



GET FIT Boot Camp: Be prepared to see results as your muscles burn and your confidence builds.

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Central School District 13J Wellness Grant, GET FIT focus for 2011-2012 was to give a menu of options to our employees. Many employees experience different types of health issues including diseases such as obesity, heart disease, diabetes, depression and others. Employee's also experience stress at high levels in their jobs. The menu of options addresses these challenges for our employees and gives them several options to be involved in activities. The menu of options included an exercise Boot Camp, a Water Warriors Challenger, Healthy Heart Month, Start a Movement (getting enough fiber), Maintain Don't Gain (over the holidays), Laughter the Best Medicine, The Amazing Race (5K Walk/Race) and Monthly Healthy Wellness Check-Off Sheets.

Boot Camp will be highlighted as a challenge that covered a range of issues for its participants, including wanting to lose weight, gain strength, gain confidence, camaraderie, and fun. We were looking at sustainability after grant dollars are gone while keeping exercise and fitness as a main component our grant while partnering with a professional trainer from our local gym. We wanted participants to buy-in, literally to Boot Camp believing that if they put up some of their own cash and sign a participation form that we would have greater success with people participating and having a good experience. Boot Camp participants had to pay \$35.00 for a 10 week session of Boot Camp. Initially we had 25 participants with two late add entries for a total of 27. In the end we had 20 people complete the final assessment and finish the 10 week course.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

GET FIT Boot Camp is designed to get you fit and motivated to stay fit. Boot Camp provides you with 60 minutes of fun, intense exercise, under the command of a fully qualified personal trainer, Mr. Tony Jeffies from Monmouth Fitness Club. A focus of Spring Boot Camp will be to complete the GET FIT Amazing Race 5Kwalk/run May 19, 2012.

Two power packed sessions a week involving a variety of exercises ranging from interval training, jogging, jump roping, team activities, stairs, push ups, and many more activities that will physically and mentally challenge you.

Be prepared to see results as your muscles burn and your confidence builds. This 9 week course is designed for all levels of fitness.

**Don't be shy-come join
GET FIT BOOT CAMP 2012.**

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Of the 19 people who had pre and post times as of today, we shaved off 55:53 off our total time. Holy Cow!

That almost equals about 3 mins. per person.

Every single person improved their time! Congratulation!

There was a noticeable increase of smiles and people asking for another round of Boot Camp. With grant dollars we continued Boot Camp until Christmas Break and have planned a Spring Boot Camp. We already have 5 people signed up to participate and it doesn't start until April 3rd.

There was a sense of accomplishment among our group that of the 19 people who did their timed mile that day that we all accomplished something, even if it wasn't shared aloud. I know I was proud and left invigorated and didn't want to lose that feeling.

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OEA Choice Trust Wellness Grant
Success Story Griffin Creek Elementary, Medford SD
2 Be Fit, 2 Be Strong, 4 Ever Healthy

Journey To Wellness



www.oeachoice.com

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Being new to Griffin Creek, this is a bit of a mystery . I believe that as a staff it was decided a few years ago that Wellness needed to be a priority for both students and staff. Over the last few years the Griffin Creek Staff have worked hard, through the opportunities they've received from this grant, to improve both physical and mental health.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Griffin Creek has created a Wellness Team. The team has worked with staff to create a variety of incentives to encourage fitness activities for all staff. For example, we began this year with a 100 mile challenge, which was created by our local YMCA. We had at least a dozen staff complete this challenge. We then began work on our new fitness room. We currently have 6 exercise machines, balls, weights, t.v/with cable, etc. Our new fitness Room is up and running! Our most popular activity has been video fitness classes, which include 6 to 10 staff most days after school.

Without the OEA Wellness Grant, Griffin Creek School would have been unable to create these fitness opportunities within our building. The funding has encouraged staff to be proactive and look for new ways to encourage all.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Not knowing our history, I can't speak from where we were. As I look at our staff, I see people who ride their bikes to school daily, walk our track at breaks, run marathons, mountain bike ride together, etc. Our short term goals include beginning new incentives to encourage staff to utilize our new Fitness Room or join the ongoing fitness class.

“2B Fit + 2B Strong = 4 Ever Healthy”

At Medford's Griffin Creek Elementary School, a gym bag, workout video, bike helmet and low-fat salad compete for space with that apple on the teacher's desk.

“We're a pretty healthy staff to begin with,” says Ginny Hicks, Griffin Creek's principal. But the 50-person staff got a wellness boost with an OEA Choice Trust Wellness Grant that helped the school integrate physical activity and nutrition into the daily activities—with overall results:

- 4 percent drop in collective body mass index
- 11 percent drop in body fat
- 22 percent increase in flexibility
- 300-pound total weight loss

The key, says Hicks, is variety. Griffin Creek hosts staff health screenings through partner YMCA; after-school classes, including fitness, cooking, and yoga; health lectures; tasty and nutritious soup competitions; weight-loss challenges; and a library of employee-donated wellness books.

What sustains Griffin Creek's culture of health, says Hicks, “is when you have personal success and when you're surrounded by other people who are taking steps to improve.”



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OEA Choice Trust Wellness Grant
Success Story Jefferson County SD 509J

Making Wellness the Rule Rather than the Exception

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Lack of time and the constant request to do more with less affects us all. Who has time to focus on themselves when we are more worried about our students? Our program strives to offer opportunities at times convenient for staff. Environmental change has taken place including changing the contents of our staff vending/soda machines and improving the quality of 'treats' at staff meetings or in-services. Stress and the lack of wellness leads to increased incidence of chronic disease so our program aims to reduce that risk. Our program also strives to reach all staff members including teaching staff, educational assistants, kitchen staff, bus drivers, administration, substitutes, secretaries, etc.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

We make every attempt to make physical activity convenient and the easy choice. Staff basketball at 6am on Friday mornings, yoga and zumba classes in the afternoons, and various challenges throughout the year help to motivate staff to focus a little bit of their busy schedules on their own wellness. As part of our grant, we were able to install 2 Energi stations along the city walking path that borders our main school campus in town. This allows staff to have a physical activity break that is close to work. A monthly wellness newsletter has been created and we have received positive feedback from staff. The cholesterol screenings have been a great tool to alert staff of potential problems. During the testing, approximately 10 staff had triglycerides > 300. Some were aware while others were just discovering this potential issue.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

The OEA Choice Trust grant program has allowed us to Set the Example for our students. When they see their role models participating in healthy behaviors, students will eventually try to emulate that activity. The Body Age testing created an instant ‘buzz’ among staff when they continually compared, critiqued, and strategized for improvement. The use of challenges and incentives to motivate staff to continue the fight for wellness was an important part of our program as well. Staff complained a little at first about changes to vending machines and the meeting ‘treats’, but those complaints have been overshadowed by others that have appreciated something healthier. With assistance from our grant money, we were also to have a mini-retreat to look at our district’s wellness policy and brainstorm ideas to improve the wording and strength of our policy. Being able to create our own program and the ability to think ‘outside of the box’ has enabled us to truly motivate and nudge our employees to consider wellness the norm rather than the exception.

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OEA Choice Trust Wellness Grant
Success Story Jefferson SD
Living Healthy! Everybody! Everyday!

Journey To Wellness



www.oeachoice.com

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

In response to surveys to identify needs within the district, staff repeatedly expressed frustration that time and availability create the greatest challenges as they consider improving their own personal health and wellbeing. Of those who responded, 79% placed a high priority on working out if time were allowed; 72% percent indicated they would use exercise equipment if it were available on site; 74% indicated they would be interested in receiving information from health care consultants to help manage their health and wellbeing; and 20 staff members indicated that they would be involved in a weight management program if one were available on site.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Fitness rooms were established and equipped in each of the three schools and staff members were given 20 minutes per day for physical activity. The Everybody Everyday fitness challenge in the fall involved 54 participants, and 54 staff are currently participating in the Eat Right For Life challenge. Healthcare professionals from Salem Hospital addressed health concerns for over 90 staff through the following work-site presentations: nutritious meal planning, stress reduction, and building better bones through weight bearing exercise. Worksite Weight Watchers participants have lost nearly 600 pounds since beginning the work-site program in March. The OEA Choice Trust Wellness Grant has provided the equipment as well as the incentives necessary to promote the involvement of staff in these activities.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Participation in wellness activities has excited and engaged staff, and we continue to receive messages of appreciation and support from staff. Members of the Board have participated in some wellness activities and have also expressed their support of the Wellness Program. The Superintendent is committed to continuing the program and is looking at ways to continue funding it. Aside from OEA Choice Trust, WELCOA and Salem Hospital have been the two greatest contributors to our success. Both offer no cost services which we will continue to use to maximize our program. We have begun conversations with our food service provider and are identifying others with whom we can partner to continue bringing wellness activities and information to our staff.

Weight Watchers group which has 25 participants.

Here are the figures:

3-1-11/1-10-12

Weight Loss 582.4 pounds

Members reaching 5% goal 18

Members reaching 10% goal 7

Members reaching goal 1

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Wellness **TEAM** Building (**T**ogether **E**nhancing **A**ctive **M**ovement)

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

The challenges we are addressing at Lane is that most employees are having to do less with more, feeling more pressures of budget constraints and as a consequent are stressed. We are addressing these issues because that stress has detrimental effects physically, mentally and emotionally. That in turn leads to lower moral, decreased productivity, increased absenteeism and higher health care costs.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

We have implemented a “Wellness TEAM Building” program; TEAM stands for “Together Enhancing Active Movement.” We have identified, and are continuing to identify, “Wellness Champions” throughout campus to help us with program components and to promote health/fitness equipment and educational resources in their respective departments. During Fall term, we delivered wellness equipment and resources to 19 different areas on the main campus and satellite campuses. The goal is to make wellness equipment more accessible to all employees to increase movement, and thus alleviate stress. We will evaluate this program through sign-in sheets, communicating with wellness champions and surveys. The grant has allowed us to purchase resources and equipment and to hire more staff to assist with this project.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Getting this wellness equipment in place and recruiting wellness champions has increased awareness of, and advertised for, the Employee Wellness Program. It has allowed us to attend department meetings and educate employees on the importance of moving, on ergonomics, on how to use the equipment and how to help reverse the negative effects of sitting/working on a computer. It has encouraged employees to take breaks to increase blood flow and to connect with others for a movement session. It has increased connections among coworkers and between individuals and the wellness program, thus increasing morale. In conclusion, the increased movement and improvement in relationships has had a positive effect of managing and decreasing stress in all dimensions of wellness.

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Thank You! Please email your completed story, check list, and any supporting materials to jr@oeachoice.com by Tuesday, January 17th, 2012.

OEA Choice Trust Wellness Grant
Success Story Phoenix-Talent SD
“Gettin’ Fit in Phoenix-Talent”

Journey To Wellness



www.oeachoice.com

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Educators are busy, right?! It's something we all know all too well. As the Phoenix-Talent Wellness Team began to explore the concerns and needs of our fellow coworkers, we continued to run into the same topic; time. Employees of all areas; teachers, aides, coaches, administrators, etc. seemed to lack the time to make it to the gym and even the time to work out on their own. We knew we must recognize this issue. After putting a survey out to our entire school district we found that 69% of responders listed exercise and fitness as one of their top concerns and 71% stated they would most likely participate in fitness classes if offered. After looking at these results, it was clear to us we should offer on-site fitness classes led by a professional instructor and on-site fitness equipment.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Our program began with two on-site fitness classes at two different locations within the district. We opened the classes to all employees (teachers, support staff, administrators) and used incentives to bring people in. Boot Camp and ZUMBA were our kick off classes- each one once a week, an hour each class. The classes started in the afternoon when many of the employees were just getting off work. How convenient-pack your tennis shoes and some gym clothes and the workout was right there! Not able to make it to the class? Many others found time throughout the day to hop on the treadmill, stretch, or lift weights using the schools' new on-site exercise equipment. We even started having organized workout groups put on by employees at many

of the sights, using the on-site equipment, to participate in anything from “Insanity” to “Jillian Michael’s” workouts.

After close to three months we again surveyed the district employees to get an idea of time and class preference. We found that people would love to keep the current classes but also add a third at another location. We were able to use the OEA Choice Trust Wellness grant funds to make this possible. We now have three on-site classes (yoga, boot camp, ZUMBA) offered in three different cities that are part of our district.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

As this second round of classes has gotten underway, we are already seeing a rise in participation. We are hearing excitement over these classes and anticipation of what classes will be offered in the future. Employees are finally finding the time! Although the time was probably always there~ they just needed a little help making that “time” more convenient. That’s what our Wellness Team has done and will continue to do. Time is important to us all as is our health. We are helping our coworkers find that time that they deserve.

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OEA Choice Trust Wellness Grant
Success Story Port Orford-Langlois SD
No Excuse Zone!



WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Problem: lack of exercise options

We live in a small rural town with no exercise facilities. The nearest gym is 30 miles from our schools. In our pre-grant survey 61% of employees stated their work situation put them under too much stress. 50% of them did not do any form of exercise. And 35% of them suffer from high blood pressure. All of this puts them at a higher risk of stroke, heart disease and diabetes. The cost of the gym membership and the travel expenses for our employees to work out made the gym in assessable for most of our employees .We had to have an exercise option that was convenient and accessible for them.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Created a staff wellness center

- Designed the gym. Ordered all equipment. Set up completed in six weeks. Grand opening on October 3, 2011 in a classroom that was not being used at our High School.
- 27 of 44 employees signed contracts. Personal training sessions implemented.
- Track gym sign in sheet for usage. Monthly tally sheets to track exercise and frequency. Improvement in strength and aerobic fitness noted by trainer.
- Without OEA trust support, none of this would have been possible.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Our Wellness Center provided nearly 24/7 access for our employees. We have people using the gym before work, on their lunch hours and after work. We have a core of employee using the gym everyday they are at work. Our personal trainer meets our employees at the gym at time convenient for the employees. Our trainer has designed programs that can be done in the gym and at home. There has become an awareness of eating smarter and moving more. Staff complains when parents bring sweet treats in the staff room. They ask me to educate them to bring better treats.

Quotes:

What does it mean to you to have a gym?

"I am glad to know we have such a great gym for the staff to use. Unfortunately I am not using the gym enough. Every week I set a goal for myself and hope this will be the week I start using it on a regular basis."

" For me, working out (almost) daily is a top priority, and having space and proper equipment is essential, and the more variety the better. I use a step bench, dumbbells, barbell, kettlebells, medicine balls, weighted belt, weighted gloves, and resistance bands. My gym is one of the most used rooms in my house."

" Our gym has provided me the opportunity to work out on a regular basis in a top notch gym without driving 30 miles each way. I love the flexibility to work out when I can fit it in my schedule. Having great equipment makes it easier to be committed to being more active."

How if at all, has the wellness program made a difference in your life?

"I appreciate the wellness program because it has people thinking and talking about healthy habits. I also appreciate the healthier snacks that appear in the staff room."

"After attending the strength/flexibility program it made me realize I need to get in the gym and work out and get in shape."

" I love getting healthy with my co-workers! It is great to hear success stories. I learn from what people are trying and doing. The fresh fruit and fresh water in the staff room makes a huge difference in my consumption of water,fruits and vegetables."

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OEA Choice Trust Wellness Grant
Success Story Reedsport SD

Journey To Wellness



www.oeachoice.com

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

I've always had a weight problem. I've never been thin...even through school and before children. I don't exercise because gyms are expensive, boring and I hate it. I don't even own weight scales because it's depressing. The one thing I enjoy doing is owning and showing horses, but I've refused to show English because of the restrictive (and non-forgiving) clothing...I'm 45 years old and as of last April, weighed in at a grand total of 250 lbs

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Weight Watchers was my first step. I actually didn't even want to do it but felt pressured because my co-workers needed 20 participants to have an "at work" meeting. With the money from the Health Grant, I had options that I've never had available to me that I have never had before...Zumba, Yoga, massages, and walk club. I started finding fun in the togetherness of the activities with co-workers and found a common bond we've never had before. With all the cutbacks at work, I have not been able to afford any extras which, like everyone else in education, has really drug moral down.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

One of my 4H kids (and students) weighs 90 lbs...& as of today, I have lost 87 lbs! I am 3 lbs away from my goal and I'm a new me! Other friends and family have decided to follow my initiative and together, have lost over 140 lbs. I've seen increased student awareness that has resulted in one very special student making the initiative to start losing weight and get in shape. Our Health Grant has opened my eyes to my BMI, cholesterol, blood pressure and has helped me to not be afraid of the results, but rather embrace the knowledge and tackle it head on. My District has gone from a very separated and individualized group, to one that has a common goal...healthy schools=healthy community

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OEA Choice Trust Wellness Grant
Success Story Ruch Elementary, Medford SD
Strength Training Active Fitness Fun=STAFF

Journey To Wellness



www.oechoice.com

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

With Ruch being located in the Applegate valley and far from town, we wanted to establish and nurture a relationship/partnership with the YMCA in Medford. Since partnering up with them, we have increased the communication between our families and community members with that of the YMCA and the fitness opportunities they offer. Some of the activities include: fitness classes after school for staff on campus, health and wellness enrichment classes for our junior high students, health challenges, fun runs. Fitness specialists have met with members of our staff to educate them on the new trends of childhood obesity and armed them with activities, lessons and support to share with our kids. Students love to come to school when they know they will have more P.E 😊

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Ruch School staff work four ten hour days during the regular school week. It is very difficult to find time for any exercise when you work these hours and are so far away from any fitness facility. As a result of these challenges, we purchased fitness equipment and housed them directly in the staff lounge. This provides easy access and staff can use their breaks and lunch periods to get in a short workout. We took out the couch and also replaced the soda pop machine with one that sells water and juices. We took a room that was not being utilized to its potential and turned it into a weight room with free weights, bands, and balls. We have many staff members that are taking advantage of the easy access.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

As a result of the fitness equipment, space for workouts and the additional information about nutrition, staff members are sharing success stories that include: weight loss, increased potential for longer workouts, continuous goals being set for health and wellness, participation in local runs, increased camaraderie amongst staff members.

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OEA Choice Trust Wellness Grant
Success Story Southern Oregon ESD



We get fit with a little help from our friends (at OEA Choice Trust).

WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

We knew from surveying the employees of SOESD that our wellness related priorities were 1) Exercise and Fitness; 2) Stress Management; 3) Healthy Eating and Nutrition; and 4) Weight Management. We also knew that our employees were undergoing challenges and stress that could take a toll on their physical and emotional health. Of the 78 employees who participated in the OEA Choice Trust BodyAge Assessment, 45% were at risk of high blood pressure; 37% had borderline to high cholesterol levels, and over half were overweight as measured by the Body Mass Index (BMI). How could we provide a wellness program that would reach over 300 employees who lived and worked in four different counties, covering more than a 10,600 square-mile geographic area? It all started with a firm commitment of administrative support to establish a Wellness Committee and make health and wellness a priority for Southern Oregon ESD.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

Our journey to wellness began with an inspiring keynote address presented by BJ Reed, Winner of the Prevention Magazine and ABC News' Picture of Health Award, during our all-staff inservice at Southern Oregon University on August 30, 2011. We had 210 employees enthusiastically sign up to join the SOESD Wellness Team that very morning! In addition to local team activities, we're using video conferencing technology to host a series of four nutrition workshops in January presented by Robin McMillin, local nutrition and fitness instructor. And, 145 employees have registered for "Step-by-Step to Better Health," a 12 week walking challenge which began January 13 and will conclude on April 6, 2012 – National Walk to Work Day. Participants are using pedometers, purchased with OEA Choice Trust grant dollars, to track their daily steps and have set individual goals to increase their physical activity—along the way they'll be entered into drawings for fun prizes each week when they turn in their weekly progress reports.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

Even though we're only mid-way through the school year, the wellness program has already produced very positive results for the employees of Southern Oregon ESD. We are becoming a more active group of employees – hiking, taking exercise classes, joining Weight Watchers, walking more, learning about proper nutrition, and joining the YMCA. Conversations are happening throughout the agency about ways to achieve better health. Coworkers are networking, supporting, and encouraging one another. It's been a great journey so far!

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OEA Choice Trust Wellness Grant
Success Story Springfield Public Schools
Partnerships can help sustain and expand your wellness program



WHY: PROBLEM/CHALLENGE THAT YOUR STORY ADDRESSES

Springfield School District's challenge is how to sustain the momentum of our wellness program as well as expand the opportunities for employees with limited resources and time available to support the wellness activities. The committee (8 employees from our schools) and one wellness coordinator (who has many other daily duties) decided to look at collaborating with local partners to use resources and expertise already in place to expand the variety of activities available for employees.

WHAT: PROGRAM/ACTIVITY/INTERVENTION DESCRIPTION

The district has partnered with the local park and recreation district to allow employees to use their facilities. Employees may also enroll their spouse and children at a corporate rate which allows the program to engage more of the community. The Willamalane membership gives employees access to fitness facility, tennis courts, rock climbing wall, swimming facilities and even their putt golf facility. The facility has many fitness classes that are offered for a small fee. The OEA Choice wellness grant allowed the district to negotiate a contract with Willamalane that allows any employee who wishes to enroll as a member to have a full year membership.

The district receives monthly reports to analyze the attendance rates and is planning to survey employees to assess their satisfaction and how well the partnership is addressing their wellness goals.

SO WHAT? PROGRAM/ACTIVITY/INTERVENTION OUTCOMES

The program has been an overwhelming success. Employees like the flexible hours and the ability to have family members join them in their wellness journeys. As of December 1, 2011, 364 employees had enrolled and recorded nearly 1,600 visits to the facility. The partnership has allowed us to extend our offered wellness activities and helped us to engage another set of employees who did not join some of the other wellness activities offer.

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