



**New Health Resolutions**

**Goal: Promote wellness through education and activities that are aimed at improving health, increasing feelings of wellness and controlling medical costs**

### Implementation Foundation

- Wellness Committee of about 6 people to design and support the program
- Wellness Liaison - Point Person at each school/location to encourage and promote the plan
- Buy in from Leadership
- Support from Certified and Classified Associations
- Partnership with PacificSource and other local agencies, such as Willamalane


### Communication Plan

- Kick Off Brochure
- Printed materials provided by PacificSource (InTouch, HQ Survey)
- Email
- Direct communication from building representatives
- Web Page

### Biometric Testing & on site blood draw

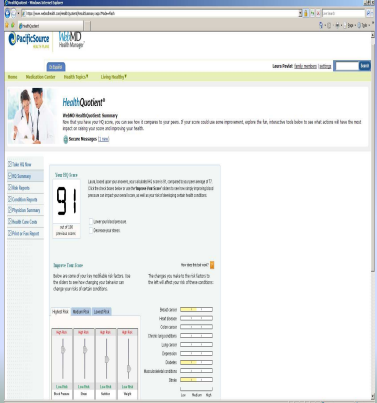
Cholesterol including HDL/LDL  
Triglycerides  
Blood glucose test  
Height measurements  
Weight measurements  
Blood pressure

- Pre and post testing for 400 employees
- Private lab makes site visits to take samples via finger stick
- Confidential- results are mailed to employees home



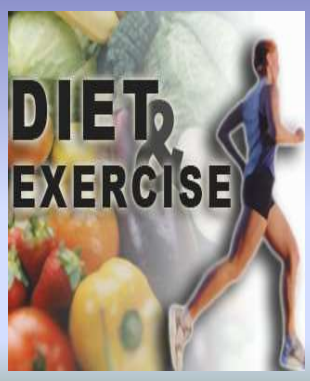
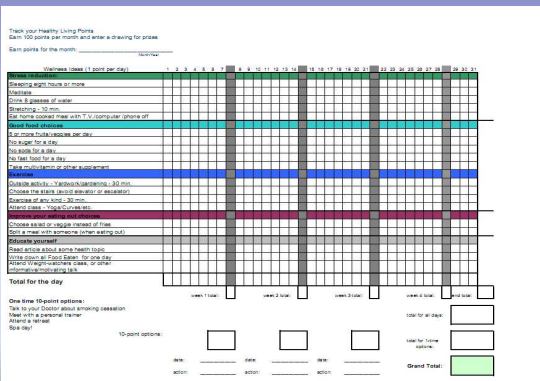
### Health Quotient

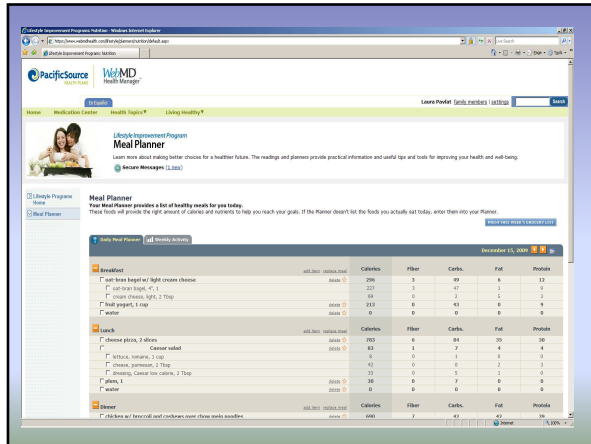
- Use lab results to complete on-line survey (HQ)
- Employees receive information from the HQ that will inform them of their current health and areas for improvement with available resources
- Once the survey is completed, employees were entered into a drawing for an ipod
- Incentive drawings for lap top computers at the end of the program
- Committee receives aggregate data from the HQ survey that can help target wellness goals in the future



### Encourage Healthy Behaviors

- Walking Groups at schools
- Healthy Living Log - Incentive of gift cards to a running store
- Online exercise planner
- Yoga Classes, Belly Dancing, Butte to Butte walk/run, Walk in the Park
- Supply pedometers
- Weight Watchers At Work Program
- Brown Bag seminars related to health and nutrition
- Menu Planning and weight management tools



## Measurements

- Comprehensive aggregate data is provided from the HQ survey data. This data will be used as comparison data for later testing as well as information to design future wellness efforts
- To measure the effectiveness of the plan implementation, the number of participants in the biometric testing and the % of HQ surveys completed will be measured
- Number of active walking groups; attendance of “brown bag” seminars
- The absenteeism of the wellness group will be measured at the beginning and end of the wellness year
- The long term measurement would be to monitor the overall medical health plan claims experience for all employees; one objective is to lower medical costs over time

## Challenges

- Varied group of employees at very different levels of computer abilities. The program uses a computer survey and all employees needed access.
  - Held classes to explain the wellness program and how to log on to the InTouch website and enter information
  - We relied on the support of our insurance provider to walk employees through the computer survey
- Testing 400 employees at 28 sites in a short period of time.
  - The employees needed to be fasting and therefore could only have testing done prior to school
  - Coordinated times/dates to consolidate testing sites

## Next Steps

Retesting of the 400 participants in January 2011 and compare results

Share knowledge gained with the community

- SPS has several communication tools available to communicate with building and community stakeholders about the efforts and outcomes of this proposed project
  - Friday Update email to certified staff
  - Monthly newsletter to classified staff
  - Three C's weekly email update to all Administrators

Continue the Wellness Plan and focus on topics that have surfaced in the HQ survey

- Stress
- Weight Management
- Depression

## Questions for me?

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