



# 2013-2014 Year in Review

# Review of Program Goals

We want district staff to:

- Move More
- Eat Smart
- Stress Less
- Lose Weight
- Quit Smoking

**How do we accomplish these goals?**

- ✓ Health Awareness
- ✓ Health Education
- ✓ Health Promotion

**WALKTOBER™**  
National Walking Month

# The Year in Review

- Walktober
- Flu Vaccine Clinics
- November Nutrition Challenge
- The Wellness Challenge® 2014
- Ironman
- EAT Smart Nutrition Challenge
- Weight Watchers at Work
  - Silver Lake
  - Garfield
  - CRC
- Fitness Classes at schools
- Bike to Work Campaign
- Stress Management Workshops
- Wellness Wednesday Newsletter
- Wellness Champions
- CRC Wellness



| Location                     | Registered | % of staff | Total Staff |
|------------------------------|------------|------------|-------------|
| Port Gardner                 | 7          | 100%       | 7           |
| Transportation               | 14         | 88%        | 16          |
| Monroe                       | 34         | 62%        | 55          |
| Sequoia                      | 21         | 53%        | 40          |
| Heatherwood                  | 35         | 50%        | 70          |
| Whittier                     | 17         | 49%        | 35          |
| Lowell                       | 22         | 45%        | 49          |
| Silver Lake                  | 24         | 43%        | 56          |
| Jackson                      | 21         | 41%        | 51          |
| Forest View                  | 20         | 39%        | 51          |
| Woodside                     | 20         | 38%        | 52          |
| View Ridge                   | 17         | 36%        | 47          |
| Gateway                      | 22         | 35%        | 62          |
| Community Resources Center   | 54         | 34%        | 160         |
| Everett                      | 42         | 31%        | 136         |
| Madison                      | 15         | 29%        | 51          |
| Eisenhower                   | 20         | 29%        | 70          |
| Emerson                      | 16         | 28%        | 57          |
| Garfield                     | 13         | 27%        | 48          |
| Cedar Wood                   | 11         | 25%        | 44          |
| North                        | 16         | 24%        | 68          |
| Cascade                      | 35         | 23%        | 149         |
| Mill Creek                   | 12         | 23%        | 53          |
| Jefferson                    | 12         | 22%        | 55          |
| Evergreen                    | 17         | 20%        | 85          |
| Hawthorne                    | 12         | 19%        | 63          |
| Silver Firs                  | 8          | 16%        | 49          |
| Penny Creek                  | 8          | 14%        | 59          |
| HM Jackson                   | 18         | 12%        | 147         |
| Maintenance                  | 1          | 2%         | 52          |
| <b>Walktober Totals 2013</b> | <b>584</b> | <b>30%</b> | <b>1937</b> |

# WALKTOBER™

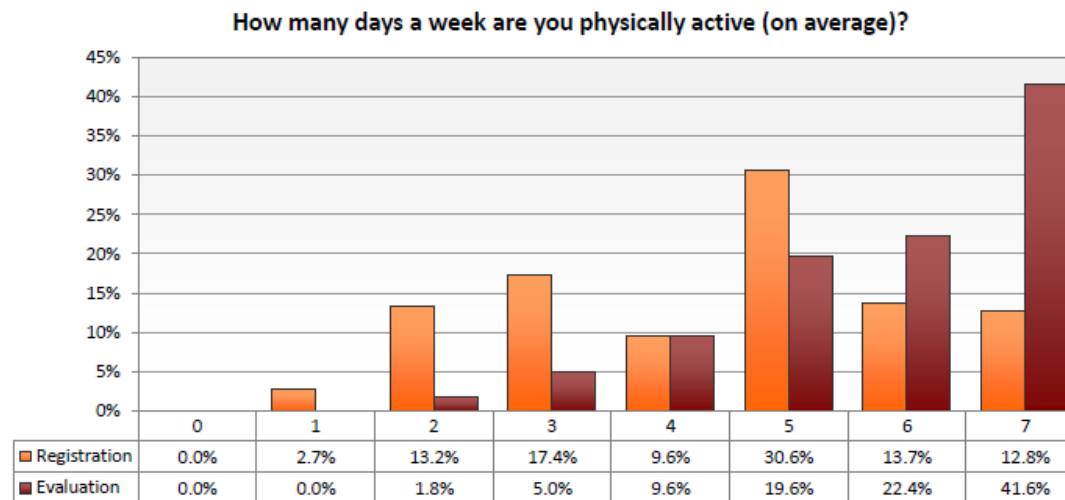
## National Walking Month



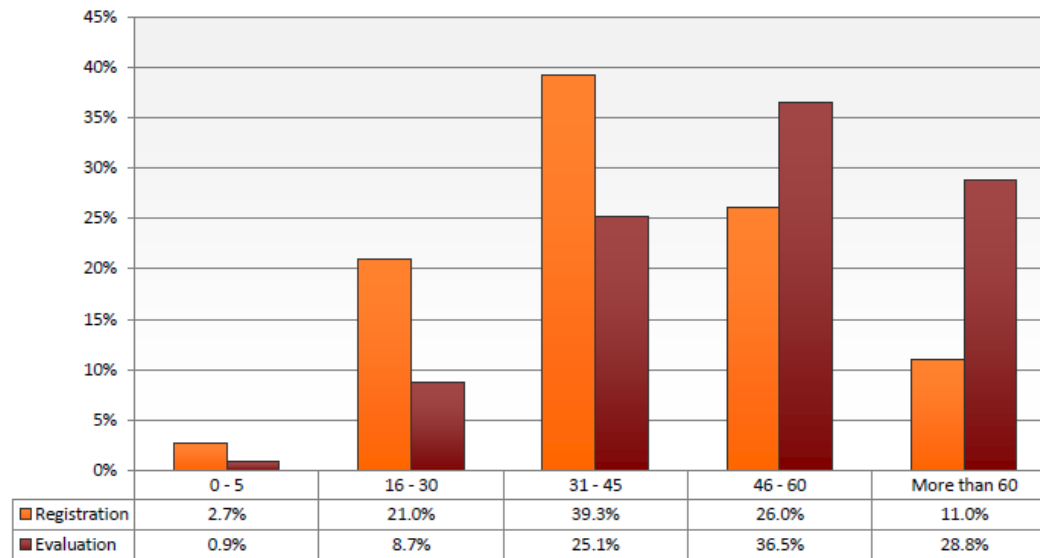
## Program Results

Total registered: 585  
Total completed evaluations: 219  
Completion percentage: 37%  
Mobile participants: 104

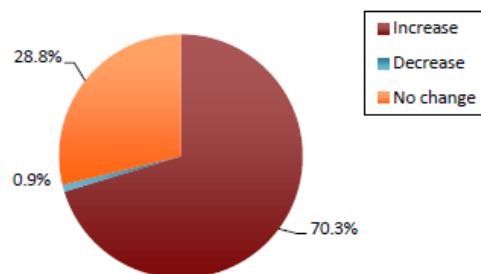
The following data is based on participants who completed the evaluation.



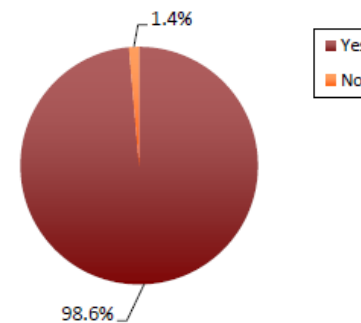
### How many minutes did you spend exercising on these days?



### Change in Physical Activity



### Participation Next Year



# WALKTOBER Success Stories

- "Walking more has helped me to be more successful with my workout program. I feel better physically. It has helped to distress me. I would definitely recommend everyone do this. It is not that difficult. Dianne Hanson
- "Exercising every day keeps me energized. Walking is my favorite form of exercise. when I regularly exercise I stick to a healthy eating routine. I do less unhealthy snacking. The Walktober program was great. Karen Stolworthy
- "I have been walking 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!" Kathy Bogart
- "Walktober was a perfect program to train for my fourth 1/2 marathon on October 27th. I dropped 21 minutes and got my best time. Thank you Walktober. Thet Thet Win
- "I noticed an increase in my energy level, which made me feel positive an happy!" Torri McEntire

**Over 370 WALKTOBER participants (63%) earned T-shirts for logging 30 minutes or more of exercise 24/31 days in October. This was a RECORD!**



# Fitness Classes

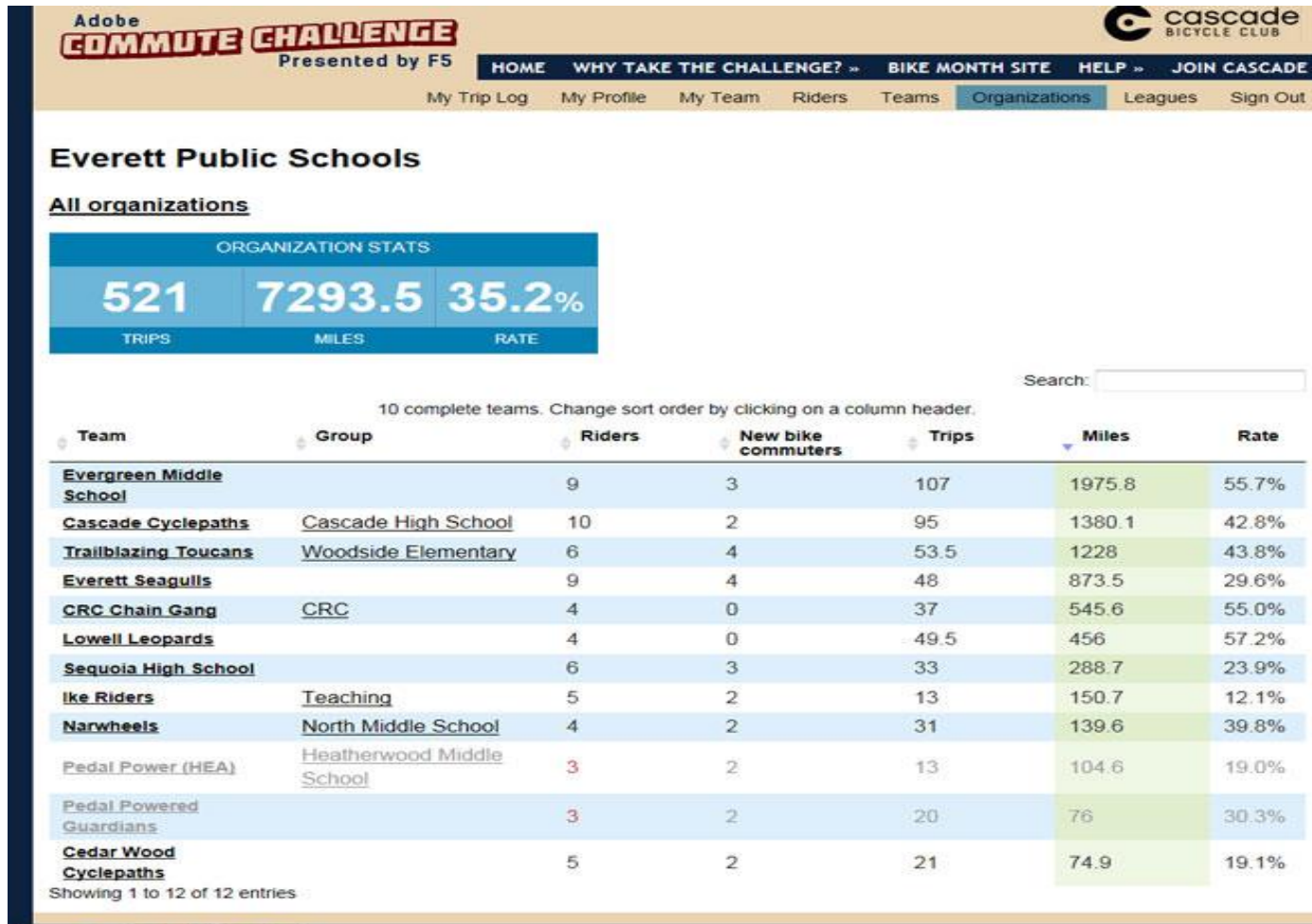
- New system this year
  - Sites and Wellness Teams requested their own classes
  - Participants signed up on Google Docs.
  - The more that signed up the cheaper the class.
  - Worked **VERY** well
    - 150 participants took Yoga, Zumba, Boot Camp and Zumba Tone after school
    - Classes at: Gateway, HM Jackson, Silver Lake, Lowell, Madison, Garfield, North, Cascade, Community Resource Center, and Heatherwood



***“Having access to the EPS classes (like Zumba and Yoga) have made it easier for me to commit to staying active and noticing the difference that it makes! It also has been great to visit other schools and get to know some other staff in other buildings”.***



# Bike to Work



***"I made a concentrated effort to commute on my bike a lot more during the month of May for the bike commute challenge. It also encouraged me to get out and ride with friends and colleagues, which was a blast! In addition, it connected me with other bike riders at my school site".***

# Flu Vaccine Clinics

**2013-2014**

**Worked with vendor  
“Get a Flu Shot”**

**6 Clinics**

**650 Vaccines**

**Billed through Insurance  
(saved the Trust \$16,500)**

*“Been getting the free flu shots for  
4 years now and no flu”!*



Received a FREE flu  
shot and did not get the 49.07% 132  
flu this year

Fewer sick days this 24.16% 65  
year

# 31-Day Eat Smart Nutrition Challenge

- A different healthy eating challenge every day throughout the month of March (National Nutrition Month).
- Participants: 165



***"I drink more water and have added more fiber to my diet. My blood pressure is lower and so is my cholesterol because I eat healthier. I use salad plates for my dinner meal and pack a healthy lunch".***



- **The Wellness Challenge 2013**
  - **180** Earned an incentive in Program Period II
- **The Wellness Challenge 2014**
  - **205** enrolled
  - 1<sup>st</sup> Qtr. Lottery-95 eligible for lottery drawing
  - 20 reward cards distributed

***"I used to eat everything in sight. I learned about fruits and veggies and now it is so easy to eat them all day long. The Wellness Challenge taught me healthy habits and now it just has become a way of life for me.  
I am so happy"!!!!***

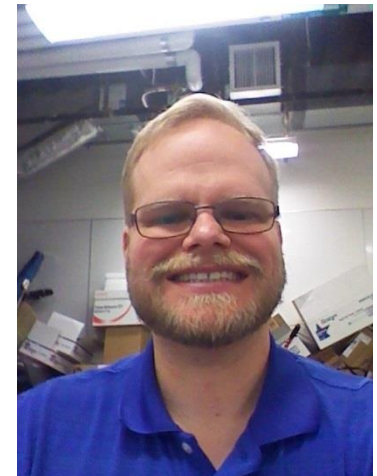
# Weight Watchers at Work

## Weight Loss

2013-2014

- Garfield 100 lbs.
- Silver Lake 150 lbs.
- CRC 408 lbs.

**Total Weight Loss 658 lbs.**



# Cultivating Resilience Stress Management



***"I love the idea of Cultivating Resilience because it changes "stress" for me. I appreciate the idea that I am in control not "stress." The Wellness Wheel is a tool that I will refer to. Deep breathing is a tool that I will integrate into my daily world as well. And lastly, being MINDFUL in what I do. That is huge!"***

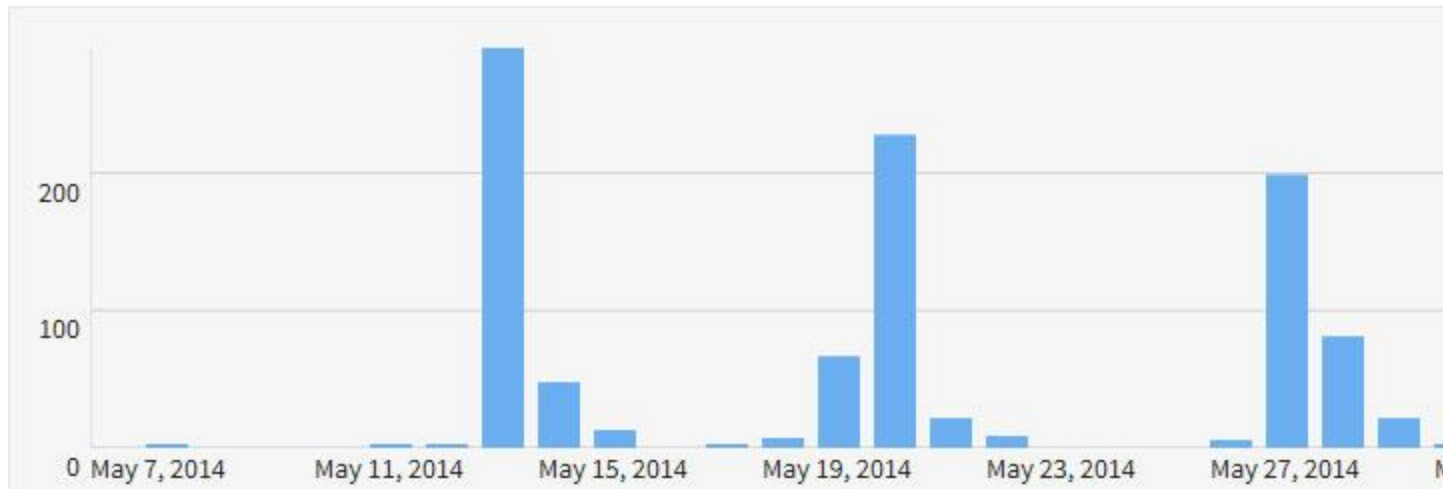
- 3-hour workshop
  - 35 attendees
  - Insights
    - Physiology of Stress
    - Cognitive Behavior (Mind over Mind)
    - How and why we react and respond the way we do to stress
    - Stress vs. Stressor
  - Skills
    - Cognitive Behavior
    - Mindfulness
    - Deep Breathing
    - Relaxation Techniques
    - Emotional Awareness
    - Wellness Wheel as a tool for more work/life balance



# Wellness Wednesday

1,026 clicks on your bitly links

since May 7, 2014



Average Clicks per week = 350

***"I regularly read the Wednesday Wellness newsletter because I know it is only one page. It is great information each week. Continue to keep it short. I do enjoy seeing the inspirational stories of district staff".***

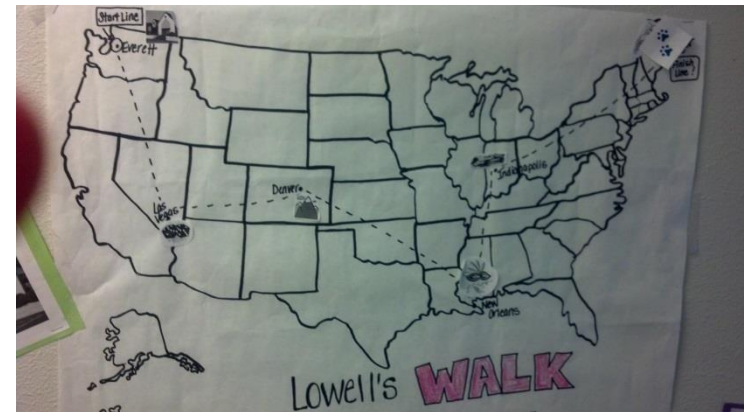
# Wellness Teams

- **Wellness Team Scorecard**

- Wellness Grant Dollars
  - Lowell: \$500
    - Walk Across America
  - Monroe: \$500
    - Stress Management Lending Library and Healthy Nutrition/Cooking class
  - Whittier: \$225
    - Healthy Snacks Class
  - Port Gardner: \$250
    - Squords
    - Healthy Nutrition Class

- **Wellness Team Recognition Event**

- 25 attendees

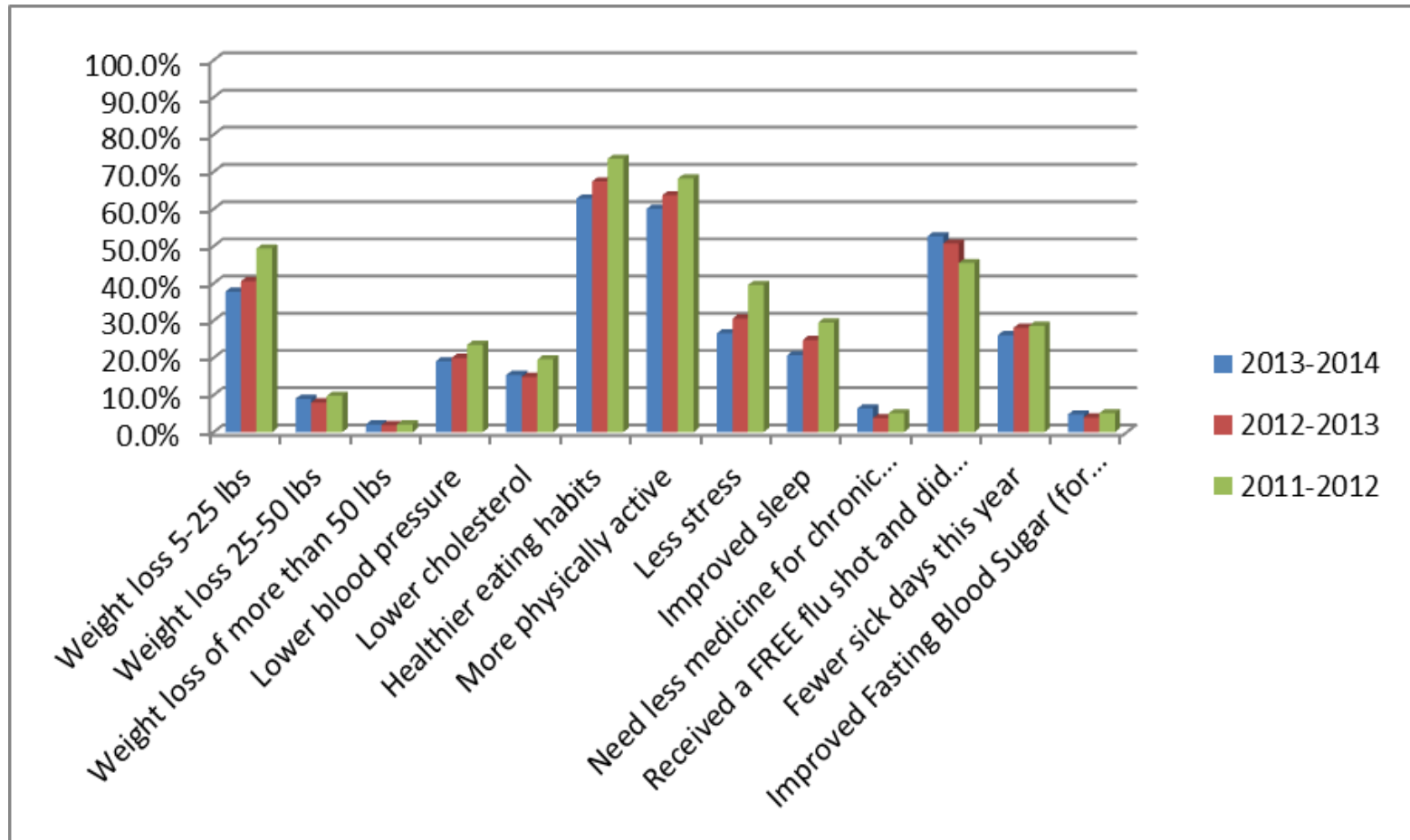


# Community Resource Center

- Started a Wellness Team with 10 members who meet every other month to plan “Wellness Wednesday” and other health related activities for the CRC.
- Wellness Wednesdays: Every other month with a focus on health related themes. Healthy Pot-Luck, and health related activity at each department.
- CRC Wellness Room has over 35 users. Use is increasing each month. Last month over 295 visits by CRC staff.
- Walking Groups
- Very little elevator use😊.



# Health Improvements Self-Reported



***“Less medication needed for high blood pressure and high cholesterol. I am now in the habit of exercising every day and if I miss getting my exercise in, I feel bad”.***

# Wellness Culture



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

*From your experience and the experience you have witnessed with your colleagues in our district, to what degree do you feel our employee wellness program is meeting this vision.*



# Culture

## 2013-2014 Wellness Program Survey

The goal of the EPS Wellness Program is to "create a culture" of Wellness, since the inception of the Wellness Program do you agree or disagree with the following statement. Please read the statements below and then rate all that apply.

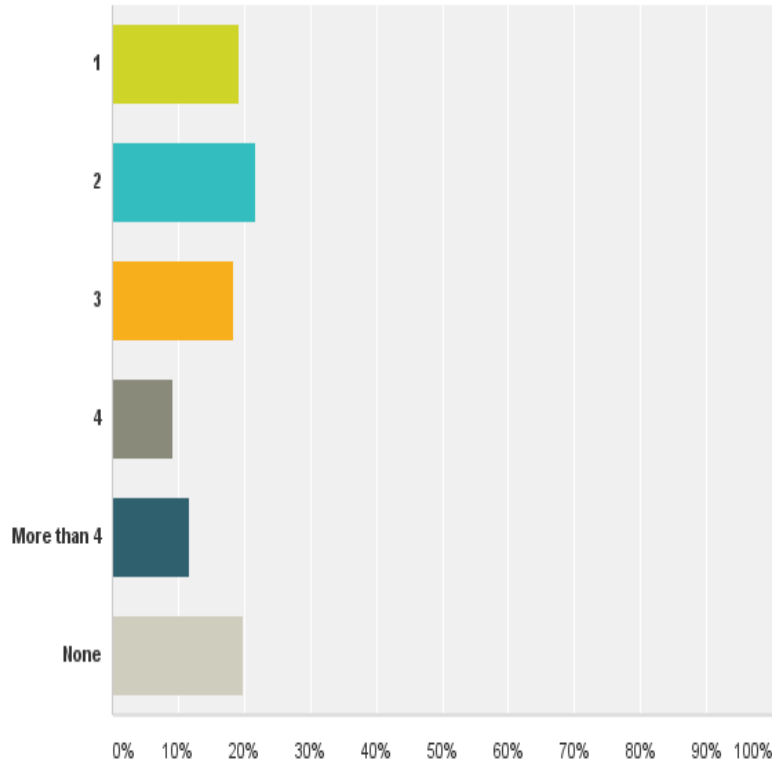
| Answer Options  | Do not agree | Agree somewhat | Strongly agree | Response Count |
|---|--------------|----------------|----------------|----------------|
| I notice that my colleagues and I are more conscientious about our health.  | 22           | 165            | 138            | 325            |
| Wellness Program activities have helped to create a greater sense of camaraderie at my workplace.                         | 41           | 167            | 112            | 320            |
| There is more conversation at work about health and wellness topics.  | 41           | 146            | 136            | 323            |
| We offer healthier food options at staff meetings and gatherings.   | 62           | 154            | 106            | 322            |
| Having a district wellness program in place makes me feel that my health is an important priority of district leadership. | 24           | 103            | 199            | 326            |
| Seeing district leadership involved in wellness activities inspires and motivates me to participate too.                  | 63           | 149            | 113            | 325            |



# Participation 2013-2014

**Q5 How many district Wellness Program activities (including the Wellness Challenge) did you participate in this year?**

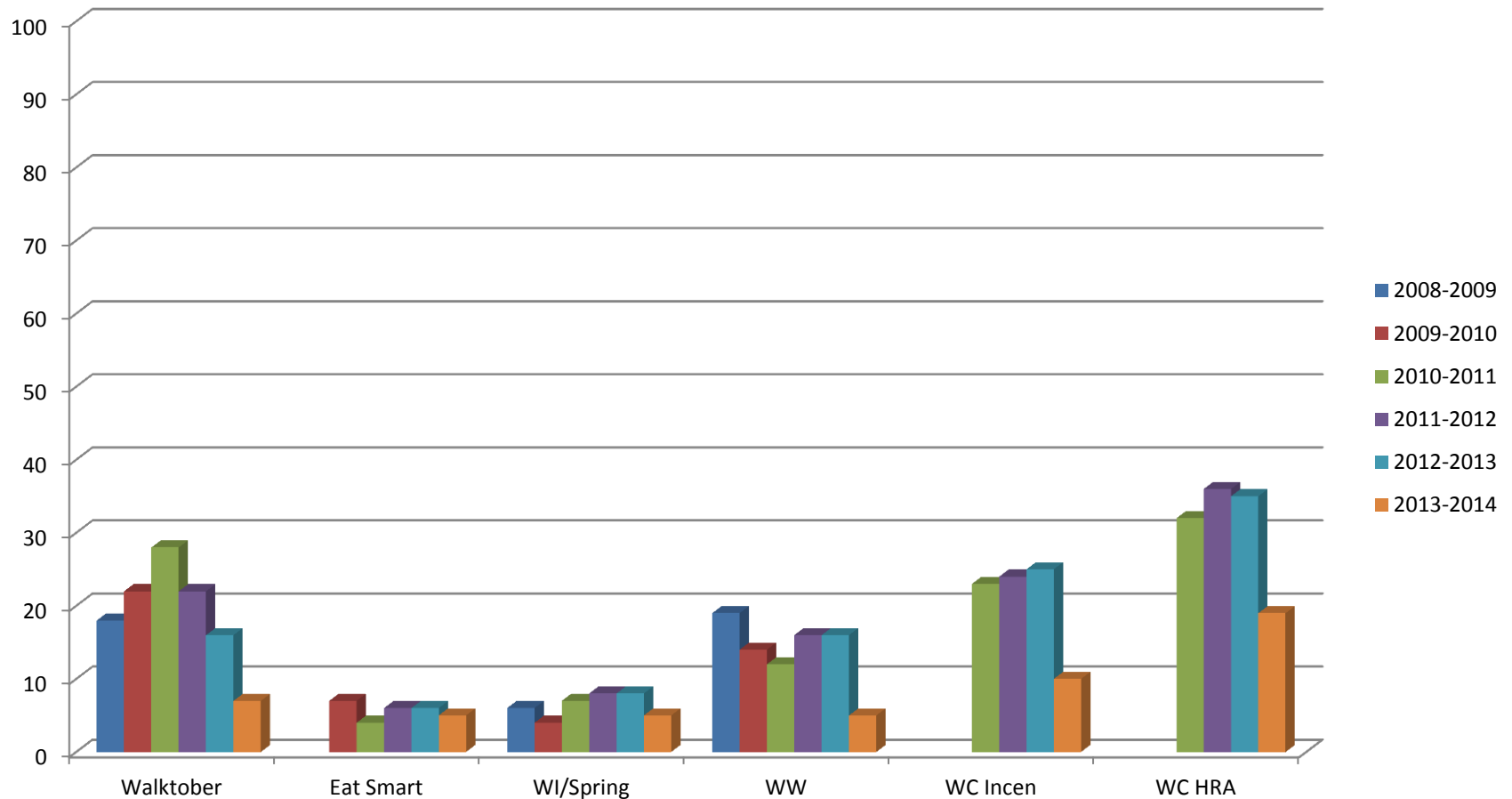
Answered: 327 Skipped: 2



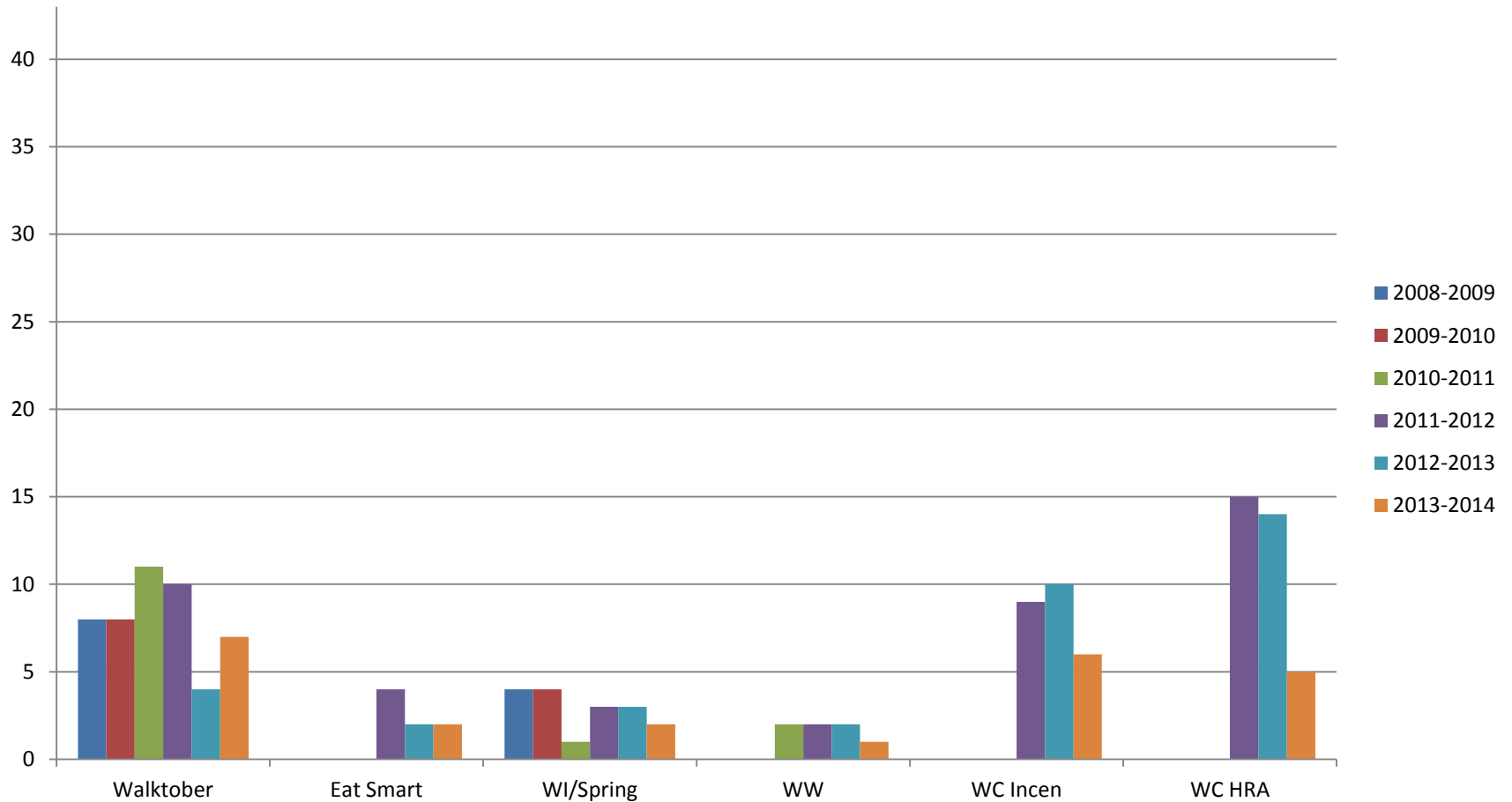
If you answered NONE to the question above, please help us understand why by selecting ALL that apply below.

| Answer Options  | Response Percent | Response Count |
|---|------------------|----------------|
| I already have a healthy lifestyle and do not feel the need to participate.       | 29.4%            | 30             |
| I do not like tracking or logging my activities or healthy behaviors              | 39.2%            | 40             |
| I feel I don't have time to include exercise or healthy eating in to my lifestyle | 7.8%             | 8              |
| I feel the challenges are too difficult for me                                    | 5.9%             | 6              |
| I don't feel my employer should be influencing my health                          | 4.9%             | 5              |
| I am concerned about confidentiality  | 5.9%             | 6              |
| <b>answered question</b>  |                  | <b>102</b>     |
| <b>skipped question</b>   |                  | <b>227</b>     |

# Superintendents Leadership Team Participation 2008-2014



# Principal & Asst. Principal Participation 2008-2014



# Awards/Recognition

American Heart Association  
Fit Friendly Worksite Award

3<sup>rd</sup> consecutive year



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

## ***Positive***

- Having a program like this district wide is great ***it shows employees are valuable*** and connects us.
- I appreciate the fact that our health is important.
- I'm in excellent condition mentally and physically because of the EPS Wellness Program. That's all that I want to say. Please keep it going.
- I think it's a wonderful program that ***shows that the health of the employees is important to the leadership.***
- It is so great to have weight watchers at work. The CRC is creating a culture of healthy eaters! So great not to have unhealthy snacks around all the time! Lots of weight has been lost this year alone! We are a healthier community!
- ***This is a place where I feel that healthy lifestyles are beginning to be a high importance.*** We are not completely there but we will get there if the Trust continues to support this program.
- 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.
- I have benefited from participating in at least 5 of the programs offered this year. Meeting new people and getting to know our staff better has improved my outlook on the district as a whole. ***When Wellness programs are offered, I feel the district cares about my health and well-being.*** I recognize the importance of exercise and different types of exercise (mind and body) to sustain the ability to be well.

# Feedback

## ***Not so Positive***

- The Benefit Trust should be used to LOWER health care costs and increase benefits for all employees - not to fund the Wellness Program.
- I can't believe the money wasted. I hope you are helping a lot of people. This survey took much longer than a minute. Just another example of the waste of time and money this program is.
- I know people enjoy the wellness program being available but it seems the teachers are so overwhelmed they do not enjoy the system for tracking - it's just one more thing they have to do.
- I want the check without jumping through hoops. I am very healthy and deserve the money, but it's time consuming.
- Stop giving money to the fatties and give the money to teachers and kids.

# Staff Wellness = Student Wellness

“I love that it is OK to spend time at school talking about our health...sharing recipes for fresh food dishes, helping each other with motivation, especially as we age and need this more and more. Making wellness a priority has opened up talking and walking the talk with my students. The later has helped me connect with various students who have similar interests”.



# Testimonials

I just wanted to let you know that the Wellness Program has really helped me change my life. Since I started participating in the Wellness Program, I've taken yoga classes, improved my diet, paid more attention to stress and ways to reduce it! Now I am eating healthy every day, going to Zumba at Lowell twice a week, started a yoga class at Jackson on Thursdays, and am rowing before school two days a week! I feel great, and your program got me started.

Thanks!

Janet

# **2014-2015**

## ***Wellness Program Goals***

### ***Culture***

***Goal: Define what a healthy district culture looks and feels like.***

- Set Goals (SMART)
- Collaborate with leadership on best way to accomplish goals and collect data.
- Increase Wellness ***presence*** at leadership and principal meetings. More Wellness “face time”.
- Infuse more staff “wellness” in to district culture, policies and strategic planning

# 2014-2015

## Wellness Program Goals

- Engage staff who are already HEALTHY!
  - Challenges and Competitions
  - **Buddy Up** (*adopt a colleague to coach, motivate, encourage, inspire and incentivize both to reach goals*).
- Explore new web-portal and incentive structure to engage more district staff
- Improve Wellness Program promotion. Strategize with Trustees, school principals, leadership and wellness teams how best to promote Wellness Program opportunities.
- Create curriculum for comprehensive Stress Management (clock hours?) and Weight Management.
- Expand Fitness focus. Increase fitness classes and workout opportunities at district sites.
- All district health fair at CRC in conjunction with annual Flu Vaccine clinics and open enrollment.
- Update, expand and improve Wellness page on district site.
- Create more opportunity for health education for staff through online learning modalities.
- Increase participation in WALKTOBER (35% participation) and other seasonal campaigns.
- Expand Wellness “department” to include interns or health promotion graduates for more input, collaboration, education and reach in the district.

- **Project Empathy**

- Goal is to spend a ***“day in the life”*** of our district employees throughout 2014 and 2015.

The purpose of this goal is to gain a better understanding of how the Wellness Program can best support the unique needs of the ***many*** positions in our district.

- **Presentations**

- **Everett Public Schools: Wellness Sprinkles**

- **Annual Presentations:** Office Managers, Transportation and New Teacher Orientation
- **Wellness Support:** Health Room Assistants, Para-Educators, Food Services, Maintenance, Custodians
- **Education:** Stress Management Workshops, Healthy Nutrition and Cooking, Lunch and Learns

- **Off Site**

- American Heart Association; King 5 News, Fox News
- Western Washington University
- Oregon Education Association: Annual School Employee Wellness Conference
- Health Worksite Summit

- **Professional Development**

- AHA Fit Friendly Forums
- OEA Conference
- C.A.R.E. (Cultivating Awareness and Resilience in Educators) Retreat at the Garrison Institute, Garrison, NY (this summer???)

# How else do I spend my time?



***Serving lunch at Everett High***



Thank You,  
May you be well😊