



2008-2013

5 Year Overview

Questions to Ask and Answers to Seek

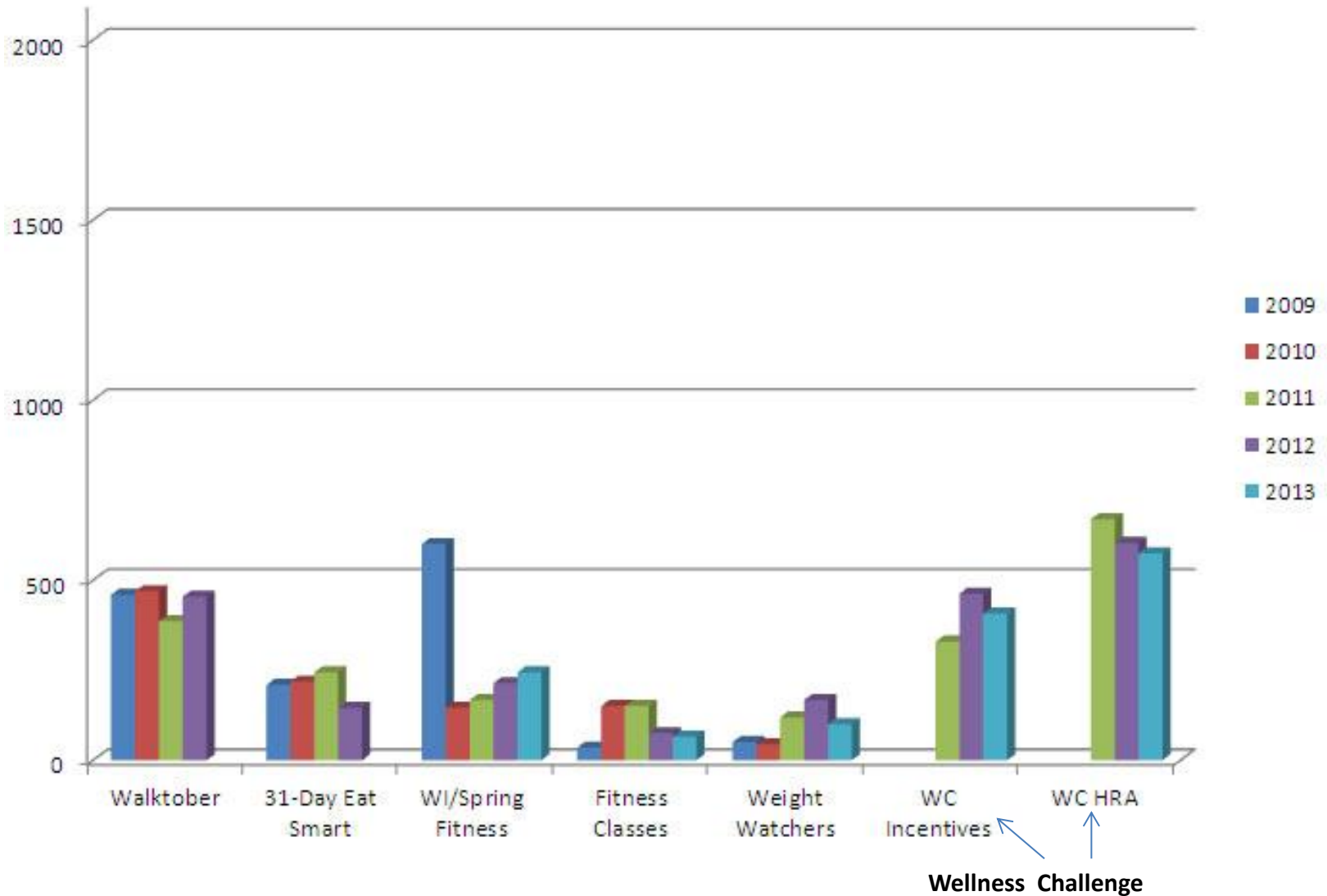
- **Does the ESEBT want to continue to offer an employee Wellness Program?**
- **If so..**
 - **What are the goals of the wellness program** moving forward (knowing what we know now)?
 - Examples
 - **A Benefit** the Trust offers employees of the district
 - Cultivate a culture of wellness in the district (how do we measure this?)
 - Decrease Substitute Utilization (is this a function of the Trust OR the district?)
 - Increase the number of employees who state they are physically active 150 minutes per week
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 - Weight Loss – district tally of over XXXX pounds
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 - Other Goals?
 - **What level of employee participation** would you associate with a *successful* program?
 - **How can we engage administrators and leadership** in the wellness program?
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 - What ideas does the Trust have for **HOW** we can get leadership more engaged in the program?
 - **What is the budget for the wellness program** for the next 1, 3, 5 years?
 - What if the Trust dissolves? Do you envision the district absorbing the cost of the wellness program?

Testimonials

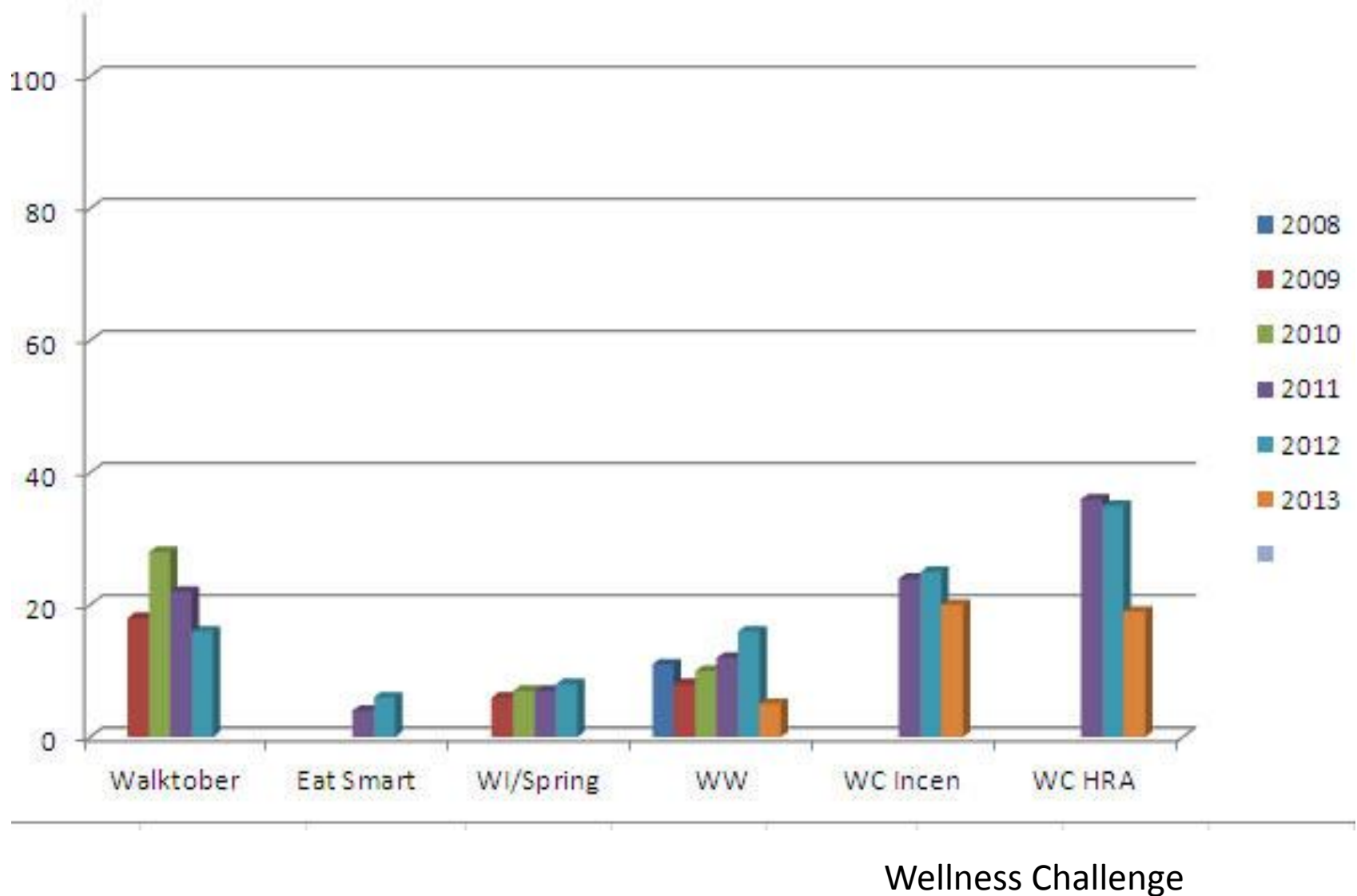
- Our wellness program got me to exercise. I used to say "I hate to sweat!" Now I love to sweat and lost weight! I appreciate you for allowing me to discover something that I enjoy so much.
- I seem to need these games to keep me motivated so I appreciate the campaigns!
- The 45 for 45 Campaign helped me to increase the amount of TIME I spend being physically active each day. I was more consistent (daily activity) with my physical activity and I was more physically active BECAUSE I was participating.
- I've lost 40 lbs and become more physically active. That's great for someone who is 60!
- I started with the first group of Weight Watchers at Work, made goal in 6 months by losing 55 pounds and have been on maintenance for over 3 years. Thanks to you!
- I feel supported in my quest to become more balanced with lifestyle, exercise, stress, and eating. The Wellness Challenge is motivating to me to help offset costly programs. I feel the support and believe that if we are healthier, we will be better people, learners, and better able to teach effectively

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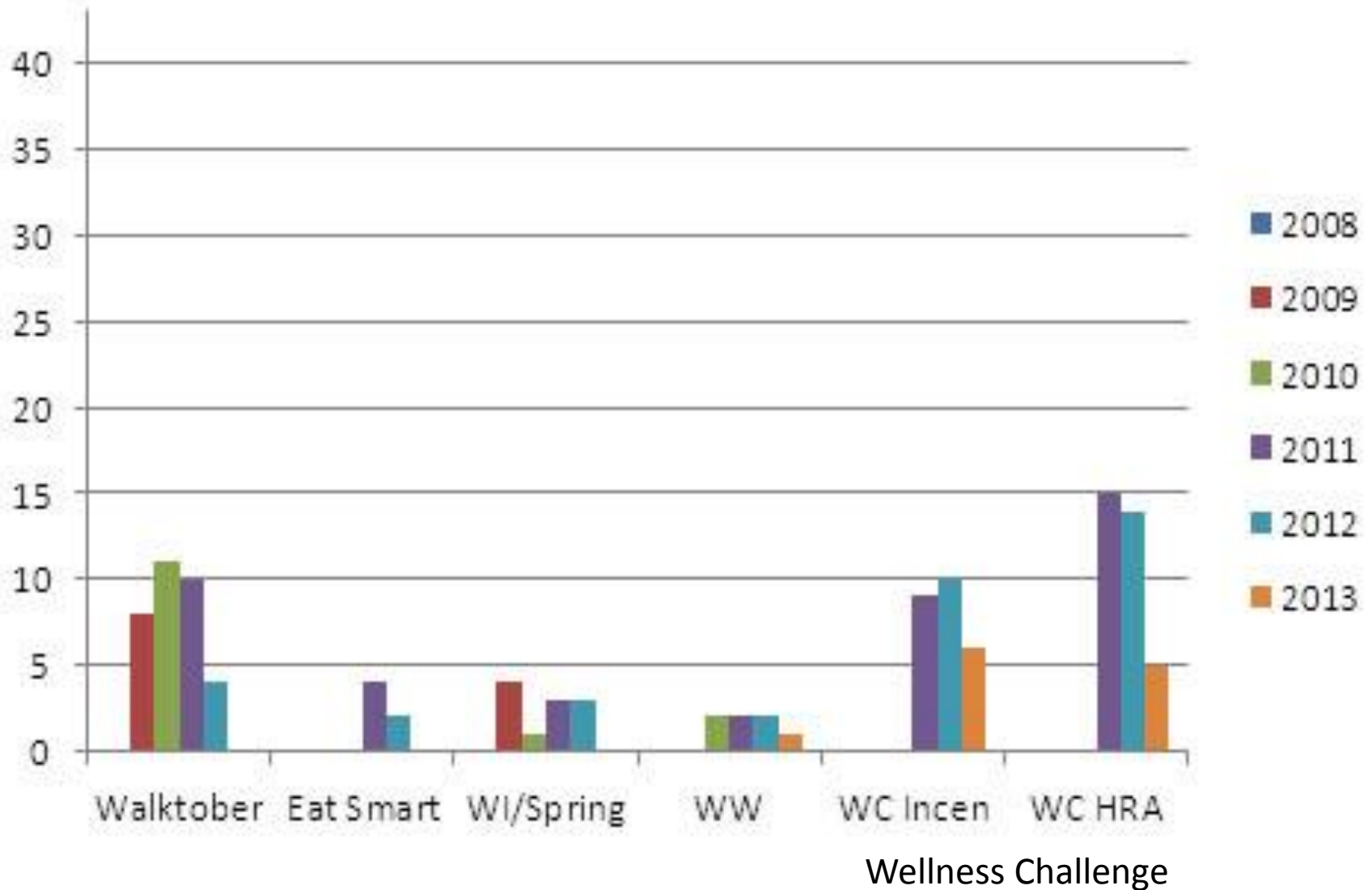
Wellness Program Participation



Senior Leadership Participation



School Principal & Assistant Principal Participation

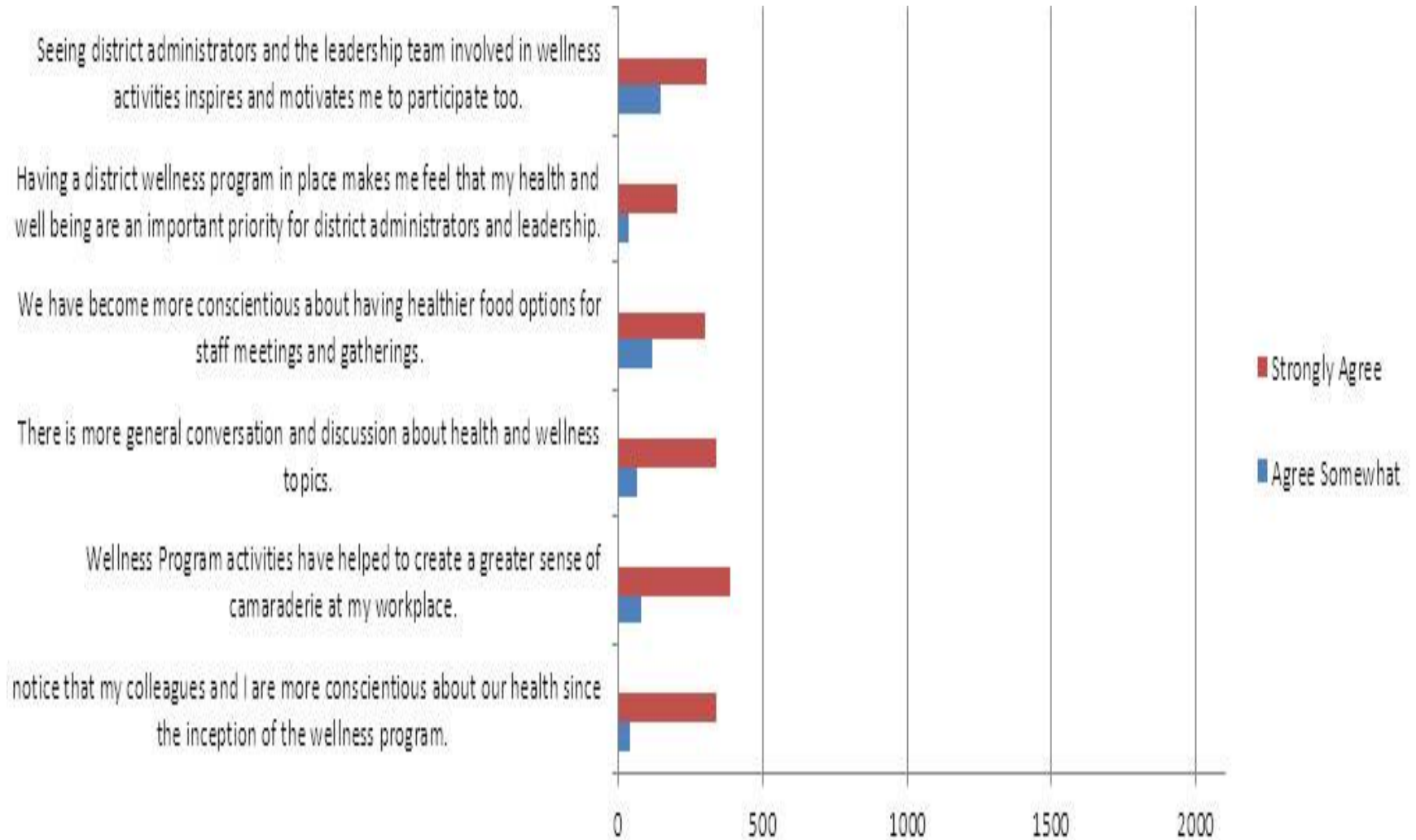


What staffs says about leadership & the *Wellness Program*

- *I didn't see administrators or leadership team involved in Wellness activities* (although they might have been) and the program was NOT talked up (that I'm aware of) around our school, so there hasn't been much feeling of camaraderie around it (for me).
- *It would be nice to know how many people in my building are participating. How many Administrators are participating? I've never heard an Administrator talk about the program.*
- *I would like to see more administrators leading wellness initiatives at school.*
- You do wonderful work. However, *I see no evidence that there is administrator involvement.* Your program is the only evidence that there is an interest in the health of the district employees.
- You asked about Administrators influence on my Wellness. I can't figure out how they fit other than rolling out the program. *I would be interested to know by name how many of them actively participate in the program.*
- *I would like to see those in leadership positions more actively involved in wellness activities.*

Culture Change

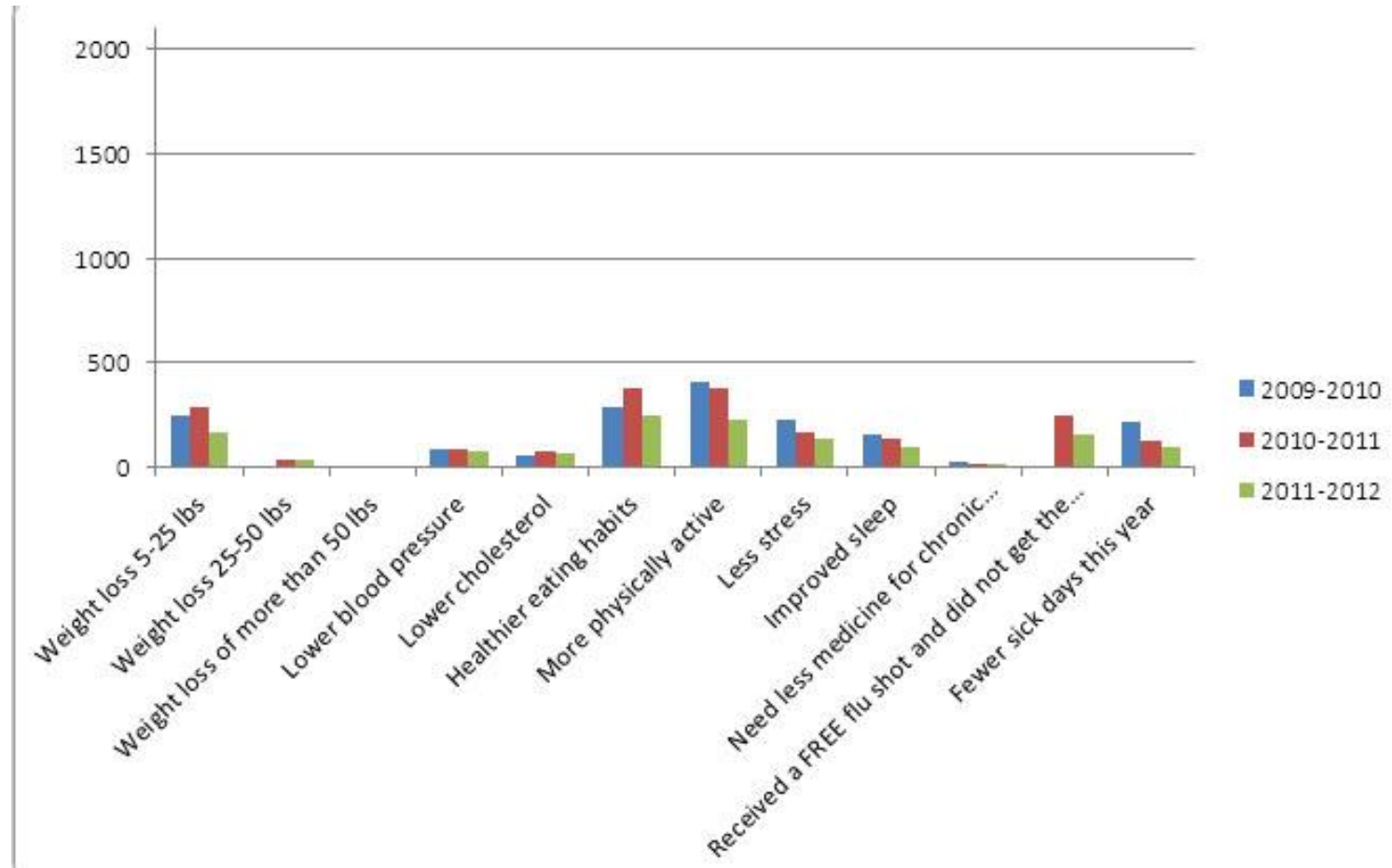
Wellness Program
End of Year Survey (averages)
from 2010-2012



2009-2012

End of Year Survey

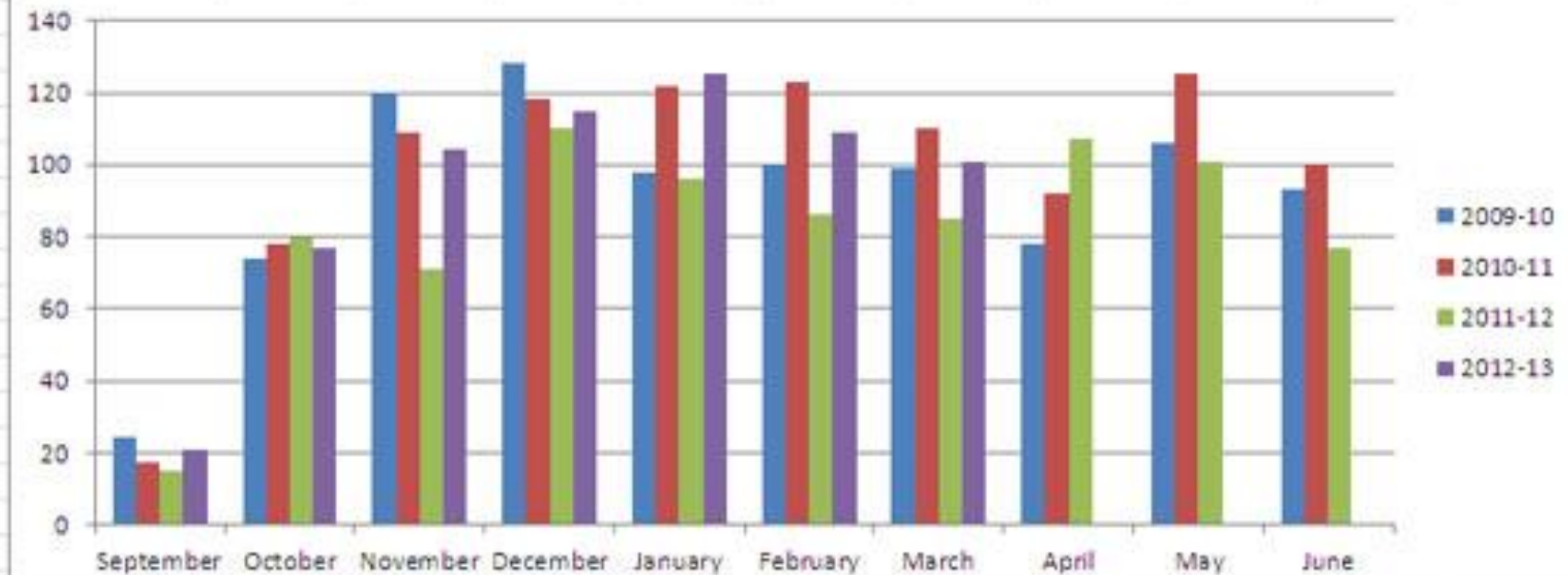
Self Reporting Risk Reduction



Absenteeism

**Wellness Snapshot
(First Wednesday)**

Sick Leave	September	October	November	December	January	February	March	April	May	June
2009-10	24	74	120	128	98	100	99	78	106	93
2010-11	17	78	109	118	122	123	110	92	125	100
2011-12	15	80	71	110	96	86	85	107	101	77
2012-13	21	77	104	115	125	109	101			



Wellness[®] *Challenge*

Post Program Survey Results

		<u>2011</u>	<u>2012</u>
• The Wellness Challenge [®] was very important in helping me make positive lifestyle changes	Strongly Agree	77	92
	Agree	167	197
	Neutral	32	34
• Having a structured program was valuable in keeping me on track and leading a healthy lifestyle.	Strongly Agree	94	135
	Agree	159	167
	Neutral	25	22
• The Wellness Challenge is a great way to motivate me to change my poor health habits.	Strongly Agree	92	135
	Agree	152	144
	Neutral	32	41
• The emphasis on eating fruits and vegetables has been very helpful to my health.	Strongly Agree	96	155
	Agree	128	139
	Neutral	53	27

Wellness[®] Challenge

Post Program Survey Results

		<u>2011</u>	<u>2012</u>
<ul style="list-style-type: none"> The Wellness Challenge[®] helped me to better cope with stress. 	Strongly Agree	37	55
	Agree	121	154
	Neutral	111	107
<ul style="list-style-type: none"> The Wellness Challenge[®] helped me be more aware of my blood pressure. 	Yes	150	232
	No	135	97
<ul style="list-style-type: none"> I have reduced one or more health risks since I have been participating. 	Yes	229	275
	No	56	54
<ul style="list-style-type: none"> I have taken fewer sick days since I have been participating in the EPS Wellness Challenge. 	Yes	184	221
	No	101	108



Post Program Survey Results

		<u>2011</u>	<u>2012</u>
<ul style="list-style-type: none"> I have used my health insurance less since I have been participating in the Wellness Challenge®. 	Yes	164	210
	No	121	119
<ul style="list-style-type: none"> The Wellness Challenge® helped me feel more positive about the organization. 	Yes	256	296
	No	29	33
<ul style="list-style-type: none"> I believe participating in the Wellness Challenge has made me a healthier person. 	Yes	259	310
	No	26	19
<ul style="list-style-type: none"> I believe EPS cares about my well being by offering the Wellness Challenge®. 	Strongly Agree	163	186
	Agree	104	130
	Neutral	17	11

(+) Feedback



- **I like money.** It motivates me more to write things down, which helps me not miss a work out.
- Thanks to the Wellness Challenge, I am reaching for the carrot sticks and fresh vegies instead of the chips and crackers.
- **I am so pleased and fortunate to have had the opportunity to participate in The Wellness Challenge.** It has worked wonderfully to challenge me to increase my health and self-care and encourage appropriate choices for my students. This program has influenced me positively in several ways; increased health (as documented objectively and subjectively), socially, psychologically and professionally. ***I have done so well with The Wellness Challenge that I now brag about it to education colleagues in other districts.*** No one in other school districts that I have talked to seems to have a program that is anything like this. Ours seems to be unique and we are all better for it.
- **I didn't think the "challenge" would motivate me. Actually it did** -- I was in competition with myself to complete those challenges. It made me more aware and more committed to myself.
- **Having the daily reminder from Wellness to enter my activities really motivates me to do something.** When I miss a day of physical activity and cannot enter my data into my Wellness Challenge, I am disappointed in myself.

(-) Feedback

- Cut the program and use the money for something else. In other words, stay out of my private life.
- It is a waste of time and resources.
- I participated in the challenge last year but found I actually was LESS physically active than I would have been without the challenge because I sort of resented that someone was paying me to be healthy and as a result I felt that some outside entity felt it/they had the right to tell me how to behave. So, this year I didn't sign up for the challenge and my physical activity, healthy eating, and reduced stress has VASTLY improved. Not being in the health challenge actually made me healthier.

Comments about *WHY* staff does not participate



- **Tracking over the computer is cumbersome.** I spend enough time on the computer at school, spending time on the computer at home to be healthy just doesn't seem correct. I have been riding my bike as many days a week all school year long for the past 9 years... How about a credit for those of us that have already chosen to lead a healthy life style - Don't Drink, Smoke
- I have been exercising consistently 5 times/week over the last two years. However, I have forgotten to log my entries several times by the end of the month, and I am not allowed to go back to enter them now. I keep records of my workouts, but the incentive to utilize the Wellness Challenge feels a bit futile now that I'm a couple months behind on my entries.
- **It's difficult to have the time to make entries** your personal online wellness page. Sometimes the end of the month is too full and I don't have time to make entries. So I just quit making entries. If you were able to go back to previous months, then I would enter my data.
- Wellness is very important. **Personally I am not willing to record and track my behaviors.** I find that "just one more thing" to do that adds to stress.

Theories

Participation Levels

- **Wellness Challenge®**

- **Lack of leadership engagement** with the Wellness Challenge® majority of leadership does not endorse or promote it
- Employees perceive it **takes too much effort to log activities**
- Employees **struggle with technology** or **do not want to learn how to use the program**
- **Employees are suspicious** about what is being recorded and who is viewing their scorecard
- **Negative association with cash incentive**
- **Not enough of a cash incentive** to drive participation levels higher

- **Wellness Program-General**

- Majority of administrators and senior leadership team **do not actively promote or participate in wellness program activities**
- Majority of administrators and senior leadership team **do not actively encourage their staff to participate in wellness program activities**
- **Employees do not believe their employer should be trying to influence their health** in any way “my health is none of your business” mentality
- Number of **employees who ARE healthy who do not feel they need to participate** or engage in wellness program activities
- **Need more grassroots efforts at the sites** i.e. wellness champions and teams to promote wellness program activities
- Wellness Coordinator.....**minimal FACE TIME** with employees i.e. SLT Meetings, Principal Meetings, Staff Meetings.

Wellness Program Budget *Internal*

2008-2013

Item	Actual 2008-2009	Actual 2009-2010	Actual 2010-2011	Actual 2011-2012	Proposed 2012-2013
Health Awareness					
Hope Health	13,011.05	9,460.00	6,818.96	0.00	0.00
Constant Contact Newsletter, Surveys, PayPal				750.00	750.00
Health Fair Materials & Incentives			991.06	1,500.00	2,000.00
Total Health Awareness	13,011.05	9,460.00	7,810.02	2,250.00	2,750.00
Health Promotion & Risk Management					
Education (Bulletin Board Materials)	1,088.17	170.00	0.00	750.00	1,000.00
Fitness	0.00	100.00	0.00	0.00	1,500.00
Nutrition	250.00	425.00	0.00	1,000.00	1,500.00
Weight Management	1,415.00	5,353.00	1,520.78	6,000.00	2,500.00
Stress Management	130.00	0.00	0.00	2,500.00	7,500.00
Seasonal Campaigns and Incentives	11,456.44	10,625.68	14,140.93	13,000.00	15,000.00
Flu Vaccine Clinic		14,075.00	16,350.00	16,250.00	16,250.00
Health Screenings 100 @ \$35 each				3,500.00	0.00
Total Health Promotion & Risk Mgmt:	14,339.61	30,748.68	32,011.71	43,000.00	45,250.00
Health Care Consumerism					
Self Care Books	0	0	4,801.00	0	0
EAP Promotion	0	0	0.00	0	0
Total Health Care Consumerism	0	0	4,801.00	0	0
WP Marketing and Promotion					
Marketing and Promotional Items	203.46	0.00	677.81	1,500.00	500.00
Logo	0.00	3,000.00	0.00	0.00	0.00
Wellness Challenge Letter	0.00	0.00	1,876.48	0.00	0.00
Total WP Marketing and Promotion	203.46	3,000.00	2,554.29	1,500.00	500.00
Wellness Program Salaries & Benefits					
Wellness Coordinator	91,651.18	87,174.81	96,858.60	96,858.60	73,194.60
Administrative Assistant/Intern	0.00	22,255.00	18,253.01	5,000.00	1,500.00
Office Supplies/Equipment/Reference	265.00	0.00	0.00	500	0
Professional Development	150.00	2,500.00	2,508.55	1500	500
Subscriptions/Memberships	0.00	375.00	0.00	500	500
Total Wellness Program Salaries & Benefits	92,066.18	112,304.81	117,620.16	104,358.60	75,694.60
Actual Year End Budget Totals	119,620	155,513	164,797	124,837	
Proposed or Approved Budget					124,195

Good News



- **National and Local Recognition**
 - **Conferences and Presentations representing Everett Public Schools**
 - **ASHA Conference** in San Antonio, TX October 2012
 - **OSPI Inter-agency School Health Committee** Fall 2012
 - **Oregon Education Association Trust** School Employee Wellness Conference in Bend, OR March 2013
 - **Puget Sound Healthy Worksite Summit** panel member October 2012 and presenter October 2013
 - **King 5** National Walking Day on April 3rd
 - **WWU Presentation** to students on our program and worksite health promotion May 2013
 - **Invitation to present: Washington State Joint Conference on Health** October 2013
- **Awards**
 - **AHA Gold Level Fit Friendly Award** 2011 and 2012
 - **DHPE School Employee Wellness** 2011-2012 Gold Level Award

Testimonial

This year I have participated in the exercise classes offered and the Weight Watchers at Work program. I also took advantage of the waived enrollment fee through the YMCA. Because of these opportunities, I have begun a journey to a healthier lifestyle. I have lost nearly 15 pounds so far and have increased my activity and healthy eating significantly. I don't believe I would have accomplished this much without the support and opportunities provided by the EPS Wellness Program.

I am so thankful that the district values the health of their employees and is taking steps to make the Everett School District a healthier place!

Successes

Wellness Champions

Kelly Shepherd

Sequoia HS Principal

**Enrolled in the Wellness Challenge
January 1st 2011...as a result**

- Logs her healthy behaviors regularly
- Goes to the gym every morning at 4:30 am
- Weight Loss (over 65 pounds to date)
- Started a “Veggie Club” at her school
- Training for her first ½ marathon, ran her first 5K last spring
- Says she’s a better principal because she **FEELS** better!



Veggie Snack Club Founders

Wellness Team Champions

- Turkey Trot
- Women with Weights
- Weight Watchers at Work
- Healthy Pot Luck Building Social



Longfellow Wellness Team

Success

Darcie Cooper
Cascade High School

Journey began with....

- Eight Weeks to Wellness in January 2009
- To date, she has lost over 125 lb weight loss
- Lower cholesterol, blood pressure and fasting blood sugar.
- Completed the STP Bike Race this summer **and** the Danskin Triathlon.
- Currently training for her first ½ marathon.
- Awarded a Lifestyle Change Award by the American Heart Association



"I can definitely say the Wellness Program not only changed my life but has truly saved it!

I know it is all the work I have put in, but having the path to follow and the people who have guided and supported me have made changing my life possible!"

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EVERETT SCHOOL EMPLOYEE BENEFIT TRUST

employee **wellness** program

it begins with you

