

Everett Public Schools Employee Benefit Trust
 Employee Wellness Program Five Year Strategic Plan
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.

Category	Goal	Time Frame to Meet Objective	Evaluation Method	Objective Outcome
District Culture	1. Cultivate a district culture that values the health and individual well-being of all district staff.	July 1, 2008-June 30, 2013	Employee surveys, healthy culture audits, observation	To have at least 90% of those who take the end of the year survey (Year: 2013) agree or strongly agree there has been a positive shift in district culture as a result of the wellness program.
	<ul style="list-style-type: none"> Establish worksite policies that support a healthy work environment. 	July 1, 2008-June 30, 2013	Annual HERO Scorecard and WELCOA Checklist	HERO Score 100-150 WELCOA Gold <i>Well Workplace Award</i> SEW Gold Award Status
	<ul style="list-style-type: none"> Create cohesive wellness teams at every school/site. 	July 1, 2008-June 30, 2010	Each school or site will have 1-5 wellness team members with 1 leader identified at each site.	Wellness teams will be assembled and have their first meeting by the end of the first quarter of 2009.

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Healthcare Costs	<p>2. Reduce and/or maintain current annual healthcare cost expenditures.</p> <ul style="list-style-type: none"> • At the conclusion of the fifth program year reductions or maintenance will be experienced in the following areas of the self-insured plans: <ul style="list-style-type: none"> - Total Medical Claims - Total Pharmacy Claims - Total Overall Claims - PEPM (per employee per month) Medical Expenses - Experience a positive change from year to year in preventative care utilization. • Promote Carena program(after hours home care visits) and Nurse line to avoid un-necessary visits to PCP or ER during the benefit year Experience a decrease from year to year in specific utilization categories. <ul style="list-style-type: none"> -Emergency Room -Urgent Care -Office Visits 	July 1, 2008-June 30, 2013	<ul style="list-style-type: none"> • Annual year end ESEBT financial statements • D2Hawkeye reports • Carena and Magellan utilization reports 	<p>Provide a health management strategy to encourage and promote health improvement, and control modifiable claims and RX costs.</p> <p>Reduce cost of benefits provided by 1-5% by 2013.</p> <p>Cost avoidance; promote resources and support to manage demand for healthcare.</p>
Absenteeism	<p>3. Reduce certificated substitute utilization (# of jobs) for illness related absences annually.</p>	July 1, 2009-June 30, 2010	HR Report	<p>Reduce number of daily and annual substitute job totals created due to absences from illness. (2008-2009 totals n=9940 annual n = 54.6 daily average)</p>

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Health Awareness and Intervention	<p>4. Provide a wide range of wellness programming offerings designed to increase the awareness and importance of modifiable health risk factors to effect behavior change(cont.)</p> <ul style="list-style-type: none"> • <i>Physical Activities:</i> <ul style="list-style-type: none"> ○ Discounts on local gym memberships ○ Seasonal campaigns to encourage physical activity ○ Onsite physical activity classes • <i>Weight Management:</i> <ul style="list-style-type: none"> ○ <i>Weight Watchers</i> ○ <i>Sound Health Mgmt</i> ○ <i>Health Screenings</i> Cholesterol Blood Pressure Fasting Blood Sugar BMI • <i>Stress Management and Depression:</i> <ul style="list-style-type: none"> ○ Yoga ○ Seated chair massage ○ Stress management classes and individual coaching ○ Promote EAP program 	July 1, 2008-June 30, 2013	Participation Rates Collect information on level of participation in all aspects of programming by attendance records.	July 1, 2008-June 30, 2013 Upon administration and completion of year end program participation survey approximately 65% of EPS employees will indicate they benefitted or gained a new awareness at one of the wellness program offerings. Decreased incidence (=# of members) of top 10 chronic conditions as reported in D2Hawkeye reports.

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*The Wellness Challenge® is a comprehensive, customized, proven web-based health management system that engages employees in an interactive way to help employees change and/or improve their health. This system is built on a foundation of well-established principles of behavioral science. This program has an impressive participation rate and has been shown to lower annual claims cost.