and trainings consistently throughout the year |
| Wellness Teams | Wellness Teams of 2-12 members established on a volunteer basis each school year. | 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 | Support all school wellness efforts and attend their wellness meetings and programs | Continue to work with the principals to implement healthy culture, environment and policy at the school level |
| Site Support – Principal and Wellness Team Update, administrator participation and support in promoting program activities | Promote Wellness Program activities throughout the year | Site Support – additional outreach to site/department support (HRA, Food Service, Transportation, etc.) to encourage administrator modeling/support for staff | Participation counts from programming  Frequency of Wellness Updates for Principals  Observations/feedback | Superintendent and cabinet engage with the Wellness Program actively promoting it  Meet with each school at least once per year: admin and principal and/or VP’s | Meet with new principals to cerate relationship  Continue to work with administrators for support at each site |
| Communications – webpage, Wellness newsletters, emails, flyers | Submit/write articles about health related topics for distribution in newsletters, district communications, Facebook and wellness website | Communications –streamline communications so they are more effective without overwhelming people with emails | Execution of communications plan – frequency, type, clicks | Provide health information for district staff in a timely manner that promotes, and inspires participation, for individual behavior modification | Continue to expand and explore new communication avenues, e.g. utilize social media  Establish wellness boards at all locations for information |
| Health Education Campaigns | Provide timely health education campaigns that educate district employees on the importance of a healthy lifestyle | Continue to create individual campaigns that can coincide and be promoted throughout the year | Employee feedback | Increase awareness and use of individual campaigns  Continue to provide wellness board materials for sites via the district wellness webpage | 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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| **Culture of Health: Cultural Norms, Guidelines and Policies** | | | | | |
| Culture of Health | Continue to promote the wellness resources and programs to the district promoting total 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. | Survey of all employees  Observation/Employee Feedback | Provide an annual survey to each site for feedback  Work with each site to ensure that their health needs are being addressed | 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 to go to relax and recharge during the work day. Each school can receive a one-time stipend of $250 to enhance their 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 | Surveys  Employees feedback  Observations | Work with 30% of schools in the district 1st year, and have all staff lounges finished by 2020  2017/18 had 5 schools take advantage of this grant and make changes in their staff lounge.  Work with schools on environment changes | Create healthy environments throughout the district that promote a stress-free place for employees to unwind in the workplace |