

# Program Overview 2008-2015

## Beginnings

Goal: Create a Culture of Wellness



Action: Establish Residence.
Put the wellness program on the Everett
Public Schools map.

#### **Steps:**

- Crafted a mission statement
- Designed a brand/logo for the program
- Wellness page on district website



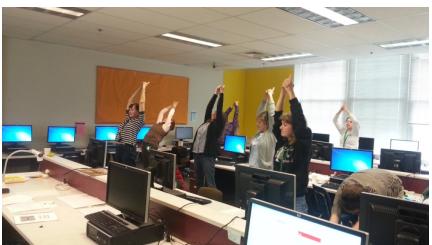
"Our mission is to create a culture of wellness by promoting opportunities that enhance the overall health and quality of life for all district staff".



**Action: Build Bridges**Establish Trust-Cultivate Image Equity for the Program

#### Steps:

- ✓ Introductions-Staff Meetings, SLT
- ✓ Employee Interest Survey
- ✓ Wellness Council
- ✓ Establish Wellness Teams
- ✓ Addition of positive benefit changes
  - ❖ Tobacco Cessation Program-Free and Clear
  - ❖ Weight Management Program-Sound Health Solutions
  - EAP-Expanded Coverage
  - ❖ Alternative Medicine inclusion in benefits coverage
- ✓ Free Flu Vaccine Clinics
- ✓ Athletics Weight Room and Track open to employees
- ✓ Seated Chair Massage
- ✓ Gym Discounts for Employees
- ✓ Weight Watchers at Work



LID Day at Sequoia

"Thank you for the Free and Clear program. I am happy to say I am three years without a cigarette". Cynthia; Maintenance



Action: Infusion of Wellness Raise awareness, Educate, Encourage Steps:

- √ Hope Health Letter
- ✓ Newsletters-HR Payroll and Newslinks
  - ✓ National Health Observances
- ✓ Fitness Classes at District Sites
- ✓ Wellness Classes
  - ❖ Be Well-Teach Well
  - Eight Weeks to Wellness
  - Cultivating Calm
  - Cooking Classes
  - Quick and Healthy Meals



"Our wellness program got me to exercise.

I used to say "I hate to sweat!" Now I love
to sweat and lost weight! I appreciate you
for allowing me to discover something that I
enjoy so much".





"Thanks to WALKTOBER I have been walking for over a year now. I've lost 60 pounds and feel really healthy. I am a grandma and wanted to get on the floor with my babies and play. Thanks for this program, it's fun!"



Action: Inspire, Motivate, Nudge

Steps: Challenges and Campaigns

- Bike to Work
- Trails Challenge
- WALKTOBER
- Turkey Trot
- Maintain Don't Gain
- Health for the Holidays
- Passport to Health



#### Bike to Work Campaign

150 participants biked over 9,500 miles and 2,000 trips



"Lets do it again next year!

#### **EPS Trails Challenge**

600 participants walked 40,197 miles and 80 million steps



<sup>&</sup>quot;I think this challenge was a great idea, it created a lot of camaraderie and a sense of team spirit at our school."

Action: Inspire, Motivate, Nudge

Steps: Challenges and Campaigns (Cont.)

- Know your Numbers
- 31-Day Eat Smart Challenge
- National Parks Tour
- Daily Fitness Challenge
- Ironman Challenge
- Triathlon Challenge
- Winter Break Bingo
- Sit Less Move More
- Path to Health
- Summer Fitness and Nutrition Challenge
- Heart Month Challenge
- Healthy Heart Tick-Tack-Toe





**Action: Motivate-Change** 

- ✓ The Wellness Challenge®
- ✓ Weight Watchers at Work

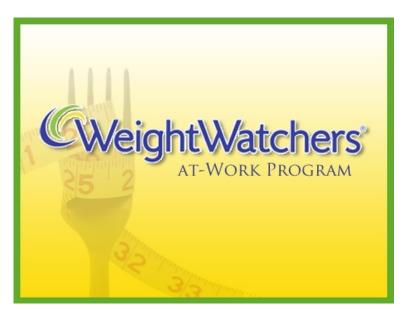






**Chuck Booth, Facilities and Planning; CRC** 







### Awards/Recognition

- American Heart Association
   Gold Fit Friendly Worksite
   Award
   4 years in a row.
- School Employee Wellness-Gold Level National Award 2011-2012 from the Directors of Health Promotion and Education
- Puget Sound Healthy Worksite
   Summit
   Golden Apple Award 2014

# making healthy communities happen #ealth Shaping Policy for Health equity Shaping Policy for Health health

#### District wellness program earns excellence award

Program to promote healthy and fit adult role models wins another award



School board and superintendent with Dr. Gail with her Golden Apple

Everett Public Schools
Board of Directors
congratulated "Dr. Gail"
and the Employee
Wellness Program for
having earned a 2014
Golden Apple award from
the Healthy Worksite
Summit. The award
recognizes the district's
Wellness Coordinator Gail
Buquicchio for her work to
promote physical fitness
and health among school
district employees.



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



#### **Testimonials**

"I don't even think I can begin to explain how much I looked forward to your Wednesday Wellness Newsletters. It was the most challenging year I have had teaching, and the newsletters were bits of wisdom and sunshine that I could glean and apply to my world".



Maggie Doud, Teacher; Port Gardner



#### **Testimonials**



When I was first introduce to Gail and the Wellness Program I weighed 200 lbs., was always stressed trying to manage working part time and family activities. I was always overcommitting my time and trying to accommodate everyone else's needs. My first class with Gail was a stress reducing class. In that first class I learned how to breathe properly, reduce unnecessary activities and take care of my health. Through other Wellness classes I've

learned how to eat healthy, I have lost 50 lbs; learned how to incorporate exercise into every day and learned how to have balance in my life. The quality of my life has improved tremendously! I truly believe that the Wellness program has added years to my life! Thank you Gail and the Wellness Program!

Becky Hitchcock, CEOE
Office Manager
Mill Creek Elementary



#### **Testimonials**

When the fitness classes were first offered, I decided it would be a good start to trying to be healthier. I think there was even a chance to try out the first class for free! Gail was teaching yoga and even though I had never practiced yoga before, she made me feel so welcome. I started to remember how good it feels to get moving! Then I tried Zumba, and it was so much fun that I just had to go two days a week. Around this time I started wondering, Why not get back into rowing? So I did! I'm healthier now than I had been for a very long time. I am so grateful that the Wellness Program provided a way for me to focus on my health"

Janet Erickson, Teacher; Jackson Elementary









WW is a very supportive program that has helped me lose over 100 pounds. Our leader is very inspirational and helps us see the "whole" picture and process of losing weight. Small changes can make a big difference. A big thank you to the Trust for supporting the Weight Watcher program in the school district!

Pat Jones, LMS; CRC







employee wellness program

Chris Hulteng, Teacher at Monroe, organized 3-4 Walktober teams and met with them to inform them of the program. She sent encouraging emails to get everyone going. She made a chart for students to see that exhibited the Wellness Team's walking steps to inspire our students. She also coordinates monthly Wellness lunches where the Wellness walking teams provide a healthy lunch for the entire staff each month. Oh yes! In partnership with Debi Doyle, she tries to get staff to exercise after school. Thanks Chris! You are truly an inspiration to us all!





Cynthia Gaub has been a wellness leader in our school. She participates in our weekly veggie/healthy snack club; helps keep the staff informed about wellness opportunities. She walks, runs, swims, rides her road bike, and always takes on several of the wellness challenges herself.







employee wellness program

it begins with you

John Preston is a perfect example of someone who has incorporated health and wellness into every aspect of his life. John starts almost each day by riding his bike to work, rain or shine. John also uses his pedometer faithfully. John brings in his healthy lunch each day and makes sure his fruits and veggies are represented. He has participated in Walktober many years in a row and is a huge part of our Wellness Team at Lowell.



Cathy Woods, Principal; Cascade High







Janet Gillingham, Principal; Heatherwood







David Jones, Principal; Cedar Wood



Kelly Shepherd, Principal; Sequoia





### Measuring Culture Change

Survey Question: One of the main goals of the EPS Wellness Program is to "create a culture" of Wellness.

	2013/2014	Agree somewhat	Strongly agree	Total Survey Respondents	2012/2013	Agree somewhat	Strongly agree	Total Survey Respondents	2011/2012	Agree somewhat	Strongly agree	Total Survey Respondents	2010/2011	Agree somewhat	Strongly agree	Total Survey Respondents	2009/2010	Agree somewhat	Strongly agree	Total Survey Respondents
I notice that my colleagues and I are more conscientious about our health since the inception of the wellness program.		51%	42%	350		55%	39%	707		50%	47%	328		49%	45%	688		51%	43%	733
Wellness Program activities have helped to create a greater sense of camaraderie at my workplace.		51%	35%	350		56%	26%	707		51%	40%	328		56%	33%	688		51%	39%	733
There is more general conversation and discussion about health and wellness topics.		46%	42%	350		46%	39%	707		40%	52%	328		49%	41%	688		47%	42%	733
We have become more conscientious about having healthier food options for staff meetings and gatherings.		47%	33%	350		53%	29%	707		39%	46%	328		43%	40%	688		48%	34%	733
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.		32%	61%	350		31%	63%	707		26%	70%	328		29%	65%	688		32%	62%	733
Seeing district administrators and the leadership team involved in wellness activities inspires and motivates me to participate too.		47%	43%	350		44%	36%	707		44%	38%	328		45%	33%	688		41%	31%	733
Do you feel the Wellness Program is fully meeting it's vision of creating a culutre of wellness in our district?		45%	53%	350																



# ✓ Goal: Create a Culture of Wellness

"Thank you for all that you do.
This is an outstanding part of
EPS culture, as it says loudly
and clearly to everyone:
You matter.
We care about you.
We care about one another".





## Future of *Wellness* at Everett Public Schools

- Continue to infuse wellness in to the culture
- Incorporate staff wellness in to district policies and strategic plan
- Engage more of the population by programing for individual groups i.e. maintenance, food services, custodians etc.
- Keep the healthy people healthy
- Engage leadership in the wellness program





Thank You Trustees, for giving me the opportunity to create a program that makes a difference in peoples lives.

May you be well ©

