

Everett Public Schools Employee Benefit Trust  
Employee Wellness Program End Report  
2018-2019

2018-2019 Current Programming		2018-2019 Programs	Evaluation Method		Future Recommendations/Notes
Programs					
Health Fair (fall)		Health Fair - November Combine with open-enrollment, flu vaccine and mobile mammography for maximum participation	Participation Survey Feedback		Continue to offer onsite Health Fair and provide health services/screenings for employees.
Flu Vaccine Clinics (fall)		Flu Vaccine Clinics - October/November	Participation rates # of clinics offered		Continue to offer free onsite flu vaccine clinics by using vendor that bills through insurance.
Mobile Mammography – Mammography		Mobile Mammography (fall): <ul style="list-style-type: none"><li>Provide mobile mammography for health fair, assess participation for other sites.</li></ul>	Sign-ups and completion rates – provided by vendor		Continue to provide this program for employees if participation is above 10 registered participants.
Health Enhancement Systems Programs		Walktober – 376 Health Trails - 180	Participation data End of program survey		Continue to offer program that supports both team, and individual, challenges that promote healthy behavior modifications. This can be done without a 3 <sup>rd</sup> party vendor.
Mindfulness		Provided mindfulness workshops to staff to begin to bring it into the classroom: <ul style="list-style-type: none"><li>16 staff mindfulness workshops</li><li>3 avid classes</li><li>3 High School and Beyond workshops</li><li>3 Mindfulness for test taking workshops</li><li>Mindfulness for stress reduction resources</li><li>2 Sound Bath opportunities</li></ul>	Feedback Evaluation (pre/post)		This program has seen huge support this year, it would be beneficial to staff to continue the workshops for staff, and students, to continue working on stress reduction through mindfulness (Mindfulness Based Stress Reduction).
Massage		Expand to all sites that are interested Cost to be covered by employee	Employee feedback		Promote to all sites so that they may provide massage therapist to their employees. This can be accomplished through our current massage therapist relationship.
Onsite Fitness Classes		3 sites had year-long group exercise classes: Evergreen, Port Gardner and Madison	Number of established classes Number of participants		Continue to offer classes by utilizing current contacts
Weight Watchers at Work		2018/19 Weight Watchers Stats: <ul style="list-style-type: none"><li>2 locations</li><li>64 participants</li><li>386 pounds lost</li></ul>	# of classes offered # of enrollees per series Feedback from class participants		Look for opportunities to provide support to those wanting to improve their health through weight management.

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Resources & Benefits					
Local Fitness Center Discounts		Expand beyond fitness centers to include other health and recreational providers in the region 2018/19 added: <ul style="list-style-type: none"><li>• Club Pilates</li><li>• North Corner Studios</li><li>• Bent Yoga</li></ul>	Number of opportunities listed		Continue to expand to other health and wellness related services and community opportunities
Alere “Quit for Life”		Continue promotion of service availability	Utilization report from Alere		Promote program on the wellness webpage
Wellness Webpage		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		Continue to use webpage as the best resource for ESP employees for their wellness needs. Post informative/useful information for employees and be the “go to” online resource for wellness for EPS staff.
Prevention		Continue to promote preventive care throughout the year, and provide on-site screenings	Use carrier data for preventive care utilization rates – including dental		Continue to promote the benefits of preventive care for all district employees
Wellness Boards		Created monthly topics with supportive documents for schools to post to their wellness board every month.	Feedback from Well-Being team		Continue the upkeep of the webpage board for ease of information dissemination and ease for schools to keep board current.

2018-2019 Current Programming		2018-2019 Advocacy, Awareness & Support	Evaluation Method		Future Recommendations/Notes
Advocacy, Awareness & Support					
Onsite Meetings: SLT, Maintenance/Grounds, Custodians		Onsite Meetings: SLT, Maintenance/Grounds, CRC Operations, Office Managers, Principal Meetings, Other Staff Meetings	Frequency of attendance and/or listed as agenda item		Continue to have wellness as a presence at staff meetings and trainings consistently throughout the year. Promote wellness at each meeting by requesting time from facilitator.
Wellness Teams		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		Continue to work with the principals to implement healthy culture, environment and policy at the school level
Communications – webpage, Wellness newsletters, emails, flyers		Communications –streamline communications so they are more effective without overwhelming people with emails	Execution of communications plan – frequency, type, clicks		Continue to expand and explore new communication avenues, e.g. utilize social media Establish wellness boards at all locations for information
Health Education Campaigns		Continue to create individual campaigns that can coincide and be promoted throughout the year	Employee feedback		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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2018-2019 Current Programming		2018-2019 Culture of Health	Evaluation Method		Future Recommendations
Culture of Health					
Culture of 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.	Observation/Employee Feedback		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/staff in lounges at schools and district buildings: <ul style="list-style-type: none"><li>• Work with principals</li><li>• Gain support from PTA</li><li>• Gain support from wellness champions to keep the lounge an inviting area</li><li>• Secured 2 mini-grants from Kaiser Permanente to create a more inviting lounge at Sequoia High school and Madison Elementary school.</li></ul>	Surveys Employees feedback Observations		Create healthy environments throughout the district that promote a stress-free place for employees to unwind in the workplace