



Program Overview

2008-2015

Beginnings

Goal: Create a Culture of Wellness



Creating 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”.

Creating a Culture of Wellness

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

Creating a Culture of Wellness

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”.

EVERETT SCHOOL EMPLOYEE BENEFIT TRUST

employee **wellness** program

it begins with you



Creating a Culture of Wellness



"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!”

Could we do something similar to this at the start of school and keep healthy year-round?”

EPS Trails Challenge

600 participants walked 40,197 miles and 80 million steps



"I think this challenge was a great idea, it created a lot of camaraderie and a sense of team spirit at our school."

Creating a Culture of Wellness

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**



Creating a Culture of Wellness

Action: Motivate-Change

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



Chuck Booth, Facilities and Planning; CRC



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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

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 award

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.

EVERETT SCHOOL EMPLOYEE BENEFIT TRUST
employee wellness program
it begins with you

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 introduced 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



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.

EVERETT SCHOOL EMPLOYEE BENEFIT TRUST

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.

[illegible]



✓ 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😊